

REGULAR MEETING ON WEDNESDAY, MAY 23, 2018
6:00 PM
FREEHOLDER MEETING ROOM
ORDER OF BUSINESS

Item

1. **CALL TO ORDER BY DIRECTOR**
2. **ROLL CALL**
3. **MOMENT OF SILENCE AND SALUTE TO THE FLAG**
4. **PUBLIC STATEMENT**

"Pursuant to the Open Public Meetings Act, Chapter 231, P.L. 1975 Adequate Notice as defined by Section 3D of Chapter 231, P.L. 1975, has been made by regular mail, such notice being submitted on May 18, 2018 from the Administrative Center of the County of Sussex, located at One Spring Street, Newton, New Jersey to the following:

New Jersey Herald WSUS Radio
New Jersey Sunday Herald WNNJ Radio
Star Ledger

and is also posted on the bulletin board maintained in the Administrative Center for public announcements and has been submitted to the Sussex County Clerk in compliance with said Act."

5. **APPROVAL OF AGENDA**

(Voice vote)

6. **EXECUTIVE SESSION – (Closed Session)**

RESOLUTION RE: PROVIDING FOR AN EXECUTIVE (CLOSED) SESSION NOT OPEN TO THE PUBLIC IN ACCORDANCE WITH THE PROVISIONS OF N.J.S.A. 10:4-12 ET SEQ.

WHEREAS, the subject matter(s) about to be discussed may be excluded from the public portion of the meeting by Resolution of the Board of Chosen Freeholders as an exception to the "Open Public Meetings Act" pursuant to N.J.S.A. 10:4-12 (b); and

WHEREAS, it appears necessary for the Board of Chosen Freeholders to discuss such matter(s) in Executive Session.

NOW, THEREFORE, BE IT RESOLVED that the Board of Chosen Freeholders of the County of Sussex, in accordance with the provisions of N.J.S.A. 10:4-12(b) and N.J.S.A. 10:4-13 that the Board at this time enter into an Executive Session from which the public shall be excluded; and

BE IT FURTHER RESOLVED, that the general nature of the subject(s) to be discussed relate to the following item(s) authorized by N.J.S.A. 10:4-12(b) as designated below:

- _____ (1) **Matters Required by Law to be Confidential:**
- _____ (2) **Matters Where the Release of Information Would Impair the Right to Receive Funds:**
- _____ (3) **Matters Involving Individual Privacy:**
- _____ (4) **Matters Relating to Collective Bargaining Agreements:**
- _____ (5) **Matters Relating to the Purchase, Lease of Acquisition of Real Property or the Investment of Public Funds:**
- _____ (6) **Matters Relating to Public Safety and Property:**
- X (7) **Matters Relating to Litigation, Negotiations and the Attorney Client Privilege;**

CWA 1032
CWA 1032 Supervisors
CWA 1032 Social Services
PBA 138 Sheriff's Unit

- X (8) **Matters Relating to the Employment Relationship:**
County Treasurer Appointment

- _____ (9) **Matters Relating to the Potential Imposition of a Penalty:**

BE IT FURTHER RESOLVED that the deliberations conducted in closed session may be disclosed to the public upon the determination of the Sussex County Board of Chosen Freeholders or provided by law that the public interest will no longer be served by such confidentiality; and

BE IT FURTHER RESOLVED that upon completion of the business for which the Board has entered into the Executive Session, the Board shall reconvene and resume its meeting open to the public.

7. **PROCLAMATIONS/CERTIFICATES/PRESENTATIONS**

A. **PROCLAMATIONS**

RECOGNIZING FAIRVIEW LAKE YMCA CAMPS

(Voice Vote)

B. **PRESENTATION**

Division of Health concerning the mosquito program

8. **PUBLIC HEARINGS**

9. **PUBLIC SESSION FROM THE FLOOR**

Please Note: Everyone is asked to keep their comments to 5 minutes or less and only address issues regarding agenda items followed by a 3 minute response time from the Freeholder Board. Please state your name, and print your name and municipality on the sign in sheet.

10. **FREEHOLDERS' COMMENTS**

11. **APPROVAL OF CONSENT AGENDA**

A. **RESOLUTION RE:**

AUTHORIZATION FOR THE BOARD OF CHOSEN FREEHOLDERS TO EXECUTE BUDGET MODIFICATION #1 OF CONTRACT # DFHS18CCC016 WITH THE NJ DEPARTMENT OF HEALTH FOR THE ENHANCED IMPLEMENTATION OF THE NJ OFFICE OF CANCER CONTROL AND PREVENTION ACTIVITIES PROJECT TO ACCEPT ADDITIONAL FUNDING OF \$ 12,268.00 INCREASING THE TOTAL FUNDING TO \$101,718.00 FOR THE CONTRACT PERIOD OF JULY 1, 2017 TO JUNE 30, 2018

B. **RESOLUTION RE:**

AUTHORIZATION FOR THE SUSSEX COUNTY DEPARTMENT OF HEALTH AND HUMAN SERVICES, DIVISION OF SENIOR SERVICES TO APPLY FOR GRANT FUNDS FROM THE NEW JERSEY DEPARTMENT OF HEALTH, DIVISION OF FAMILY HEALTH SERVICES FOR THE ADMINISTRATION OF THE SENIOR FARMERS MARKET NUTRITION PROGRAM FOR THE PERIOD OF JUNE 1, 2018 TO SEPTEMBER 30, 2018 IN THE AMOUNT OF \$500.00

- C. RESOLUTION RE:**
AUTHORIZING AN AGREEMENT BETWEEN SUSSEX COUNTY (RETIREES) AND BENECARD SERVICES, INC. TO PROVIDE PRESCRIPTION BENEFIT ADMINISTRATION AND SERVICES FOR THE COUNTY OF SUSSEX FOR THE TERM OF MAY 1, 2018 TO APRIL 30, 2019 IN AN ESTIMATED AMOUNT OF \$2,881,082.00
- D. RESOLUTION RE:**
AUTHORIZING AN AGREEMENT BETWEEN SUSSEX COUNTY (ACTIVE EMPLOYEES) AND BENECARD SERVICES, INC. TO PROVIDE PRESCRIPTION BENEFIT ADMINISTRATION AND SERVICES FOR THE COUNTY OF SUSSEX FOR THE TERM OF MAY 1, 2018 TO APRIL 30, 2019 IN THE AMOUNT OF \$2,630,420.00
- E. RESOLUTION RE:**
AUTHORIZATION FOR THE FREEHOLDER DIRECTOR AND CLERK OF THE BOARD TO EXECUTE A CONTRACT #18AVWN MODIFICATION WITH THE NJ DEPARTMENT OF HUMAN SERVICES, DIVISION OF DISABILITY SERVICES AND THE SUSSEX COUNTY DEPARTMENT OF HEALTH AND HUMAN SERVICES, DIVISION OF COMMUNITY AND YOUTH SERVICES TO TRANSFER PROGRAM COORDINATOR DUTIES FROM ELIZABETH LARSEN TO NICKOLAS G. KAPETANAKIS FOR THE PERIOD OF JANUARY 1, 2018 TO DECEMBER 31, 2018
- F. RESOLUTION RE:**
AUTHORIZING THE COUNTY OF SUSSEX TO RENEW AN AGREEMENT WITH THE TOWNSHIP OF BYRAM TO PROVIDE FOR ROAD SIGN MANUFACTURING SERVICES BY THE COUNTY OF SUSSEX IN ACCORDANCE WITH THE PROVISION OF N.J.S.A. 40A:65-1 ET SEQ. AND N.J.S.A. 40A:11-10 ET SEQ.
- G. RESOLUTION RE:**
AUTHORIZING THE ACQUISITION OF SIGHT EASEMENTS AT THE INTERSECTION OF COUNTY ROUTE 517 AND SCENIC DRIVE IN GREEN TOWNSHIP AT A TOTAL COST OF \$11,400.00
- H. RESOLUTION RE:**
AUTHORIZATION AMENDING THE POLICY AND PROCEDURE USED TO DETERMINE THE TYPE AND VALUE OF BONDS AND CASH DEPOSITS REQUIRED UNDER CONDITIONS SET FORTH BY VARIOUS SUSSEX COUNTY RESOLUTIONS AND ORDINANCES GOVERNING WORK WITHIN COUNTY RIGHTS-OF-WAY AND IMPACTING COUNTY TRANSPORTATION INFRASTRUCTURE AS REGULATED THROUGH THE ISSUANCE OF PERMITS BY THE DIVISION OF ENGINEERING AND CERTAIN APPROVALS GRANTED BY THE SUSSEX COUNTY PLANNING BOARD ADMINISTERED BY THE DIVISION OF PLANNING AND ECONOMIC DEVELOPMENT

- I. RESOLUTION RE:**
AUTHORIZING THE COUNTY OF SUSSEX TO ENTER INTO A RIGHT OF ACCESS LICENSE AGREEMENT WITH THE SUSSEX COUNTY MUNICIPAL UTILITIES AUTHORITY (SCMUA) PROVIDING THE SCMUA ACCESS TO PORTIONS OF THE FORMER SUSSEX RAILROAD PROPERTY NOW OWNED BY THE COUNTY OF SUSSEX FOR THE PURPOSE OF ADVANCING SITE INVESTIGATIONS NEEDED FOR THE PROPOSED SCMUA LEACHATE FORCEMAIN
- J. RESOLUTION RE:**
AUTHORIZATION TO PROVIDE FOR THE PURCHASE OF STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS FROM ACRO SERVICE CORP. FOR THE DIVISION OF SOCIAL SERVICES AND THE OFFICE OF RECORDS MANAGEMENT UNDER A NATIONAL COOPERATIVE CONTRACT PROVIDED BY US COMMUNITIES IN AN AMOUNT OF \$220,000.00 FROM JUNE 1, 2018 UNTIL MAY 31, 2019
- K. RESOLUTION RE:**
AUTHORIZATION TO EXECUTE A SUBORDINATION OF MORTGAGES BETWEEN THE BOARD OF CHOSEN FREEHOLDERS, COUNTY OF SUSSEX, SCARC, INC., AND THE AUGUSTA CENTER FOR PERSONS WITH DISABILITIES, FOR PREMISES LOCATED IN THE TOWNSHIP OF FRANKFORD, COUNTY OF SUSSEX, KNOWN AS LOT 1.05, BLOCK 17 ON THE FRANKFORD TOWNSHIP TAX MAPS
- L. RESOLUTION RE:**
AUTHORIZATION TO EXECUTE AN AMENDMENT TO DEED RESTRICTION BETWEEN THE COUNTY OF SUSSEX, FRANKFORD TOWNSHIP AND SCARC, INC., FOR PREMISES LOCATED IN THE TOWNSHIP OF FRANKFORD, COUNTY OF SUSSEX, KNOWN AS LOT 2, BLOCK 23 ON THE FRANKFORD TOWNSHIP TAX MAPS
- M. RESOLUTION RE:**
AUTHORIZING THE ENTRY INTO A PROFESSIONAL SERVICES AGREEMENT WITH JAMES L. LOTT, JR. OF RIKER, DANZIG, SCHERER, HYLAND & PERRETTI, LLP FOR THE PROVISION OF SPECIAL COUNSEL SERVICES FOR VARIOUS MATTERS RELATING TO COCHRAN HOUSE CONDOMINIUM ASSOCIATION WITHOUT COMPETITIVE BIDDING AS A PROFESSIONAL SERVICE PURSUANT TO N.J.S.A. 40A:11-5(1) (a) (i) FOR THE PERIOD OF MARCH 15, 2018 THROUGH DECEMBER 31, 2018 IN THE AMOUNT OF \$80,000
- N. RESOLUTION RE:**
AUTHORIZING THE ISSUANCE OF PURCHASE ORDERS IN COMPLIANCE WITH N.J.S.A. 19:44A-20.4 ET SEQ. FOR VARIOUS BID EXEMPT SERVICES AS STATED BELOW

- O. RESOLUTION RE:**
AUTHORIZATION TO PROVIDE FOR THE PURCHASE OF ROADWAY TRAFFIC STRIPING FOR THE SUSSEX COUNTY DEPARTMENT OF ENGINEERING AND PLANNING FROM DENVILLE LINE PAINTING, INC IN THE AMOUNT OF \$519,741.00 FOR THE 2018 SEASON

The Board of Chosen Freeholders of the County of Sussex has reviewed the Consent Agenda consisting of various proposed Resolutions and determined that adoption of the said Resolutions is in and will further the public interest. If any Freeholder would like to remove an item to be considered separately, please do so now. Could I have a motion to approve the Consent Agenda? (Roll call vote)

12. APPROVAL OF MINUTES

Regular Meeting- May 9, 2018

(Voice Vote)

Executive Session –May 9, 2018

(Voice Vote)

13. APPOINTMENTS AND/OR RESIGNATIONS

- A. RESOLUTION RE:**
APPOINTMENT OF JOAN BRUSEO (STAFF REPRESENTATIVE) AS A MEMBER OF THE SUSSEX COUNTY TRANSIT CITIZENS ADVISORY COMMITTEE; SAID TERM TO BEGIN IMMEDIATELY AND EXPIRE DECEMBER 31, 2020

(Roll Call Vote)

14. RESOLUTIONS

- A. RESOLUTION RE:**
PROVIDING TEMPORARY CLOSURE OF CR 517 IN OGDENSBURG BOROUGH FOR THE ANNUAL FRANKLIN AMERICAN LEGION POST #132 ANNUAL MEMORIAL DAY PARADE
- B. RESOLUTION RE:**
PROVIDING TEMPORARY CLOSURE OF CR 630 IN BRANCHVILLE BOROUGH FOR THE BRANCHVILLE HOSE COMPANY NO. 1 BLOCK PARTY/COMMUNITY DAY

(Voice vote)

C. INTRODUCTION FOR FIRST READING – ORDINANCE

ORDINANCE RE: ORDINANCE AMENDING THE PREVIOUSLY ESTABLISHED REGULATIONS GOVERNING ROAD OPENING AND ACCESS PERMITS ISSUED BY THE DIVISION OF ENGINEERING FOR WORK WITHIN THE SUSSEX COUNTY RIGHTS OF WAY AND WORK IMPACTING TRANSPORTATION INFRASTRUCTURE OWNED OR MAINTAINED BY THE COUNTY AND AUGMENTING THE SUSSEX COUNTY LAND DEVELOPMENT STANDARDS

MOTION to adopt this Ordinance on first reading

(Roll Call Vote)

MOTION to authorize the Clerk to advertise this Resolution as introduced for first reading, and also post same on the bulletin board in the lobby of the County Administrative Center, together with a Notice of Public Hearing stating that a hearing will be held on June 13, 2018 at 7:00 p.m. prior to final adoption of this Ordinance. (Voice Vote)

15. AWARDS OF CONTRACT/CHANGEORDERS/BID

A. AWARD OF CONTRACTS

RESOLUTION RE:
AWARD OF CONTRACT FOR MISCELLANEOUS BUILDING TRADE SERVICES (ELECTRICAL) TO TATBIT, CO. FOR WORK TO BE PERFORMED IN AND AROUND VARIOUS SUSSEX COUNTY BUILDINGS FOR THE COUNTY OF SUSSEX FROM DATE OF CONTRACT AWARD UNTIL MAY 31, 2019

(Roll Call vote)

16. FINANCIAL

A. RESOLUTION RE:
PAYMENT OF BILLS Bill List A (J. Rose to Abstain)

(Roll call vote)

B. RESOLUTION RE:
PAYMENT OF BILLS Bill List B (All Eligible to vote)

(Roll call vote)

**C. RESOLUTION RE:
CERTIFICATION OF REVIEW OF AUDIT BY GROUP AFFIDAVIT**

(Roll Call vote)

17. PERSONNEL

1. Office of the Sheriff-Jail; request to increase hours of Cook position from part time 30 hours/week to full time 40 hours/week; \$34,358 annually; (T. Ali)
2. Division of Library Services; request to create position of Assistant Library Director position; full time 35 hours/week; \$81,621 annually; (E. Callanan)

18. ADMINISTRATIVE REPORT

19. COUNTY COUNSEL

20. UNFINISHED BUSINESS

21. NEW BUSINESS

22. PUBLIC SESSION FROM THE FLOOR

Please Note: Everyone is asked to keep their comments to 5 minutes or less followed by a 3 minute response time from the Freeholder Board. Please state your name and print name and municipality on sign in sheet.

23. REMINDERS

<u>DATE/TIME</u>	<u>MEETING</u>	<u>LOCATION</u>
June 4 3:00PM	Planning Bd. Dev. Review	FMR
June 4 4:00 PM	Planning Board	FMR
June 7 12 NOON	Senior Advisory	Sparta Senior Center, Trapasso Dr.
June 14 7:30 PM	Water Quality	FMR
June 14 7:00PM	Regular Freeholder Mtg.	FMR

24. ADJOURNMENT

(Voice vote)

PROCLAMATION

Fairview Lake YMCA Camps Recognizing 50 Years of Laurel Ridge and Women in Camping

WHEREAS, Fairview Lake YMCA Camps, is a cause driven non-profit camp and conference center serving over 24,000 guests annually; and

WHEREAS, In 1968 Camp Laurel Ridge was founded, opening the Fairview Lake Camp experience to women for the first time; and

WHEREAS, 2018 will mark 50th anniversary of this founding and more importantly 50 years of providing a deep and inspirational impact on thousands of women; and

WHEREAS, during the 2017 summer camp season, 500 young women came to camp and over 12,500 women of all ages attended programs; and

WHEREAS, the YMCA, through their cause-driven initiatives, focus on Healthy Living, Social Responsibility and Youth Development for the community; and

WHEREAS, it is appropriate to recognize the value and accomplishments that Fairview Lake's Camp Laurel Ridge has had on the community; and

WHEREAS, much as it did in 1968, Camp Laurel Ridge continues to prepare young women for life's experiences.

NOW, THEREFORE, BE IT RESOLVED that the Sussex County Board of Freeholders do hereby proclaim June 15 – 17, 2018 as **"THE CELEBRATION OF 50 YEARS OF LAUREL RIDGE AND WOMAN IN CAMPING WEEKEND"** and urge all citizens to join us in congratulating the Fairview Lake YMCA Camps on this historic milestone and encourage families to become involved in the celebration and upcoming programs.

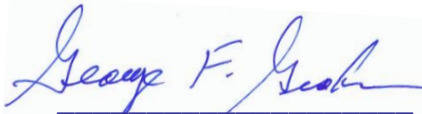
BY ORDER OF THE BOARD OF CHOSEN FREEHOLDERS



Jonathan Rose
Freeholder Director



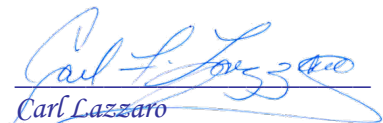
Sylvia Petillo
Deputy Freeholder



George F. Graham
Freeholder



Herbert Yardley
Freeholder



Carl Lazzaro
Freeholder

Attest:



Teresa Lyons, Clerk

Dated: May 23, 2018

Proclamation
of the
Sussex County Board of Freeholders

Presented to

Fairview Lake YMCA Camps

Recognizing 50 Years of Laurel Ridge and Women in Camping

WHEREAS, Fairview Lake YMCA Camps, is a cause driven non-profit camp and conference center serving over 24,000 guests annually

WHEREAS, In 1968 Camp Laurel Ridge was founded, opening the Fairview Lake Camp experience to women for the first time; and

WHEREAS, 2018 will mark 50th anniversary of this founding and more importantly 50 years of providing a deep and inspirational impact on thousands of women; and

WHEREAS, during the 2017 summer camp season, 500 young women came to camp and over 12,500 women of all ages attended programs; and

WHEREAS, the YMCA, through their cause-driven initiatives, focus on Healthy Living, Social Responsibility and Youth Development for the community; and

WHEREAS, it is appropriate to recognize the value and accomplishments that Fairview Lake's Camp Laurel Ridge has had on the community; and

WHEREAS, much as it did in 1968, Camp Laurel Ridge continues to prepare young women for life's experiences;

NOW, THEREFORE, I, _____, President of Sussex County Board of Freeholders do hereby proclaim the June 15th-17th, 2018, as "THE CELEBRATION OF 50 YEARS OF LAUREL RIDGE AND WOMEN IN CAMPING WEEKEND" and urge all citizens to join me in congratulating the Fairview Lake YMCA Camps in this historic milestone and encourage families to become involved in the celebration and upcoming programs.

Sussex Country Board of Freeholders

_____, **President**

XXX, XX, 2018

RESOLUTION RE: AUTHORIZATION FOR THE BOARD OF CHOSEN FREEHOLDERS TO EXECUTE BUDGET MODIFICATION #1 OF CONTRACT # DFHS18CCC016 WITH THE NJ DEPARTMENT OF HEALTH FOR THE ENHANCED IMPLEMENTATION OF THE NJ OFFICE OF CANCER CONTROL AND PREVENTION ACTIVITIES PROJECT TO ACCEPT ADDITIONAL FUNDING OF \$ 12,268.00 INCREASING THE TOTAL FUNDING TO \$101,718.00 FOR THE CONTRACT PERIOD OF JULY 1, 2017 TO JUNE 30, 2018

WHEREAS, the NJ Department of Health has executed a Contract with the County of Sussex to provide \$89,450.00 in funding for the Enhanced Implementation of the New Jersey Office of Cancer Control and Prevention Activities Project in Region One comprised of Sussex County as Grantee and Warren County as Sub-Grantee, for the period of October 1, 2017 to June 30, 2018, which was approved on November 21, 2017 by the Sussex County Board of Chosen Freeholders; and

WHEREAS, the NJ Department of Health has requested that a grant amendment be submitted by each Grantee to provide additional funding to conduct grant deliverable activities; and

WHEREAS, Budget Modification #1 is necessary for Sussex County to accept the additional grant funding of \$ 12,268.00 to be allocated in Schedule C. Other Cost Categories, Program Expenses and Other Costs; and

WHEREAS, Budget Modification #1 increases the level of funding approved in the Contract by \$12,268 for a total approved budget of \$101,718.00; and

WHEREAS, Budget Modification #1 is also necessary to reflect changes in the Budget Categories to re allocate \$ 13,255.00 from Schedule A. Personnel Costs to Schedule C. Other Cost Categories, Program Expense and Related Costs.

NOW, THEREFORE, BE IT RESOLVED that the Board of Chosen Freeholders of the County of Sussex hereby authorizes Budget Modification #1 to the current Contract # DFHS18CCC016 with the NJ Department of Health, as delineated in the attachments; and

BE IT FURTHER RESOLVED that certified copy of this Resolution with its attachments to be forwarded to Jane Morse, Confidential Assistant, Sussex County Division of Health.

Certified as a true copy of the Resolution adopted by the Board of Chosen Freeholders on the 23rd day of May 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

Resolution Summary
Authorizing Grant Agreement Budget Modification #1

RESOLUTION RE: AUTHORIZATION FOR THE BOARD OF CHOSEN FREEHOLDERS TO EXECUTE BUDGET MODIFICATION #1 OF CONTRACT # DFHS18CCC016 WITH THE NJ DEPARTMENT OF HEALTH FOR THE ENHANCED IMPLEMENTATION OF THE NJ OFFICE OF CANCER CONTROL AND PREVENTION ACTIVITIES PROJECT TO ACCEPT ADDITIONAL FUNDING OF \$ 12,268.00 INCREASING THE TOTAL FUNDING TO \$101,718.00 FOR THE CONTRACT PERIOD OF JULY 1, 2017 TO JUNE 30, 2018

State/Federal (or other) Grantor Agency: New Jersey Department of Health

County agency originating grant application:

SC Department of Health and Human Services, Division of Health

The NJ Department of Health has executed a Contract with the County of Sussex to provide \$89,450 in funding for the Enhanced Implementation of the New Jersey Office of Cancer Control and Prevention Activities Project in Region One comprised of Sussex County as the Grantee and Warren County as a Sub-Grantee, for the period of October 1, 2017 to June 30, 2018, which was approved on November 21, 2017 by the Sussex County Board of Chosen Freeholders.

The NJ Department of Health requested a grant amendment be submitted by each Grantee to provide additional funding to complete the grant deliverables.

Sussex County has been provided \$12,268 of additional funding and this will increase the total grant budget to \$101,718.00 for the grant period.

Budget Modification #1 is also needed to re-allocate \$13,255 of funding that was not utilized in Salary and Wages for the Community Service Aid position for the period of October 1, 2017 through May 1, 2018.

Description of purpose of grant funds: Additional funds totaling \$12,268 has been provided to cover the cost of completing the grant deliverables of health education programs to raise awareness in the areas of Colorectal Cancer, Sun Safety SCREEN, Lung Cancer, HPV as well as Cancer Thriving and Surviving programs.

Amount of grant funds sought: \$12,268

County budget match: no matching funds

Term of agreement: October 1, 2017 to September 30, 2017

Will additional staff need to be hired? No not as a result of this Budget Modification.

Is this initial funding or has funding been received in the past? This is a budget modification but annual funding has been received in the past. A new application will be submitted for the July 1, 2018 to June 30, 2019 grant year.

Budget Modification/Extension budget:

2017-2018 Sussex County Budget NJ Comprehensive Cancer Grant Applicaton				
<u>Budget Modification:</u>				
		<u>Approved Budget</u>	<u>Budget Mod</u>	<u>Revised Budget</u>
A.	<u>SALARIES & WAGES</u>			
	TOTAL SALARIES & WAGES	33333	-8816.00	24517
A.	<u>FRINGE BENEFITS</u>			
	TOTAL FRINGE BENEFITS	16783	-4439.00	12344
A.	<u>TOTAL PERSONNEL COSTS</u>	50116	-13255.00	36861
C.	OTHER COST CATEGORIES:			
	Office Costs:	2400	0	2400
	Program Expense & Related Costs			
	386-Health Education Program	Re-allocated funding	13255	
	386-Health Education Program	Additional funding	12268	
		Sub-Total	25523	29332
	Travel, Conference, Meetings	1500	0	1500
		Sub-Total		
	Sub Grantee: Warren NORWESCAP	31625	0	31625
	Total Other Costs:	39334	0	64857
	Total Grant	89450	12268	101718

Is there an expectation that the grant funds will be renewed in future years? Yes.

Describe impact on organization if the budget modification is not approved: Sussex County, the Grantee and the Warren County the Sub-Grantee will not receive the funding required to complete the grant deliverables to provide health education and awareness programs to the Region One communities for Colorectal Cancer, Skin Cancer, Lung Cancer, HPV and Cancer Thriving and Surviving programs.



Grant Amendment/Budget Revision Request

Request Title:	SWCDC Rev/Amend 5/18
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Today's Date: 5/2/2018

Select the type of request

Grant Amendment (Increases/Decreases in Overall Budget, Changes in Scope, Extension of Grant Period)

Grant Revision (Line Item Change - No Increase/Decrease in Overall Budget)

Provide detailed line item changes and justification of why this change is being requested. Requests lacking sufficient detail will be rejected.

Cost Category	Approved Budget		Requested Changes		Proposed Budget	
	Grant Funds	Other Funds	Grant Funds	Other Funds	Grant Funds	Other Funds
A. Personnel Cost	\$50,116	\$0	(\$13,255)	\$0	\$36,861	\$0
Salaries/Wages	\$33,333	\$0	(\$8,816)	\$0	\$24,517	\$0
Fringe Benefits	\$16,783	\$0	(\$4,439)	\$0	\$12,344	\$0

Schedule A Justification:

Budget Revision: Community Health Worker unexpended funds of \$13,255 for the period of (October 1, 2017 to May 15, 2018): move funds to Program Expense and Related Cost Category

*Note: The remaining funding in Proposed Budget Category allotted for Personnel Cost toward Community Health Worker will be for the period of May 15, 2018 to June 30, 2018.

B.Consultant/Professional Service Cost	\$0	\$0	\$0	\$0	\$0	\$0
Consultant/Professional Service Cost	\$0	\$0	\$0	\$0	\$0	\$0

Schedule B Justification:

n/a

DFHS18CCC016

C.Other Cost Categories	\$39,334	\$0	\$25,523	\$0	\$64,857	\$0
Office Expense and Related Cost	\$2,300	\$0	\$0	\$0	\$2,300	\$0
Program Expense and Related Cost	\$3,909	\$0	\$25,523	\$0	\$29,432	\$0
Staff Training and Education Cost	\$0	\$0	\$0	\$0	\$0	\$0
Travel, Conferences and Meetings	\$1,500	\$0	\$0	\$0	\$1,500	\$0
Equipment and Other Capital Expenditures	\$0	\$0	\$0	\$0	\$0	\$0
Facility Cost	\$0	\$0	\$0	\$0	\$0	\$0
Sub-Grants	\$31,625	\$0	\$0	\$0	\$31,625	\$0
Reserve	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$0	\$0
Total Direct Cost	\$89,450	\$0	\$12,268	\$0	\$101,718	\$0
Indirect Cost	\$0	\$0	\$0	\$0	\$0	\$0
Total Costs	\$89,450	\$0	\$12,268	\$0	\$101,718	\$0
Less Program Income	\$0	\$0	\$0	\$0	\$0	\$0
Net Total Cost	\$89,450	\$0	\$12,268	\$0	\$101,718	\$0

Schedule C Justification:

Budget Modification: Additional funding from previous grant cycle in the amount of \$12,268 and the remaining funds from unexpended Community Health Worker Personnel Cost Category have been 1, 2017 to May 15, 2018)

have been returned to grantee to conduct grant deliverable activities. The total amount of grant funds to conduct grant deliverable activities is \$25,522. Funding will be allocated to conduct NJDOH-OCCP grant deliverable activities as per provided guidance documents. Program Expense and Related Costs funding is as follows: Community Health Worker; IT products; Colorectal Cancer, Skin Cancer; HPV; Lung Cancer/Tobacco Initiatives; Cancer Thriving and Surviving Peer Lead Workshops; Survivorship. For a full listing see attachment below in "Document Title" section.

Budget Modification: Additional funding from last years grant \$ 12,268

Overall Modification Justification:

Budget Revision: Community Health Worker unexpended funds of \$13,255 for the period of October 1, 2017 to May 15, 2018 have been allocated to Program Expense and Related Cost category.

Budget Modification: Funding includes \$12,268 from a previous grant funding quarter and the remaining funds from unexpended Community Health Worker Personnel Cost Category October 1, 2017 to May 15, 2018) in the amount of \$13,255 (to include salary and fringe benefits). The total amount of grant funds to conduct grant deliverable activities is \$25,522. Funding will be allocated to conduct NJDOH-OCCP grant deliverable activities as per provided guidance documents. Program Expense and Related Costs funding is as follows: Community Health Worker; IT products; Colorectal Cancer, Skin Cancer; HPV; Lung Cancer/Tobacco Initiatives; Cancer Thriving and Surviving Peer Lead Workshops; Survivorship. For a full listing see attachment below.

Document Title:

Cost Breakdown for SWCDC

File Name:

1790344-CostBreakdownforBudgetRevision.pdf

Certified by PMO:

Name of Certifying PMO:

Sussex Warren Chronic Disease Coalition Cost Breakdown for Budget Revision

Related Deliverable	Sussex	Warren	Total
Computer/Laptop for Community Health Worker	\$1500	n/a	
Community Health Worker Phone	\$500	n/a	
Community Health Worker Printer	\$150	n/a	
Policy Map Renewal	\$556	\$556	\$1112
Zoom Video Conferencing	\$2000	combined	\$2000
Colorectal Cancer - Toolkit (incentives for practices to implement toolkit)	\$1500	\$1500	\$3000
Sun Safety - Minigrants for Schools – Incentives to Implement Sun Safe Policy/Shade Structure (4 schools)	\$2000	\$2000	\$4000
Sun Safety - Train-the-trainer Sun Safety program in partnership with Enright (2 programs in each county)	\$500	\$500	\$1000
Sun Safety - SCREEN and Sunbeatables program supplies (UV bracelets, signage, etc) for 4 schools	\$930	\$930	\$1860
HPV - Marketing for HPV Public Service Announcements (PSAs) to radio stations in Sussex and Warren Counties	\$500	\$500	\$1000
HPV - Printing for HPV posters to local pharmacies, YMCAs and Sports Camps, and other identified locations	\$500	\$500	\$1000
Lung Cancer/Tobacco – Training/Materials/Incentives for Practices to Refer Patients to NJ Quitline, etc.	\$300	\$300	\$600
Lung Cancer/Tobacco – Tobacco Resources & Educational Materials	\$300	\$300	\$600
Cancer Thriving and Surviving Evaluation Incentives (gift cards for all attending and completing evaluation – 4 workshops, 80 participants, \$20/card)	\$800	\$800	\$1600

Cancer Thriving and Surviving Materials (books and relaxation CDs – 4 workshops in region)	\$900	\$900	\$1,800
Cancer Thriving and Surviving flyer design/copies, printing charts, whiteboard, flipcharts	\$750	\$750	\$1500
Survivorship - incentives for PCPs to complete the Cancer Survivorship E-Learning Series for Primary Care Providers	\$400	\$400	\$800
Format and Print Cancer Resource Directory	\$750	\$750	\$1500
TOTAL			\$25,522

RESOLUTION RE: AUTHORIZATION FOR THE SUSSEX COUNTY DEPARTMENT OF HEALTH AND HUMAN SERVICES, DIVISION OF SENIOR SERVICES TO APPLY FOR GRANT FUNDS FROM THE NEW JERSEY DEPARTMENT OF HEALTH, DIVISION OF FAMILY HEALTH SERVICES FOR THE ADMINISTRATION OF THE SENIOR FARMERS MARKET NUTRITION PROGRAM FOR THE PERIOD OF JUNE 1, 2018 TO SEPTEMBER 30, 2018 IN THE AMOUNT OF \$500.00

WHEREAS, the Sussex County Department of Health and Human Services, Division of Senior Services has been notified by the New Jersey Department of Health, Division of Family Health Services, of the availability of a grant for the administration of the Senior Farmers Market Nutrition Program for seniors; and

WHEREAS, the Sussex County Department of Health and Human Services, Division of Senior Services is eligible to apply for \$500.00 in funding with no match requirement, for the period starting June 1, 2018 and ending September 30, 2018; and

WHEREAS, the funding will go toward promoting and enhancing the Senior Farmers Market Nutrition Program for seniors at the Congregate Nutrition Sites, Senior Housing Facilities and with the Senior Clubs in Sussex County; and

WHEREAS, the Sussex County Department of Health and Human Services, Division of Senior Services has completed the Mini Grant Application as required for consideration by the New Jersey Department of Health, Division of Family Health Services.

NOW, THEREFORE, BE IT RESOLVED that the Board of Chosen Freeholders of the County of Sussex, hereby approves and ratifies the Grant Application for the Senior Farmers Market Nutrition Program for seniors in the amount of \$500.00 and authorizes the Sussex County Freeholder Director to execute all necessary documents in connection with said Application; and

BE IT FURTHER RESOLVED that certified copies of this Resolution, together with copies of the Application, be forwarded to New Jersey Department of Health, Division of Family Health Services, Attention: Dorothy Ngumezi, PO Box 364, Trenton, NJ 08625-0364.

Certified as a true copy of the
Resolution adopted by the Board
of Chosen Freeholders on the
23th day of May, 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex



Sussex County

DFHS18WMN019

DOH Organization Information Review Page

Name of CEO Gregory V. Poff II
 Title of CEO Adminisrator
 CEO Telephone 973-579-0250
 CEO Email gpoff@sussex.nj.us
 Address 1 One Spring Street
 Address 2
 City Newton, State New Jersey Zip 07860

Name of CFO Robert MaiMäskis, Jr.
 Title of CFO Treasurer/CFO
 Principal Agency Telephone 973-579-0300
 Principal Agency E-mail rmaikis@sussex.nj.us
 Address 1 One Spring Street
 Address 2
 City Newton State New Jersey Zip 07860

Name of Principal Program Contact Diane Friedberg
 Title of Principal Program Contact Senior Program Development Specialist - Aging
 Principal Program Telephone 973-579-0555
 Principal Program E-mail dfriedberg@sussex.nj.us
 Address 1 One Spring Street
 Address 2
 City Newton State New Jersey Zip 07860

Name of Principal Fiscal Contact Mary Lee VanHooker
 Title of Principal Fiscal Contact Fiscal Officer
 Principal Fiscal Telephone 973-579-0555
 Principal Fiscal E-mail mvanhooker@sussex.nj.us
 Address 1 One Spring Street
 Address 2
 City Newton State New Jersey Zip 07860

Agency Fiscal Year End (mm/dd) 12/31

Does the Agency Meet the following Licensure Requirements?

Facility N/A
 Services N/A
 Personnel N/A

Is a copy of the license attached?

Agency Accounting System Modified Accrual

Affirmative Action Plan Yes

Selected Type of Agency:

By checking this box, you certify that the information listed above is accurate to the best of your knowledge.



Sussex County

DFHS18WMN019

Application Summary

Proposed Project Title Senior Farmer's Market Grant

Will any member of the Board of Directors/Trustees receive any direct or indirect personal or monetary gain from the funding of this grant? Yes No

Name of Member(s) (separate with commas):

Does any member of the Board of Directors/Trustees serve on any board, council commission, committee or Task Force which has regulatory or advising influence on the funding program? Yes No

Name of Board, Council, etc.:

Select Preferred Payment Plan: Advance Payment

Name of Grantee: Sussex County

Organization Address

Sussex County

One Spring Street

Newton, NJ 07860-2091

Phone: (973) 579-0250

Email Address:

Federal Tax Identification Number: 226002477

Vendor Number: 226002477-00

Vendor Unit: SUSSEX CO

Vendor Unit Address 1 SPRING STREET
NEWTON, NJ 07860

Certificate of Need Project Pending Not Required

Is political subdivision covered by NJ Civil Service Merit System? Yes No

If grant is awarded, will funds be used to replace other funds which would be available in absence of award? Yes No

Name of NJDOH Program Manager Regarding Application: Dorothy Ngumezi



Sussex County

DFHS18WMN019

Application Summary

- New
- Renewal of Grant #:DFHS17WMN005
- Modification to Grant #:

Budget Period (Month/Day/Year) - This is the period of time for which a grant is to be funded.

From: 6/1/2018 Through: 9/30/2018

Project Period (Month/Day/Year) - This the period of time expected to complete the project.

From: 6/1/2018 Through: 9/30/2018

Funds Requested From State (May not exceed \$36,000)	Funds From Other Sources	Total Funds Required
\$500		\$500

You must agree to the Terms and Conditions and Cost Controlling initiatives outlined by the New Jersey Department of Health.

A copy of the Terms and Conditions and Cost Controlling Initiatives can be found by clicking here:

[Terms and Conditions](#)

By checking the box I certify that I have read the Terms and Conditions for grants.*

Name Lorraine Hentz

Title Director



Sussex County
DFHS18WMN019

Project Location

Please check this box if the project is Statewide
OR Select from the following:

County to Filter by:

Sussex County

Municipalities:

Andover Borough
Andover Township
Branchville Borough
Byram Township
Frankford Township
Franklin Borough
Fredon Township
Green Township
Hamburg Borough
Hampton Township
Hardyston Township
Hopatcong Borough
Lafayette Township
Montague Township
Newton Town
Ogdensburg Borough
Sandyston Township
Sparta Township
Stanhope Borough
Stillwater Township
Sussex Borough
Vernon Township
Walpack Township
Wantage Township



Sussex County

DFHS18WMN019

NEEDS AND OBJECTIVES OF PROJECTS

Assessment of Need(s) - List the need(s) which illustrate the reason for the project.

Sussex County's low-income seniors' nutritional health is compromised due to the fact they cannot afford to purchase fresh fruits and vegetables on a regular basis. The rural nature of Sussex County makes outreach critical to identifying low-income seniors and the subsequent distribution of the Farmers' Market vouchers to those who are eligible. The mini-grant will be used to enhance our outreach and marketing in efforts to address the needs of all who qualify for the program.

NEEDS AND OBJECTIVES OF PROJECTS

Objective(s) of Project - List what will be done to alleviate need(s) described above.

1.) Market the program through media releases and presentations to seniors clubs, senior centers, nutrition sites, senior housing sites and various events sponsored by the Division of Senior Services. Place posters at soup kitchens and food banks. Request that information be included in Church bulletins and community newsletters. Distribute information at various community and town events where the Division of Senior Services will be present.

2.) Schedule hours for distribution at strategic locations including senior centers, nutrition sites, seniors clubs, libraries, churches, soup kitchens, etc.

3.) Target homebound frail seniors via the meals on wheels and care management programs.

4.) Coordinate farmers to be present at senior housing facilities at least once to increase the redemption rate for the vouchers.

5.) Provide nutritional information in conjunction with the distribution of the Farmers Market Vouchers.



Sussex County

DFHS18WMMN019

NEEDS AND OBJECTIVES OF PROJECTS

Cost of Project - Indicate costs related to the project.

COSTS

Printing/Photo coping of flyers/educational material, etc.

\$

500.00

TOTAL

\$ 500.00



Sussex County

DFHS18WMN019

FEDERAL TRANSPARENCY ACT CERTIFICATION

The Federal Transparency Act (FFATA) requires that certain information regarding the use of federal funds be reported to the federal government. As the prime awardee of federal funds, the NJ Department of Health must report the following information about our sub-awardees, as part of this requirement.

This FFATA Certification page is **required** of all NJ DOH applicants. **Failure to complete this certification will result in an error that will prevent your application from being submitted.** Information provided must be accurate, and will be subject to federal scrutiny.

1. Entity Identification:

Please enter your "child organization" or **secondary** Duns number into this field, if it is different from the primary or "parent organization" Duns number that appears above it.

If there is no "child" or secondary Duns number associated with this application, please re-enter your Duns number into this field.)

Parent Organization Duns Number: 080609969

Child Organization Duns Number: 08-060-9969

2. Executive Compensation:

Executive Compensation: In order to determine whether you are required to report executive compensation data, answer the following questions(s):

A. In your business or organization's preceding completed fiscal year, did its business or organization (the legal entity to which the DUNS number you provided belongs) receive:

1. 80 percent or more of its annual gross revenues in U.S, federal contracts, subcontract, loans, grants, sub-grants, and/or cooperative agreements;?

and

2. \$25,000,000 or more in annual gross revenues from U.S federal contracts, sub subcontract, loans, grants, sub-grants, and/or cooperative agreements?

Yes If "YES" then read and answer question B.

No If "NO" to question A, reporting executive compensation is not required.

B. Does the public have access to information about the compensation of the executives of your business or organization (the legal entity to which the DUNS number you provided belongs)

through periodic reports filed under section 12(a) or 15 (d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m (a), 78o (d)) or section 6104 of the Internal?

Yes If "YES" to question B, reporting executive compensation is not required.

No If "NO" then executive compensation must be entered below.



FEDERAL TRANSPARENCY ACT CERTIFICATION

Position Title	Legal First Name	Legal Last Name	Annual Salary	Fringe Benefits (\$)	Fringe Benefits (%)	Total
				\$0	%	\$0
				\$0	%	\$0
				\$0	%	\$0
				\$0	%	\$0
				\$0	%	\$0
Base Salary Sub-Total						\$0
Fringe Benefits Sub-Total						\$0
Total Executive Personnel Costs						\$0

By Checking this box you certify that the above information is correct to the best of your knowledge.

Name of Official certifying for Agency
Lorraine Hentz

Title
Director



Sussex County

DFHS18WMN019

LOCAL AID & LEGISLATIVE DISTRICTS

Legislative Districts:

24

Local Aid Districts:

District 1, Trenton



Sussex County

DFHS18WMN019

ADDITIONAL SITE LOCATIONS

Please use this form to list any applicable site locations in addition to your agency's primary address.

Site 1

Site Name Knoll Heights/Knoll View

Address 1 39 Trapasso Drive

Address 2

City Sparta State New Jersey

Zip 07871

Phone 973-729-4311 Email

Site 2

Site Name Brookside Terrace Apartments

Address 1 33 Mill Street

Address 2

City Newton State New Jersey

Zip 07860

Phone 973-383-6080 Email



Sussex County

DFHS18WMN019

ADDITIONAL SITE LOCATIONS

Site 3

Site Name Concetta Towers

Address 1 75 Catlin Road

Address 2

City Franklin State New Jersey

Zip 07416

Phone 973-209-2808 Email

Site 4

Site Name Franklin House Senior Housing

Address 1 1 Mill Street

Address 2

City Franklin State New Jersey

Zip 07416

Phone Email



Sussex County

DFHS18WMN019

ADDITIONAL SITE LOCATIONS

Site 5

Site Name

Address 1

Address 2

City

State New Jersey

Zip

Phone

Email



Sussex County

DFHS18WMN019

ADDITIONAL SITE LOCATIONS

Please use this form to list any applicable site locations in addition to your agency's primary address.

Site 1

Site Name Sussex County Division of Senior Services

Address 1 One Spring Street

Address 2

City Newton State New Jersey

Zip 07860

Phone 973-579-0555 Email seniorservices@sussex.nj.us

Site 2

Site Name Hopatcong Nutrition Site

Address 1 42 Lakeside Boulevard

Address 2

City Hopatcong State New Jersey

Zip 07843

Phone 973-398-2608 Email



Sussex County

DFHS18WMN019

ADDITIONAL SITE LOCATIONS

Site 3

Site Name Vernon Senior Center

Address 1 21 Church Street

Address 2

City Vernon State New Jersey

Zip 07462

Phone 973-764-5454 Email

Site 4

Site Name Franklin Senior Lunch Program

Address 1 George Labance Lane

Address 2

City Franklin State New Jersey

Zip 07416

Phone 973-827-2973 Email



Sussex County

DFHS18WMN019

ADDITIONAL SITE LOCATIONS

Site 5

Site Name Liberty Towers (Senior Housing)

Address 1 32 Liberty Street

Address 2

City Newton State New Jersey

Zip 07860

Phone 973-383-5191 Email



Sussex County

DFHS18WMN019

SCHEDULE G - CERTIFICATION REGARDING DEBARMENT AND SUSPENSION

In accordance to Federal Executive Order 12549, "Debarment and Suspension", the undersigned certifies, to the best of his or her knowledge that as an applicant, or its key employees and contractors:

- a. are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transaction by any Federal Department or agency, or by the State of New Jersey;
- b. Have not within a 3-year period preceding this application been convicted of or had a civil judgement rendered against them for commission of fraud or a criminal offense, in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or Local) transaction or contact under a public transportation; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property.
- c. are not presently indicted or for otherwise criminally or civilly charged by a governmental entity (Federal, State, or Local) with commission of any offenses enumerated in paragraph b) of this certification; and
- d. have not within 3-year period preceding this application had one or more public transactions (Federal, State, or Local) terminated for cause or default.

The applicant agrees that by submitting this application, it will obtain from all its subgrantees a certification that includes without modification paragraphs (a), (b), (c), (d), of this certification in accordance with Federal Executive Order 12549.

By Checking this box you certify that the above information is correct to the best of your knowledge.

Name of Official certifying for Agency

Lorraine Hentz

Title

Director



Sussex County

DFHS18WMN019

REQUIRED ATTACHMENTS

Statement of Total Gross Revenue (Agency's Most Current Annual Report or Annual Audit)

1802662-SussexCounty2016audit.pdf

Tax Clearance Certificate

Proof of Non-profit (501(C)3)

1802662-NAdocument.docx

NJ Charities registration (if applicable)

1802662_1-NAdocument.docx

Application for Tax Clearance can be obtained [HERE](#). (fee of \$75.00 or \$200.00)

This is required to maintain compliance with the Commissioner's Cost Controlling Initiatives.



DEPARTMENT OF HEALTH AND HUMAN SERVICES
Division of Senior Services
Sussex County Administrative Center
One Spring Street
Newton, New Jersey 07860-2069
(973) 579-0555
(973) 579-0550 FAX

Lorraine Hentz
Director

County of Sussex

The 2016 Sussex County Audit is attached as a requirement for the Grant.



State of New Jersey

DEPARTMENT OF THE TREASURY
DIVISION OF TAXATION
P. O. Box 272
TRENTON, NEW JERSEY 08695-0272

PHILIP D. MURPHY
Governor

ELIZABETH MAHER MUOIO
Acting State Treasurer

SHEILA Y. OLIVER
Lt. Governor

JOHN J. FICARA
Acting Director

Telephone (609) 292-5503 / Facsimile (609) 292-1882

March 23, 2018

County of Sussex
One Spring St.
Newton, NJ 07860

BUSINESS ASSISTANCE OR INCENTIVE CLEARANCE CERTIFICATE

Agency: Department of Health

Applicant ID: xxx-xxx-477/000

The Director of the Division of Taxation, in accordance with Chapter 101, Laws of N.J. 2007, has reviewed the records of the above Applicant for Business Assistance or Incentive from the above referenced agency. This review shows that the Applicant is in compliance with this act.

This certificate indicates the Division of Taxation has no objections to the issuance of said Assistance or Incentive. This certificate does not constitute a waiver of authority to demand resolution of any other deficiencies and delinquencies and shall not prevent further audit or the assessment of additional taxes, penalties, interest or fees as may be provided by law.

This certificate is valid for 180 days from the date of issuance.

John J. Ficara
Acting Director

N/A

N/A

**Resolution Summary
Authorizing Grant Application**

Resolution: AUTHORIZATION FOR THE SUSSEX COUNTY DEPARTMENT OF HEALTH AND HUMAN SERVICES, DIVISION OF SENIOR SERVICES TO APPLY FOR GRANT FUNDS FROM THE NEW JERSEY DEPARTMENT OF HEALTH, DIVISION OF FAMILY HEALTH SERVICES FOR THE ADMINISTRATION OF THE SENIOR FARMERS MARKET NUTRITION PROGRAM FOR THE PERIOD OF JUNE 1, 2018 TO SEPTEMBER 30, 2018 IN THE AMOUNT OF \$500.00

State/Federal (or other) Grantor Agency: New Jersey Department of Health, Division of family Health Services

County agency originating grant application: Division of Senior Services

Description of purpose of grant funds: The funding will go toward promoting and enhancing the Senior Farmers Market Nutrition Program for seniors at the Congregate Nutrition Sites, Senior Housing Facilities and with the Senior Clubs in Sussex County.

Amount of grant funds sought: \$500.00

County budget match: None

% of funds used for salaries/benefits: None

Will additional staff need to be hired? No
If so, describe specific duties

Is this initial funding or has funding been received in the past? Funding has been received in the past

If funding has been received in prior years:
List amount of funding received and County match in last 3 years 2015, 2016 & 2017 \$500.00, , no county match required for the past 3 years

What are the reporting requirements?
Frequency of reports: One report by November 1st.
Approx. time necessary to complete reports: At the most approximately 2 hours to complete the report.
Staff person responsible for reporting: Diane Friedberg

RESOLUTION RE: AUTHORIZING AN AGREEMENT BETWEEN SUSSEX COUNTY (RETIREES) AND BENECARD SERVICES, INC. TO PROVIDE PRESCRIPTION BENEFIT ADMINISTRATION AND SERVICES FOR THE COUNTY OF SUSSEX FOR THE TERM OF MAY 1, 2018 TO APRIL 30, 2019 IN AN ESTIMATED AMOUNT OF \$2,881,082.00

WHEREAS, proposals to provide prescription benefit administration and services under Sussex County's prescription benefit plan were solicited by the County's authorized representative Brown & Brown Metro, LLC; and

WHEREAS, the proposals received were reviewed by the County's authorized representative and the Sussex County staff, and it is recommended that an award be made to Benecard Services, Inc. based on the pricing offered; and

WHEREAS, the County Treasurer has certified that there are sufficient funds for the awarding of said Agreement.

NOW, THEREFORE, BE IT RESOLVED that the Board of Chosen Freeholders of the County of Sussex does hereby authorize the Agreement between Sussex County and Benecard Services, Inc. to provide Prescription Benefit Administration and Services for the County of Sussex; and

BE IT FURTHER RESOLVED that this Agreement will be in effect from May 1, 2018 for an twelve (12) month period ending April 30, 2019;

BE IT FURTHER RESOLVED that certified copies of this Resolution be forwarded to Brown & Brown Insurance, 56 Livingston Ave, Roseland, NJ 07068-0369; Benecard Services, Inc., 3131 Princeton Pike, Building 2B, Suite 103, Lawrenceville, NJ 08648.

Certified as a true copy of the
Resolution adopted by the Board
on the 23th day of May, 2018. .

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

CERTIFICATION RE: BUDGET APPROPRIATION FOR AWARDING OF CONTRACT

I, Robert J. Maikis, Jr., Treasurer, County of Sussex, hereby certify to the Clerk, Board of Chosen Freeholders that there are adequate funds appropriated in the 2018 County Budget appropriation(s) for May through December 2018, supplemented by employee contributions, and subject to adequate funds being appropriated in the 2019 County Budget appropriation(s) for January through April 2019, supplemented by employee contributions, entitled:

Group Prescription Insurance			
<u>Fund</u>	<u>Account</u>	<u>Title/Description</u>	<u>Amount</u>
Current	01-201-23-220-207	Group Prescription Retired	\$1,546,878.00
Library	26-201-29-390-207	Group Prescription Retired	\$ 219,387.00
Social Svcs	72-201-27-345-207	Group Prescription Retired	\$ 154,456.00
Total Available for May-December 2018			<u>\$1,920,721.00</u>
Current	01-201-23-220-207	Group Prescription Retired	\$ 773,439.00
Library	26-201-29-390-207	Group Prescription Retired	\$ 109,694.00
Social Svcs	72-201-27-345-207	Group Prescription Retired	\$ 77,228.00
Subject to Availability for January-April 2019			<u>\$960,361.00</u>
Total Amount Estimated not to Exceed			<u>\$2,881.082.00</u>

For Awarding of a Contract for: Authorizing the Agreement between the County of Sussex (Retirees) and Benecard Services, Inc. to provide Prescription Benefit Administration and Services for the County of Sussex

To: Benecard Services, Inc.
 3131 Princeton Pike
 Building 2-B Suite 103
 Lawrenceville, NJ 08648

Robert J. Maikis, Jr., County Treasurer

Dated: May 23, 2018

Resolution Summary
Other

RESOLUTION RE: AUTHORIZING AN AGREEMENT BETWEEN SUSSEX COUNTY (RETIREES) AND BENECARD SERVICES, INC. TO PROVIDE PRESCRIPTION BENEFIT ADMINISTRATION AND SERVICES FOR THE COUNTY OF SUSSEX FOR THE TERM OF MAY 1, 2018 TO APRIL 30, 2019 IN AN ESTIMATED AMOUNT OF \$2,881,082.00

Description of Resolution:

This resolution is for authorization to enter into an Agreement with Benecard Services Inc. to provide Prescription Benefit Administration and Services for the County of Sussex's retirees.

This Agreement will be in effect starting May 1, 2018 for a twelve (12) month period ending April 30, 2019.

**AGREEMENT
TO PROVIDE
FIXED RATE INSURED PRESCRIPTION DRUG MANAGEMENT SERVICES**

THIS AGREEMENT TO PROVIDE FIXED RATE INSURED PRESCRIPTION DRUG MANAGEMENT SERVICES ("Agreement") is effective as of the 1st day of May 2018, by and between BENECARD SERVICES, LLC ("Benecard"), whose principal place of business is 3131 Princeton Pike, Building 2B, Suite 103, Lawrenceville, NJ 08648 and County of Sussex Retirees ("Group"), whose principal place of business is One Spring Street, Newton, NJ 07860.

WITNESSETH THAT:

A. WHEREAS, Group has undertaken to provide certain of its retired employees and their dependents and COBRA eligible members with prescription drug benefits, and,

B. WHEREAS, Group, having determined the scope and extent of its prescription drug benefits and the participant-contribution level, desires that its benefits be administered on a uniform basis for all its cardholders and dependents according to the Group's plan specifications included as Exhibit A, and,

C. WHEREAS, Benecard is engaged in the business of providing administrative services in connection with prescription drug benefits for various groups, according to each group's plan specifications, and,

D. WHEREAS, Group desires that Benecard provide such administrative services for Group's prescription drug benefits as part of an arrangement whereby Group becomes a member of the Benecard Association (the "Association") and a certificate holder of an excess loss insurance policy issued by Insurance Carrier and made available to members of the Association;

NOW, THEREFORE, in consideration of the mutual promises and agreements herein contained, Group and Benecard hereby agree as follows:

ARTICLE I – DEFINITIONS

The following capitalized terms, including their single and plural forms, shall have the meanings set forth below:

BENECARD MAIL ORDER PHARMACY – means the mail service pharmacy contracted by Benecard or Claims Processor to dispense Prescription Drugs via mail or other parcel delivery service to individuals including Members. All other pharmacies are considered retail Providers and not Benecard Mail Order Pharmacies for purposes of this Agreement even if they dispense by mail order or other parcel delivery. For purposes of this Agreement, the Benecard Mail Order Pharmacy shall not be considered a representative, subcontractor or agent of Benecard or Claims Processor.

BENECARD SPECIALTY PHARMACY - means a specialty service pharmacy location contracted by Benecard or Claims Processor to dispense Specialty Prescription Drugs via mail or other parcel delivery service to individuals including Members. All other pharmacies, with the exception of Benecard Mail Order Pharmacy specialty pharmacies

May 1, 2018

County of Sussex Retirees

and maintenance pharmacies are considered retail Providers and not Benecard Specialty Pharmacies for purposes of this Agreement even if they dispense by mail order or other parcel delivery. For purposes of this Agreement, the Benecard Specialty Pharmacy shall not be considered a representative, subcontractor or agent of Benecard or Claims Processor.

BRAND DRUG – means a Prescription Drug manufactured and marketed under a trademark by a specific drug manufacturer.

CARDHOLDER– means one of Group’s Retirees and COBRA eligible members who satisfy all of the eligibility criteria necessary to receive Prescription Drug benefits under the Plan, or an Overage Dependent, who is identified by Group to Benecard in accordance with the provisions of this Agreement as eligible for such benefits.

CLAIM - means a contractual payment request submitted by a Participating Pharmacy dispensing one or more Prescription Drugs and transmitted in accordance with the electronic transaction standards set forth in 45 CFR Parts 160, 162 and 164.

CLAIM PROCESSOR – means Benecard or a prescription benefit management company or other vendor that has entered into an agreement with Benecard to furnish certain services such as Participating Provider network management, eligibility verification, claims processing, formulary management and other program management services.

CLAIM PAYMENTS – The total of all Plan costs including but not limited to: program administration; pharmacy network contracting and management; transmission, processing and payment of claims including but not limited to drug ingredient costs, pharmacy dispensing and transaction fees, quality management programs, cost containment and clinical program expenses, and incurred but unreported claims.

CONTRIBUTION – means the deductible amount a Member is required to pay before Prescription Drug benefits are available under Group’s Plan or the co-payment amount a Member is responsible to pay for each Prescription Drug covered under Group’s Plan. Notwithstanding the foregoing, the Member’s co- payment will be the lesser of the amount set forth in Appendix A or the Usual and Customary Price for such covered Prescription Drug at the dispensing pharmacy.

CENSUS CATEGORY – means a classification assigned to each Cardholder by Group and used primarily for billing of monthly Program Charges and which defines the spouse, Domestic Partner or civil union member and Dependent/Overage Dependent (“OAD”) eligibility associated with the individual Cardholder. Categories are as follows: SINGLE for one-party (employee only coverage); MEMBER/SPOUSE for two-party (employee plus spouse or plus individual in a legally recognized domestic partnership or civil union with Cardholder); PARENT/CHILD for two-party (employee plus one dependent child); PARENT/CHILDREN for greater than two-party (employee plus two or more dependent children); FAMILY for greater than two-party (employee plus spouse, or plus individual in a legally recognized domestic partnership or civil union with Cardholder, plus one or more dependent children), and Overage Dependent.

DEPENDENT – means an individual who satisfies all of the eligibility criteria through a Cardholder necessary to receive Prescription Drug benefits under the Plan and is identified by Group to Benecard in accordance with the provisions of this Agreement as eligible for

such benefits. Depending upon Plan design, Dependents may include a spouse, individual in a legally recognized civil union with Cardholder or Domestic Partnership with Cardholder, and children of such Cardholder up to age 26 as more specifically defined in Exhibit A.

DIRECT REIMBURSEMENT CLAIM – means a manual claim for direct reimbursement of a Prescription Drug expense submitted by a Cardholder in a format acceptable to Benecard.

DOMESTIC PARTNER - means a same gender domestic partner or other domestic partner under applicable law, rule, regulation and as defined by and eligible for coverage under Group's Plan.

FDA – means the United States Food and Drug Administration.

FORMULARY – means one or more lists, made available by Benecard to Cardholders, of Preferred Drugs.

GENERIC DRUG – means a Prescription Drug identified by the FDA as bio-equivalent to a specific Brand Drug. A Generic Drug is usually identified by its chemical name.

GROUP'S PLAN SPECIFICATIONS or PLAN SPECIFICATIONS – means a description of the Group's Plan related to Prescription Drug benefits and limitations thereto, including the framework of policies, interpretations, rules, practices and procedures applicable to such benefits, required by Group and set forth in Exhibit A to this Agreement. The Plan Specifications shall not include any amendments except as provided in Article II.C. of this Agreement.

HIPAA – means the Health Insurance Portability and Accountability Act of 1996.

HIPAA PRIVACY RULE - means the final rules and regulations related to the use and disclosure of patients' Protected Health Information under 45 CFR Parts 160 and 164.

HIPAA SECURITY RULE – means the final rules and regulations establishing security standards for the protection of electronic protected health information under 45 CFR Parts 160 and 164.

IDENTIFICATION CARD – means a card containing specific information concerning a Group, a Cardholder and the Cardholder's Dependents, and the Claim Processor. An Identification Card is not intended, and shall not be construed, to create proof of an individual's eligibility for Prescription Drug benefits.

INSURANCE CARRIER OR INSURER - means Heartland Fidelity Insurance Company. Heartland Fidelity Insurance Company, Benecard and the Association share common ownership or control; and Heartland Fidelity Insurance Company receives administrative services from Benecard. Heartland Fidelity Insurance Company is licensed pursuant to the laws, rules and regulations of Washington, D.C. as an association captive insurance company for the purpose of providing excess loss insurance coverage, as described herein, through an excess loss policy issued to the Trustee of the Benecard Association Trust. Groups that enter into this form of agreement with Benecard become members of the Association and certificate holders under the excess loss policy.

MAIL ORDER PRESCRIPTION – means a Prescription Drug dispensed by a Benecard Mail Order Pharmacy.

MAINTENANCE DRUG – means a Prescription Drug prescribed for the treatment of one or more chronic conditions that is taken on a long-term basis, usually for a period of more than 30 days, and that is associated with a maintenance indicator on the MediSpan or other third party pricing source file used by Benecard.

MEMBER - means a Cardholder or a Dependent of such Cardholder to whom Prescription Drug benefits are provided by Group under the Plan, and as identified by Group to Benecard in accordance with the provisions in this Agreement.

NON-PARTICIPATING PROVIDER or NON-PARTICIPATING PHARMACY – means any Provider that is not a Participating Pharmacy.

OVERAGE DEPENDENT (OAD) – means an actively employed Cardholder’s child by blood or by law who is age 26 or older and meets the requirements of Exhibit A hereof.

PARTICIPATING PROVIDER or PARTICIPATING PHARMACY – means a Provider that has elected to participate in one or more pharmacy networks, has been assigned a National Association of the Boards of Pharmacy (NABP) number and/or National Provider Identifier (NPI) number and has entered into an agreement with Benecard or its Claim Processor, to dispense retail or mail order Prescription Drugs including Specialty Drugs to individuals including Members. For purposes of this Agreement, no Participating Provider shall be considered a representative, subcontractor or agent of Benecard, the Association, or the Insurance Carrier.

PLAN – means the employer-funded pharmacy benefit plan, which provides benefits to Members as described in Group’s plan document.

PREFERRED DRUGS – means Prescription Drugs found on a Formulary. Prescription Drugs identified as Preferred Drugs may be modified from time to time by Benecard at its sole discretion.

PRESCRIPTION DRUG - means a FDA-approved drug or drug product or a state restricted drug that may, under law, be dispensed only pursuant to a Prescription Order or authorized refill of a Prescription Order.

PRESCRIPTION ORDER – means a directive to dispense a medically necessary Prescription Drug, issued by a physician or other health care provider duly authorized under law to prescribe such a Prescription Drug.

PROGRAM CHARGES – means the complete charges billed by Benecard to Group for a fixed rate insured Prescription Drug program as described in this Agreement. Program Charges are inclusive of all costs associated with the furnishing of such a program including, but not limited to, Participating Provider network management and claim processing, program administration and care management, drug ingredient costs, pharmacy dispensing fees, Identification Cards for Cardholders, standard Member communication materials, charges for excess loss insurance coverage provided by Insurance Carrier to Group, and brokerage and other professional costs, including Association membership.

PROTECTED HEALTH INFORMATION or PHI – means individually identifiable health information related to the past, present or future physical or mental health or condition of a Member; the provision of health care to a Member; or the past, present or future payment for the provision of health care to a Member, as more fully defined in 45 CFR §160.103.

PROVIDER – means a corporation, partnership or proprietorship that owns or operates a licensed pharmacy.

REPORTS – means one or more reports as defined by Benecard to be made available by Benecard containing program information that may not include Protected Health Information.

RETIREE - means an individual identified by Group to Benecard, in accordance with the provisions of this Agreement, as meeting the Group's retiree eligibility criteria.

SPECIALTY PRESCRIPTION DRUG – means a Prescription Drug which, as determined and communicated by Benecard, may be characterized as a high cost biotechnology drug and/or may be a drug that requires special distribution service, handling and administration procedures. Due to high cost, drug perishability and varying degrees of patient tolerance and side effects associated with the metabolizing of such drugs the dispensing of such medications may be subject to special quantity limitations or limited to distribution by certain Specialty Drug pharmacies.

USUAL AND CUSTOMARY PRICE or U&C – means the retail price charged to the general public by a Participating Pharmacy for a particular drug, strength and quantity on the date the drug is dispensed.

ARTICLE II – PROGRAM SERVICES

A. Compliance with Law: Benecard represents and warrants that it shall comply with all applicable federal and state laws, rules and regulations, including, but not limited to, HIPAA. Group represents and warrants that it shall comply with all applicable federal and state laws, rules and regulations, including, but not limited to, HIPAA.

B. Conditions of Participation: Group understands and agrees to be bound by all the conditions and requirements for participation in the Association and the benefits provided through it. Group agrees and understands:

1. By executing this Agreement Group becomes a member of the Association, and agrees to designate and appoint the Secretary of the Association as the Group's proxy, agent and attorney-in-fact to receive all notices of meetings of the Association, to attend and vote on the Group's behalf at any and all meetings of the members of the Association, to execute consents and to otherwise act for Group in the same manner and with the same effect as if Group were present. Group authorizes its proxy to substitute any other person to act under this proxy, to revoke any substitution, and to file this proxy and any substitution or revocation with the Association.
2. Group shall be eligible for coverage under the excess loss insurance policy described in this Agreement, subject to execution of this Agreement by both Benecard and Group.

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3. Group has reviewed a copy of the benefits listed in the schedules attached to this Agreement and agrees to pay the Program Charges, which includes charges for excess loss insurance, required for the benefits it elects when they become due.

4. If appropriate, evidence of eligibility of Members must be provided by Group. Information required as evidence of eligibility of Members may include but shall not necessarily be limited to access to or written disclosure of Group's health benefits policy describing Members' eligibility requirements.

5. A Member's benefits are defined by the Plan Specifications as agreed to by the parties, a summary of which will be furnished to Cardholders and which, together with the Claim Processor's standard adjudication rules, will constitute the agreement under which Prescription Drug benefits become payable.

C. Plan Specifications: Group represents and warrants that the Plan Specifications annexed hereto and made a part hereof are true, accurate and complete descriptions of the Prescription Drug benefits in effect for Group's Members. Should a discrepancy arise between any plan information provided or omitted for the rating or development of the Program Charges of this Agreement and the required administration of Group's prescription plan, or should the Group require the addition of any benefits or administrative processes which differ from or are in addition to the written plan information, Benecard reserves the right to adjust the Program Charges accordingly. Group acknowledges that at all times during the rating or re-rating process it shall provide Benecard with all available information necessary for the development of Program Charges.

Group shall retain its discretionary authority to manage and control its Plan and may, at any time, alter or amend such Plan Specifications; provided, however, that Group notifies Benecard in writing of all such proposed changes not less than ninety (90) days prior to the anticipated effective date of such changes. In addition, Group authorizes Benecard to submit to the Insurance Carrier the amended Plan Specifications for approval and acknowledges that any such changes may affect Group's insurance coverage and the Program Charges paid by Group. If Group modifies such Plan Specifications in a manner that materially affects Benecard's duties, obligations or cost of performance, or the insurance coverage described under this Agreement, then at the request of Benecard, the parties will work toward mutually acceptable modification of this Agreement or any renewal hereof during said ninety (90) days.

D. Benefits: Except as set out in Section F.4. of this Article II, Group represents and warrants that the Prescription Drug benefits described in this Agreement are provided uniformly to all eligible Cardholders and Dependents on a non-voluntary, contributory basis within the requirements of the public employee benefit laws of New Jersey. Group further represents and warrants that the administration and coverage of the expense for all Prescription Drug benefits provided by the Group is provided exclusively through this Agreement. Group shall notify Benecard in writing if any Prescription Drug benefits become available contemporaneously through other benefit providers or if opt out, re-entry, waiver or other such provisions become available to Members.

E. Program Insurance: In consideration of Group's covenants, representations and warranties in this Agreement, Benecard agrees to facilitate the purchase of sufficient excess loss insurance from the Insurance Carrier based on the Plan Specifications

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described in this Agreement, payment for which is included in Program Charges. Group acknowledges that the Insurance Carrier requires certain claim, renewal and underwriting information for claim payments, renewal, and underwriting purposes. Group further acknowledges that such information includes, but is not limited to, Members' Protected Health Information (PHI). Group, on behalf of itself and its Plan, authorizes Benecard to submit such information from time-to-time to the Insurance Carrier. All distribution and use of PHI will be in compliance with laws and regulations protecting the privacy of PHI.

F. Eligibility Information:

1. Group will accept all qualifying enrollment and written elections for coverage under the Group's Plan using the same enrollment and entitlement rules as are in the Group's medical plan and will provide Benecard eligibility information in accordance with Exhibit B as set forth below:

(a) Each listing shall identify each individual eligible for Prescription Drug benefits under Group's Plan, and with respect to whom Group desires such benefits be administered in accordance with the provisions of this Agreement.

(b) Such information shall include, but not be limited to, the eligibility date, full name, date of birth, gender, social security number or other identification number in a format acceptable to Benecard, and address for each Cardholder, and identification of each Cardholder who is a Retiree, COBRA participant or Overage Dependent and the name, date of birth and dependent status for each Dependent.

(c) Group will provide Benecard regular updates of subsequent changes in enrollment, including but not limited to, changes in eligibility status, additions and deletions of Cardholders and Dependents, and termination of benefits, along with the effective date of any such changes, if such changes occur after the effective date of this Agreement, and such other information as may be agreed upon by the parties.

(d) Group may be permitted to enter the eligibility information set forth in this section directly into the Benecard eligibility system if Group meets Benecard's system requirements and obtains Benecard's approval. Group shall be responsible for the accuracy of eligibility information.

(e) Benecard shall have the right to audit Group's employment, payroll and other records to verify the total number of eligible Cardholders and Dependents, upon request.

2. To the extent and in the manner required by law, Group shall notify Cardholders of the right of individuals to continue coverage as Overage Dependents.

3. Group shall notify Benecard in writing and within two (2) business days of any Cardholder enrollment change such as adding a new enrollee, modification to existing coverage, termination or retirement. Termination will be effective on the date specified by the Group. Cardmember and dependent eligibility may be added, modified or terminated up to 60 days retroactively, however a retroactive added, modified or termination will not be made prior to the date of the last claim processed or prior to the beginning of the then-current contract term. Terminated Cardholders and/or Dependents electing coverage under COBRA may continue coverage under

the Plan. Benecard does not administer eligibility, directly or indirectly, from COBRA participants or third party administrators.

4. Coverage for a Dependent or Overage Dependent begins as set out on Exhibit A and ends when the Cardholder's coverage ends, or on the last day of the benefit month in which the individual fails to meet the definition of a Dependent or Overage Dependent. Benecard shall have the right to modify the Program Charges should retiree coverage be added.

5. Coverage for a Retiree begins on the eligibility date communicated to Benecard by Group, and ends on the date Group communicates the termination to Benecard. Eligibility is contingent on the Retiree also being covered under the Group's medical benefit plan. Group represents and warrants that the Prescription Drug benefits for Retirees is provided uniformly to all eligible Retirees and Dependents on a non-voluntary, non-contributory basis. Retiree and their Dependent benefits are fully funded by the Group. Once a Retiree opts out of coverage the Retiree and Dependents cannot be reinstated. Coverage for all Members ends on the last day of the month in which this Agreement terminates.

G. Protected Health Information:

1. Group represents and warrants that it is a Covered Entity bound by the Health Insurance Portability and Accountability Act of 1996 and the final rules and regulations related to the use and disclosure of Members' Protected Health Information under 45 CFR Parts 160 and 164 and the final rules and regulations establishing security standards for the protection of electronic protected health information under 45 CFR Parts 160, 162 and 164. The parties will be bound by the HIPAA Business Associate Agreement set out in Exhibit B hereof.

2. Group further represents and warrants that it has or shall obtain Members' consents and authorizations if required for the services provided in connection with this Agreement.

H. Cardholder Materials: Benecard will provide an Identification Card and a standard descriptive brochure or web based access to such information to each Cardholder. Benecard also will make available to Group a supply of Direct Reimbursement Claim forms to be used by Members who have not received or have lost their Identification Cards, or who elect to obtain a Prescription Drug from a Non- Participating Pharmacy if permitted by the Plan. All charges associated with Benecard's production and distribution of such items are included in the monthly Program Charges.

I. Purchase of Prescription Drugs: Members may purchase covered Prescription Drugs from Participating Pharmacies in the Benecard network used by the Group and the Benecard Mail Order Pharmacy and Benecard Specialty Pharmacy, in accordance with the provisions of this Agreement. Members also may purchase covered Prescription Drugs from Non-Participating Pharmacies in accordance with the provisions of this Agreement, including Article III.E.2.

J. Provider Directory: Benecard will provide Group access to a current list of Participating Pharmacies in the Benecard network available to the Group.

K. Other Services: Group agrees that consistent with the HIPAA Privacy Rule, Benecard may contact Members to provide refill reminders or information about treatment alternatives, including, but not limited to Generic Drugs, or other health-related benefits and services that may be of interest to such Members. In connection with these services, Benecard also may provide Participating Providers and physicians information messaging and communications about such alternatives and services.

Benecard may perform coordination of benefits type services on behalf of Group, using coordination of benefits information provided by Group. Group further agrees that Benecard may submit de-identified health information to pharmaceutical manufacturers in exchange for discounts, fees, rebates and reimbursements.

L. Reports: Benecard will provide Group with a standard performance report for clients on an annual basis, and ad hoc reports as mutually agreed to between Benecard and the Group. Except as explicitly noted in any performance report, the terms used in the standard performance report will have the meanings set forth in this Agreement.

M. Group's Representatives: Group represents and warrants that any contracted administrator, broker or other person identified by Group to Benecard is and shall be Group's agent and representative on any and all matters in connection with this Agreement, including, but not limited to: (1) additions, deletions and modifications of eligibility listings provided to Benecard; (2) payment to Benecard of Program Charges; (3) plan design and coverage decisions; and (4) the provision and receipt of contractually required or permitted notices. Group acknowledges and agrees that Benecard shall be entitled to rely upon any and all such acts and omissions by any such contracted administrator, broker or other person and, further, that any and all such acts and omissions shall be binding upon Group. Group acknowledges that any broker-of-record retained by Group may receive a fee, included in Program Charges, in connection with administrative and consultative services provided by broker to Group.

N. Clinical Management Services: Benecard's clinical management programs are a standard function of the prescription benefit administrative services provided and designed to positively impact quality of care, proper drug utilization, reduce unnecessary costs and waste. Our Claim Processor effectively communicates to Participating Providers transmitting Claims, both Clinical Review and advisory messages including but not limited to, identifying potentially harmful drug conflicts, duplicate therapy, excessive utilization, inappropriate or non-FDA approved usage and the frequency with which a Prescription Drug is dispensed. Benecard's standard clinical management programs include:

1. Drug Utilization Review: Benecard will review both concurrently and retrospectively Claims for potential fraud, waste, abuse, and clinical appropriateness. Claims are reviewed daily from the previous day to ensure such Claims are being prescribed based on clinically appropriate and FDA approved guidelines, including but not limited to, duplicate therapy, refill too soon, gender appropriate, age appropriate, cost and quantities. Fraud, waste and abuse Claims are also reviewed retrospectively each calendar quarter, reported and tracked until resolution of the case is completed and when applicable, notified to the Group.

2. Drug Quantity Management Program: Prescription Drugs may have a high risk of side effects when taken above the FDA recommended guidelines. To ensure safe and appropriate use of such Prescription Drugs, if a Member is prescribed quantities above the FDA recommended guidelines, a Clinical Review will be

communicated to the Participating Provider transmitting the Claim, requiring the prescribing physician to provide formal response explaining the medical justification(s) for quantities above the FDA recommended guidelines. The decision to prescribe and dispense any Prescription Drug shall be made solely by the prescribing physician or health care provider and the Participating Provider, respectively, and payment shall be subject to the Plan Specifications and the Clinical Review process set forth in this Agreement.

3. Clinical Review: Benecard will confirm with the prescribing physician and other health care providers whether certain Prescription Drugs are being prescribed for medical conditions consistent with FDA-approved indications and labeling. In providing any or all such services, Benecard may rely upon information provided by the Member or such person's representative, the prescribing physician or health care provider, the dispensing pharmacist and other sources deemed reliable by Benecard. Benecard shall not determine medical necessity or appropriateness of treatment. In determining if a prescription claim is payable, Benecard may rely upon protocols established and maintained by commonly recognized medical sources or compendia or an advisory Pharmacy and Therapeutics Committee based upon factors such as safety, availability, potential for misuse and cost in its review of claims submitted for payment of such Prescription Drugs. Group acknowledges that Benecard may suspend processing of claims for Prescription Drugs subject to Clinical Review procedures in the event the prescribing physician or health care provider fails to provide missing information necessary for the processing of such claims in compliance with such protocols. The decisions to prescribe and dispense any drug shall remain within the professional judgment of the physician or health care provider and the pharmacist, respectively.

4. Dose Optimization Program: Encourages safe and appropriate use of once-per-day medications. Prescriptions are reviewed for multiple daily drug doses of a lower strength medication where a higher strength, once daily dose is equally effective. Dose optimization limits are applied to the number of pills per day for certain medications, where the use of multiple pills to achieve a daily dose is not supported by medical necessity.

5. Member High Utilization Management Program: Pharmacy claims (along with supporting medical data) are evaluated on a periodic basis to identify, document and correct order cases of excessive or abusive utilization.

6. Specialty Drug Utilization Management Program: Due to high cost, drug perishability and varying degrees of patient tolerance and side effects associated with the metabolizing of such drugs the dispensing of such medications may be subject to special quantity limitations or limited to distribution by certain Specialty Drug providers or Benecard Specialty Pharmacy. These quantity dispensing limitations or network distribution limitations are not subject to general plan limitations.

7. Clinical Cost Management Patient Education Mailings: Members receive quarterly educational mailings based on their specific and historical drug utilization identifying their potential annual out of pocket costs savings should their physician determine it is appropriate to use one of the recommended therapeutically equivalent lower cost drug alternatives. These mailings are designed to be educational and a Member is not required to use any of the recommended drug alternatives.

ARTICLE III – COMPENSATION; CLAIM PROCESSING; AND PAYMENT

A. Compensation: Group acknowledges that it has had an opportunity to review Benecard's qualifications and services in relation to the marketplace and Group's drug expenditures and has determined the reasonableness of Benecard's compensation in connection with the services provided under this Agreement. Group further acknowledges and agrees that Benecard and third parties contracted to Benecard may retain interest earnings not in excess of market rates pending clearance of electronic transfers and checks, as well as available manufacturer discounts, fees, rebates and reimbursements, in connection with the payment and processing of Prescription Drug claims under this Agreement.

B. Program Charges:

1. Group shall have the sole and exclusive right of ownership in its excess loss insurance coverage and agrees that neither the Plan nor the Members shall have any right or claim against, or beneficial interest in, such insurance coverage or the Program Charges received by Benecard. The Trustee of the Benecard Association Trust will be the policyholder of all such insurance policies associated with this Agreement. Group agrees to pay Benecard for services rendered hereunder, the following Program Charges:

For the period May 1, 2018 to April 30, 2019

	Single	Parent/Child	Parent/Children	Member/Spouse	Family
All subgroups	\$388.59	\$640.62	\$640.62	\$854.42	\$931.80

These charges will not be changed during the contract period except as provided in this Agreement. Notwithstanding the foregoing, if permitted by state or federal law, Benecard may accept from each Overage Dependent or COBRA recipient the maximum amount allowed by state or federal law. Group agrees that not less than fifty-one (51) Cardholders will participate under this Agreement at all times.

2. Benecard shall have the right to modify the Program Charges upon not less than thirty (30) days written notice in the event that any of the following occurs: (1) Group's eligible cardholder population fluctuates by more than 5% from the date the initial or renewal proposal was provided to Group or by more than 10% for any identified subgroup of covered employees; (2) As of the date an affiliated entity ceases to be part of the Group; or (3) Upon the occurrence of any of the following: (a) an amendment to this Agreement; (b) any tax or assessment not included in the underwriting of Program Charges is levied upon Benecard or the Insurance Carrier, the Plan, Program Charges and Claim Payments, or any other

criteria by any federal, state or other taxing authority; (c) any provision of law or any government program or regulation including but not limited to the Patient Protection and Affordable Care Act, regulations or government authority directives; (d) a change in another of the Group's health benefit policies or plans to the extent that the change supplements or coordinates with this program and that such change modifies Group's excess loss insurance coverage or Benecard's cost of performance or obligations in connection with this program; or (e) a change in section N of Article II. In the event that the portion of monthly Program Charges attributable to Claim Payments, plus the cost of excess loss insurance, administrative and professional fees, credits, costs and expenses, is below the insurance attachment point for any contract year, then this unrealized value shall be credited to Group within one hundred twenty (120) days of the close of such year, provided that Group renews this Agreement for an additional year at rates to be set pursuant to Article IV, paragraph B.

C. Group Payment: Monthly Program Charges will be based upon the total number of Cardholders in each Census Category under this Agreement during any given month or for any portion of a month. The number of Cardholders in each stated Census Category will be multiplied by the corresponding Program Charge to compute monthly Program Charges billed. Group will promptly notify Benecard in accordance with Article II.F. hereof of all deletions from and additions to eligibility. Benecard does not collect Program Charges, directly or indirectly, from COBRA participants, Retirees or third party administrators. Each monthly invoice shall be based on census data available at the time of the request and shall be adjusted in subsequent months to agree with actual eligible enrolled cardholders totals for that month. On or about the twenty-fifth (25th) day of each month, Benecard shall submit to Group a request for payment of the Program Charges for the upcoming month. Payment by ACH debit/via wire transfer is due from Group on the first day of the month to provide for prompt payment of Participating Providers and Cardholders. Payments unpaid after the end of the grace period, which is the 30-day period after the payment due date, are subject to late payment interest charge. The percentage interest charge will be one and one-half percent per month, but not more than allowed by law. For as long as Benecard continues to provide services under this Agreement, Group shall be responsible for paying all Program Charges through the end of such period and the remainder of the Agreement. If Group fails to make full and complete payment within the grace period, Benecard may in its discretion, upon written notice to Group, suspend performance under this Agreement, including, but not limited to the processing and payment of claims as of the end of the period for which Program Charges were paid. Benecard shall have the right to continue the suspension of such performance until all outstanding Program Charges and late charges have been paid, or this Agreement is terminated according to the terms herein.

D. Disputed Billings: Group shall notify Benecard and identify disputed billings in writing within thirty (30) days of the billing date. Failure to dispute a billing within that period shall be deemed as the Group's acceptance of the billing. Non-disputed portions of any invoice must be paid as noted herein. Disputed amounts will not be considered delinquent until after such time that Benecard concludes an investigation of the disputed amount and communicates the results in writing to the Group.

E. Claim Processing: Benecard will process all Claims and Direct Reimbursement Claims according to the Plan Specifications and will reimburse Participating Pharmacies, the Benecard Mail Order Pharmacy, Benecard Specialty Pharmacy, and Cardholders for

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valid Claims and Direct Reimbursement Claims from, as applicable, Program Charges and excess loss insurance. Group authorizes Benecard, as applicable, to submit claims to the excess loss Insurance Carrier and to settle claims on behalf of the Group.

1. Where applicable, Benecard will report the status of all pending or denied Claims and appeals of Direct Reimbursement Claims within the time and in the manner required by law, rule or regulation and will refer to Group all non-routine inquiries and disputes related to the processing of such claims. Group authorizes Benecard to notify the Insurance Carrier in writing of any objection, notice of legal action or complaint regarding a Claim or Direct Reimbursement Claim subject to excess loss insurance coverage.

2. Direct Reimbursement Claims will be accepted for processing if submitted no later than twelve (12) months following the date the Prescription Drug is dispensed. Upon receipt of a Direct Reimbursement Claim form properly completed by the Cardholder, Benecard shall inspect such claim and based on eligibility and Plan Specifications at the time the prescription was filled, determine whether such claim is approved for payment. Benecard or the Claim Processor shall compute the amount payable, if any, and shall make payment to the Cardholder in an amount no more than the amount that would have been paid for the prescription had it been a claim for a prescription processed through a Participating Pharmacy pursuant to the Group's Plan Specifications.

F. Collection Costs: Group shall be responsible for all out-of-pocket expenses of collection and enforcement of judgments, including, but not limited to, attorneys' fees and costs, incurred by Benecard in connection with amounts due and owing under this Agreement. The rights and remedies set forth in this paragraph are in addition to other rights and remedies available to Benecard under law or in equity.

ARTICLE IV – TERM; RENEWAL; NON-RENEWAL; TERMINATION; AND REMEDIES

A. Term: This Agreement is for twelve (12) months, which shall become effective May 1, 2018 and shall continue in full force and effect through April 30, 2019. The anniversary date for this Agreement is May 1, 2019. Group agrees that Benecard shall be the exclusive manager of its prescription drug benefits plan during the term of this Agreement and that it will not contract with any other vendor for similar services to begin before the expiration of this Agreement.

B. Renewal: Benecard shall submit to Group renewal terms to this Agreement at least sixty days (60) prior to the anniversary date. Group shall provide Benecard written notice as to whether or not Group accepts such renewal terms at least thirty days (30) prior to the end of the term. Should Group fail to provide the notice at least thirty (30) days prior to the end of the term, this Agreement will automatically renew under the proposed renewal terms. Provided that Group provides proper notice of non-renewal, Group will not be responsible for Program Charges incurred after the anniversary date. Non-renewal of this Agreement shall not affect the continuing obligation of either party with respect to claims incurred for Prescription Drugs dispensed to Members while this Agreement is in force.

Notwithstanding the foregoing, Benecard may change the previously provided and/or accepted renewal Program Charges at any point prior to the Group's actual anniversary policy start date if Benecard becomes aware of a previously unknown factor (including but

not limited to a newly approved drug) that would have a significant, material impact on the risk-expected experience or expenses associated with a renewal.

C. Termination: In no event will this Agreement be terminable “without cause” prior to the expiration of the agreed upon term.

In the event of breach (e.g., non-payment of Program Charges) or default, the non-breaching party shall give the other party written notice of a material, substantial and continuing breach of this Agreement. If the breaching party does not cure the said breach within thirty days from the date such notice is sent, this Agreement may be terminated at the option of the non-breaching party. If the amount of time commercially reasonable for the breach to be cured is longer than thirty (30) days, this Agreement may not be terminated by the non-breaching party pursuant to this provision until such commercially reasonable period of time has elapsed, provided however, that in no event shall such period exceed sixty (60) days.

D. Effect of Termination; Survival: Termination of this Agreement shall not affect the continuing obligation of either party incurred while this Agreement is in effect. Group’s excess loss insurance coverage with the Insurance Carrier shall terminate automatically upon termination of this Agreement. Article II.B.1; III.B.2(3)(b); Article V; Article VI; Article VIII; and Sections A., G., H., J. of Article IX and Exhibit B shall survive the termination of this Agreement.

E. Other Remedies: A party’s right to terminate this Agreement shall not be exclusive of any other remedies available to the terminating party under this Agreement, at law or in equity.

F. Remedies for Early Termination: The parties agree that should Group terminate this Agreement in violation of this Article IV, because of the difficulty in determining the amount of harm to Benecard in the event of such a breach, Benecard shall be entitled to recover an amount equal to the most recent one month of Program Charges billed by Benecard under this Agreement as liquidated damages and not as a penalty. All amounts payable under this provision shall become immediately due and payable by Group upon notice from Benecard. Failure by the Group to pay all amounts due immediately under this provision may result in immediate suspension of all benefits and services until full payment is received. The parties further agree that the existence of this remedy will not preclude Benecard from seeking or receiving injunctive or other legal relief and that this Section does not give Group termination rights beyond those specified in this Agreement.

ARTICLE V - NON-LIABILITY

Benecard shall under no circumstances be liable for any negligence, wrongful act, error or omission of any health care provider, other person, practitioner, pharmacist, pharmacy, physician, manufacturer or distributor of pharmaceuticals, including but not limited to the Benecard Mail Order Pharmacy or any specialty pharmacies, or their employees providing goods or services pursuant thereto, nor shall Benecard assume any responsibility in any manner for any claim, loss or damage sustained by any person as a result of the providing or the failure to provide pharmaceutical services or goods pursuant to the terms of this Agreement. EACH PARTY’S LIABILITY TO THE OTHER HEREUNDER SHALL IN NO EVENT EXCEED THE ACTUAL PROXIMATE LOSSES OR DAMAGES CAUSED BY

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BREACH OF THIS AGREEMENT. IN NO EVENT SHALL EITHER PARTY OR ANY OF THEIR RESPECTIVE AFFILIATES, DIRECTORS, EMPLOYEES OR AGENTS, BE LIABLE FOR ANY INDIRECT, SPECIAL, INCIDENTAL, CONSEQUENTIAL, EXEMPLARY OR PUNITIVE DAMAGES, OR ANY DAMAGES FOR LOST PROFITS RELATING TO A RELATIONSHIP WITH A THIRD PARTY, HOWEVER CAUSED OR ARISING, WHETHER OR NOT THEY HAVE BEEN INFORMED OF THE POSSIBILITY OF THEIR OCCURRENCE.

ARTICLE VI – INDEMNIFICATION

Subject to Article V above and in consideration of Group's covenants, representations and warranties in this Agreement, Benecard agrees to indemnify, defend and hold Group harmless from any and all actions, claims and expenses (including attorneys' fees and costs) arising from a material breach by Benecard of its covenants, representations and warranties in this Agreement. In consideration of Benecard's covenants, representations and warranties in this Agreement, Group agrees to indemnify, save, defend and hold Benecard harmless from any and all actions, claims and expenses (including attorneys' fees and costs) arising from (1) a material breach by Group of its covenants, representations and warranties in this Agreement; (2) Group's Plan design; or (3) coverage decisions by Group or its Plan.

ARTICLE VII - RECORDS AND OWNERSHIP

Benecard agrees to maintain and keep true and correct books and records of Group's Program Charges on a format acceptable to Benecard and for a period of not less than seven (7) years from the date payment is made, or such longer period as required by Law, whichever is greater. All other books, records, claim forms, programs and other such information pertaining to the services provided by Benecard remain the property of Benecard.

ARTICLE VIII – USE OF RECORDS; CONFIDENTIALITY

A. Protected Health Information: Group acknowledges that Protected Health Information will be obtained by Benecard and third parties contracted to Benecard in providing services under this Agreement (e.g., through processing of Prescription Drug claims, through drug management programs and in connection with the excess loss insurance coverage provided by the Insurance Carrier) and such PHI will be obtained from and/or distributed to Group, Participating Pharmacies, the Benecard Mail Order Pharmacy, Benecard Specialty Pharmacy, Members' physicians and the Insurance Carrier for drug utilization review and other purposes related to the Prescription Drug program services provided in connection with this Agreement. Subject to Exhibit B, Group hereby permits Benecard or the Claim Processor to use and disclose such data in performance of its duties and obligations in connection with this Agreement.

B. Other Information: Group grants Benecard permission to use, both during and after the term of this Agreement, and/or transfer to third parties de-identified health information (i.e., information that is not individually identifiable) collected by Benecard or third parties contracted to Benecard or provided by Group for research, profiling and other business purposes. Benecard and such third parties shall retain full ownership rights over all resultant data.

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C. Confidential Information: Group and Benecard agree not to disclose the other's proprietary and confidential information, or the confidential information of the Association, Insurance Carrier, or any of Benecard's subcontractors ("Confidential Information") to any third party, during or after the termination of this Agreement, except (1) as specifically contemplated by this Agreement, (2) with the other's prior written consent, (3) as required by local, state or federal law, rule or regulation, including any judicial or administrative interpretation thereof, or (4) to the extent such information becomes generally available to the public, through no action or fault of the receiving party. Such Confidential Information shall include, but not be limited to: with respect to Benecard: the terms and conditions of this Agreement and Group's excess loss insurance coverage, the business operations and strategies of Benecard, its reporting packages, and its clinical services; and with respect to Group: its business operations and strategies. Group and Benecard shall cease using the other's Confidential Information upon termination of this Agreement or a subsequent agreement between the parties and shall return or destroy such information at the disclosing party's written direction. Notwithstanding the foregoing, any computer records containing Confidential Information that cannot be reasonably deleted (including but not necessarily limited to computer records that have been created pursuant to any automatic archiving or back-up procedures) need not be returned or destroyed provided that the recipient shall not disclose, access, or use any such records or files following the date on which the recipient would have otherwise destroyed or returned the Confidential Information. Further, the recipient may retain one (1) copy of the Confidential Information for its files, but only to the extent required to ensure compliance with law and its bona fide corporate governance, insurance, or audit obligations.

ARTICLE IX – MISCELLANEOUS

A. Notice: All notices required or permitted under, or related to, this Agreement or the subject matter herein shall be deemed to have been given when tendered for delivery if, and only if, given in writing and sent by first class mail with the United States Postal Service or with a recognized overnight delivery service and addressed to Benecard or Group at the following addresses:

Benecard: Benecard Services, LLC
Attention: Contract Manager
3131 Princeton Pike
Building 2B, Suite 103
Lawrenceville, NJ 08648

Group: County of Sussex Retirees
Attention: Gregory V. Poff II
One Spring Street
Newton, NJ 07860

Either Group or Benecard may change its address for receipt of such notice by providing like written notice to the other party.

B. Similar Services; Exclusivity: Benecard may perform similar services for other organizations and this Agreement shall not prevent Benecard from performing such similar services. Group agrees that Benecard shall be the exclusive provider of the administrative services described in this Agreement and except to the extent otherwise Required by Law, the Benecard Mail Order Pharmacy shall be the exclusive provider of the internet and mail order pharmacy services described in this Agreement, for Group's Members.

C. Trademarks: Benecard retains all rights, title and interest in and reserves the right to use and control the use of the words Benecard Services, LLC, Benecard, BeneRx, RxTrainer and all symbols, trademarks, logotypes and service marks presently existing or hereafter established by or on behalf of Benecard.

D. Entire Agreement: This Agreement, all exhibits, schedules, appendices or attachments hereto and all policies and procedures referenced herein contain the complete understanding between the parties and supersedes all discussions and writings between the parties that may have occurred before entering into this Agreement. There are no other agreements or undertakings, written or oral, in effect between the parties relating to the subject matter herein.

E. Amendment: This Agreement may be amended or modified (i) through a writing signed by authorized persons on behalf of both parties (by hand or electronically), or (ii) by Group making any payment of the Program Charges as of the effective date of the amendment.

F. Civil Action: Benecard will not institute any civil suit against any Member without the prior consent and approval of Group. Group will not institute any civil suit against any Participating Pharmacy or Benecard Mail Order Pharmacy without the prior consent and approval of Benecard. Each party will keep the other fully advised as to the nature of the suit or complaint and all related proceedings.

G. Arbitration: Any claim or controversy arising out of or relating to this Agreement, or the breach hereof, or the negotiations leading up to the entry into this Agreement, whether based in tort or contract and whether statutory or common law, shall be settled by arbitration in accordance with the commercial arbitration rules of the American Arbitration Association, and judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. The arbitration shall be held in Mercer County, New Jersey. The interpretation and enforcement of this arbitration provision shall be governed by The Federal Arbitration Act. The arbitrator shall not award any party punitive, exemplary, multiplied, treble or consequential damages, and each party hereby irrevocably waives any right to seek such damages in arbitration or in judicial proceedings.

H. Choice of Law: Without regard to choice of law rules, the laws of New Jersey shall govern all claims arising out of or relating to this Agreement that are based on contract law and all other claims, including common law tort claims, statutory tort claims, common law breach of warranty claims, and statutory breach of warranty claims.

I. Change in Law: In the event of any change in local, state or federal law, rule or regulation, including any judicial or administrative interpretation thereof, which materially alters the rights, duties or obligations of either party under this Agreement, the parties will work in good faith toward mutually acceptable modifications of this Agreement. Such modifications may include, but are not limited to, changes in the benefit design, drug coverages and to the extent that these changes affect the cost of performance, changes to Program Charges. If Group and Benecard are unable to agree upon mutually acceptable modifications, then either Group or Benecard may terminate this Agreement upon not less than sixty (60) days' prior written notice.

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J. Statute of Limitations: Any claim or controversy arising out of or relating to this Agreement, whether based in tort or contract, and whether statutory or common law, must be filed within one (1) year of the date the factual basis for the claim or controversy occurs. Failure to file such a claim within that time period shall bar a party from asserting that claim.

K. Independent Parties: This Agreement is not intended, and shall not be construed, to create any relationship between Group and Benecard other than that of independent contractors. Neither Group nor Benecard shall be construed to be the agent, partner, employee, fiduciary or representative of the other and neither party shall have the right to make any representations concerning the duties, obligations or services of the other except as consistent with the express terms of this Agreement or as otherwise authorized in writing by the other party.

L. No Third Party Beneficiaries: This Agreement is not intended, and shall not be construed, to create third party beneficiary rights in any person, including, but not limited to, any Provider or Member.

M. Delegation of Duties: Group agrees that Benecard may delegate to other parties contracted to Benecard certain administrative functions and services including, but not limited to, Participating Provider network management, eligibility verification, claims processing and payment, formulary management Provider and physician messaging and communication, production and distribution of Identification Cards and Member communication materials and other program management services. Benecard shall retain full responsibility for the performance of the delegated service.

N. Force Majeure: Neither party shall be liable in any manner for any delay to perform its obligations hereunder which are beyond the party's reasonable control, including, without limitation, any delay or failure due to strikes, labor disputes, riots, earthquakes, storms, floods, or other extreme weather conditions, fires, explosions, acts of God, embargoes, terrorist acts, war or other outbreak of hostilities, government acts or regulations, or the failure or inability of transporters, suppliers, delivery services, or telecommunication providers to provide services necessary to enable a party to perform its obligations hereunder.

O. Construction; Effect of Invalidity: This Agreement shall be construed and interpreted neutrally and without regard to the party that drafted it. If any part of the Agreement, for any reason, shall be declared invalid, such decision shall not affect the validity of any remaining portion, which remaining portion shall remain in full force and effect as if this Agreement had been executed with the invalid portion thereof eliminated.

P. Assignment and Binding Effect: Except as otherwise set forth herein, no party shall have any right to assign this Agreement or any or all of its rights and responsibilities under this Agreement without the other party's written consent, which shall not be unreasonably withheld. Benecard shall have the right to assign this Agreement and any or all of its rights and responsibilities under this Agreement to any affiliate, successor-in-interest, an entity under common control with Benecard, or pursuant to an acquisition, merger, consolidation, reorganization, or a sale of substantially all of its assets or stock. Any assignment by Benecard shall not relieve Group of its duties and obligations under this Agreement. This Agreement shall inure to the benefit of and shall be binding upon the parties hereto and their respective successors and permitted assigns.

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Q. Headings: Article and paragraph headings in this Agreement are for convenience only and are not a part of this Agreement. Such headings shall not affect the meaning or construction of any provision herein.

R. Waiver: The waiver by either party of a breach or violation of any provision of this Agreement shall in no way constitute a waiver of a breach or violation of any other provision or subsequent breach or violation of that provision. The failure of Benecard to enforce any right it has under this Agreement shall not be construed as a waiver of authority or the ability to enforce such right.

S. Electronic Execution of Documents: The parties agree and understand that their electronic signatures on documents and emails from the respective party are evidence of their intent to create binding obligations by means of electronic execution of documents. All documents electronically executed by the parties shall be considered, in connection with any transaction or this Agreement, to be a "writing" or "in writing" and any such document shall be deemed for all purposes (i) to have been "signed" and (ii) to constitute an "original" when printed from electronic files or records established and maintained in the normal course of business.


T. Counterparts; Facsimile: This Agreement may be executed by the parties in one or more counterparts, all of which together shall constitute only one agreement. This Agreement may be executed and delivered by facsimile and upon such delivery the facsimile signature will be deemed to have the same effect as if the original signature had been delivered to the other party.

U. Acceptance of Terms: Group accepts the terms of this Agreement (including without limitation Article IV) by (i) signing below (by hand or electronically), or (ii) making any payment of the Program Charges.

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IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as set forth herein by their respective duly authorized officers or agents as of the date set forth below.

Signed for BENECARD SERVICES, LLC by 	COUNTY OF SUSSEX RETIREES
Kevin M. Kroll, Chief Operations Officer	BY NAME TITLE DATE

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EXHIBIT A
PRESCRIPTION DRUG BENEFIT PLAN SPECIFICATIONS

PLAN DATA: COUNTY OF SUSSEX RETIREES

DEPENDENT: Coverage for a Dependent ends when the Cardholder's coverage ends, or on the last day of the benefit month in which the individual fails to meet the definition of a Dependent, or in the case of a child, on the last day of the calendar year during which the termination age of 26 is reached.

PLAN SPECIFICATIONS:

PRESCRIPTION DRUGS COVERED:

FEDERAL LEGEND DRUGS - Any FDA approved medicinal substance which bears the legend "Caution: Federal law prohibits dispensing without prescription".

STATE RESTRICTED DRUGS - Any medicinal substance which may be dispensed by prescription only, according to State Law.

COMPOUNDED MEDICATIONS - means a drug prepared by a pharmacist according to a practitioner's prescription or medication order by combining, mixing, or altering ingredients to create a medication tailored to the needs of an individual patient. A Compounded Medication will be covered by the Plan only if all of the ingredients have been evaluated for safety and efficacy by the Food and Drug Administration (FDA) and are covered under the Plan, and the Compounded Drug has undergone any applicable Clinical Review.

PREVENTIVE DRUGS – Certain drugs that require a prescription order by law and certain over-the-counter drugs which are required to be covered under the applicable pharmacy benefit portion of any Preventive Medical Service Benefits mandated by federal or state law, each of which including over-the-counter drugs must be accompanied by a prescription order to be considered for coverage under the Plan.

PLAN SPECIFICATIONS:

PRESCRIPTION DRUGS COVERED:

FEDERAL LEGEND DRUGS - Any FDA approved medicinal substance which bears the legend "Caution: Federal law prohibits dispensing without prescription".

STATE RESTRICTED DRUGS - Any medicinal substance which may be dispensed by prescription only, according to State Law.

COMPOUNDED MEDICATIONS - means a drug prepared by a pharmacist according to a practitioner's prescription or medication order by combining, mixing, or altering ingredients to create a medication tailored to the needs of an individual patient. A Compounded Medication will be covered by the Plan only if all of the ingredients have been evaluated for safety and efficacy by the Food and Drug Administration (FDA) and are covered under the Plan, and the Compounded Drug has undergone any applicable Clinical Review.

PREVENTIVE DRUGS – Certain drugs that require a prescription order by law and certain over-the-counter drugs which are required to be covered under the applicable pharmacy benefit portion of any Preventive Medical Service Benefits mandated by federal or state law, each of which including over-the-counter drugs must be accompanied by a prescription order to be considered for coverage under the Plan.

EXCEPTIONS TO EXCLUSIONS:

INSULIN - Injectable Insulin by prescription only.

NEEDLES & SYRINGES - With insulin only.

MALE SEXUAL DYSFUNCTION DRUGS – Medications specifically designed to correct male sexual dysfunction may be authorized for coverage by Group in accordance with the following:

1. The member must have a diagnosis of non-psychological impotence:
 - *Organic impotence
 - *Diabetic impotence
 - *Neurogenic impotence
 - *Impotence due to venous leakage
 - *Impotence due to prostatitis
2. Coverage will only be for one Prescription Drug. For example, if the Member is dispensed Muse or any other Prescription Drug to correct MSD, he will not be contemporaneously covered for an Oral Male Sexual Dysfunction drug or, Alprostil or Papaverine.
3. A limit of four (4) tablets or six (6) suppositories or injections will be covered per month.
4. A urologist must order the medication and will be responsible for assuring it is prescribed only for an approved diagnosis.
5. Oral Male Sexual Dysfunction drugs are not indicated for women and are not covered.

PROCEDURE:

1. A urologist will write the prescription and send Benecard a letter of medical necessity.
2. Group's Plan design and provider's diagnosis will be reviewed by professional standards personnel.
3. The Member will need to use a Participating Pharmacy to dispense the prescription.
4. No more than four (4) tablets or six (6) suppositories or injections will be covered per month.
5. If the Member has tried a Prescription Drug for MSD without success, the prescribing urologist may submit to Benecard a written request stating that another Prescription Drug is medically necessary to alleviate the Member's MSD. At no time will more than two Prescription Drugs for MSD be covered contemporaneously for any Member.
Oral Male Sexual Dysfunction Drugs are contra-indicated with members on Nitrates and would, therefore, not be covered by the plan.

CIALIS 2.5 MG AND 5 MG - Covered in accordance with Clinical Review procedure described in ARTICLE II of this Agreement and a diagnosis of Benign Prostatic Hyperplasia (PBH).

DIABETIC SUPPLIES – Lancets, Test strips, Glucometers and Tablets.

GROWTH HORMONES- Covered in accordance with Clinical Review procedure described in ARTICLE II of this Agreement and a diagnosis of medical necessity.

TRETINOINS AND ISOTRETINOINS-Covered for Members under age 26.

Step Therapy: Requires Clinical Review of certain more costly prescription drugs, where such drugs have shown no added benefit regarding efficacy or side effects over lower cost therapeutic alternatives. Step Therapy may require a trial of lower cost prescription drugs before approval of the higher cost prescription drug, where clinically appropriate. Step Therapy programs may be used to monitor the use of new medications that come on the market (second line agents) or select classifications of drugs. Currently, the Employee Prescription Drug Plan utilizes Step Therapy for Proton Pump Inhibitors (ulcer/reflux drugs) SSRI/SSNRI antidepressants, osteoporosis drugs, nasal steroids, hypnotics, Triptans (Migraines), ARBs (High Blood Pressure/Hypertension. Standard copayments apply for prescription drugs approved under the Step Therapy Program including higher cost prescription drugs that are found to be clinically appropriate.

EXCLUSIONS:

Except for drugs and devices considered Preventive Drugs, and those listed in EXCEPTION TO EXCLUSIONS, the following EXCLUSIONS apply:

- 1.) Medications administered by a physician or prescriber, or received while an inpatient in a hospital, rest home, nursing facility, sanitarium, or other institution and, any prescription medication administered or consumed in the place where the Prescription Order is written or in a clinical setting. Prescription Drugs administered or dispensed at a physician's office are not covered.
- 2.) Medications for which the cost is recoverable under any other program, government program, insurance policy, or under any Workers Compensation Act, occupational disease law or similar legislation. This exclusion applies whether or not the Member asserts his or her right to obtain this coverage or payment for the medications.
- 3.) Medications furnished by any other drug or medicinal service for which no charge is made to the recipient, or for which the Member would not have been charged if the Member did not have health care coverage.
- 4.) Any drug labeled "Caution - limited by Federal Law to Investigational Use" and any other experimental/investigative drugs, procedures, treatments, equipment, devices or supplies; even though a charge is made to the recipient.
- 5.) Drugs or vitamins which do not by law require a prescription, even if a Prescription Order is written, except where specifically provided for under the Plan, and over the counter items, even if a Prescription Order is written, except where specifically provided for under the Plan.
- 6.) Devices and medical supplies of any type, including but not limited to: condoms, Norplant, jellies, ointments, foams; therapeutic devices, non diabetic diagnostics, implants, artificial limbs or orthopedic appliances of any type, even if they require a Prescription Order. Also, support garments or similar non-medical appliances.

- 7.) Nutritional products such as food supplements, special foods, liquid diets and supplements. Performance enhancement medications such as those used to enhance athletic performance, or lifestyle enhancement drugs or supplies.
- 8.) Administration or injection of any drugs or insulin, services of any kind, charges for completion of insurance forms and medications dispensed in bubble pack or other unit doses.
- 9.) Any refill dispensed one year or more after the date of the original Prescription Order.
- 10.) Drugs dispensed by a person other than a pharmacist or a pharmacy, or for services rendered by a pharmacist except where specifically provided for under the Plan Specifications. Benefits are not provided for drugs given by a physician or other practitioner.
- 11.) Immunologicals, vaccines, allergy sera or extracts, biological products or treatment, biological or other sera, blood and blood plasma or other derivatives and Rhogam.
- 12.) Drugs and medicines prescribed for injury or sickness resulting from war or any act of war, police actions, terrorist acts or riots; or drugs needed because a Member engaged in, or tried to engage in an illegal occupation or committed or tried to commit a felony.
- 13.) Drugs obtained from a federal, state or local public health agency. Court Ordered methadone maintenance, herbal maintenance or any Court ordered treatment which is not medically necessary.
- 14.) Prescription Orders filled through a mail order prescription service which is not a Benecard Mail Order Pharmacy.
- 15.) Any drug prescribed or dispensed in a manner contrary to normal medical practices, or which are not medically necessary, or any drug not prescribed in accordance with FDA approved indications.
- 16.) Any Prescription Order written after the termination of a Member's coverage. Refills are permitted for Members during the effective period of coverage if they would otherwise be eligible for payment under this plan.
- 17.) Benecard shall have the right to deny payment for drugs newly approved by the Food and Drug Administration (FDA) or any other new drugs for use subsequent to the inception of this Agreement pending Group's decision to alter or amend its Plan Specifications as provided in Article II.C. of this Agreement. Benecard may, in its sole discretion, exercise its rights pursuant to this provision at any time with respect to any drug, whether or not Benecard has reimbursed a claim for the particular drug in the past.
- 18.) Any intravenous (IV) drug, regardless of the setting where the drug is administered (for example, a Member's residence) or the means of administration (for example, self-administered by the Member).
- 19.) Any charges incurred for or in connection with drugs used for cosmetic purposes (such as Retin A, Renova, Accutane, treatments for hair loss, etc.), except where specifically provided for under the Plan.
- 20.) Growth hormones, except where specifically provided for under the Plan.
- 21) Hypodermic needles, syringes or similar injection devices, except where specifically provided for under the Plan.
- 22.) Prescription Drugs with a non-prescription (over-the-counter) chemical and dose equivalent, except Insulin.
- 23.) Replacements for lost, stolen, or mishandled prescription drugs, including but not limited to drugs lost in transit or undelivered to the Member by a common carrier including but not limited to the United States Postal Service, UPS, or FedEx.

COPAYMENT- the Member co-payment listed below may vary in order to comply with current and future state and federal law and regulations. Changes to co-payment amounts may result in rate changes in accordance with Article III, B. 2. Notwithstanding the foregoing, the Member's co-payment or coinsurance will be the lesser of the amount set forth in Appendix A or the Usual and Customary Price for such covered Prescription Drug.

PREFERRED MEDICATION PROGRAM CO-PAYMENTS: At a retail pharmacy, for any one prescription or refill obtained, Members will pay \$10.00 for a preferred Brand Drug, \$1.00 for a Generic Drug, and \$25.00 for a non-preferred Brand Drug. At the Benecard Mail Order Pharmacy, for any one prescription or refill obtained, Members will pay \$20.00 for a preferred Brand Drug, \$2.00 for a Generic Drug, and \$50.00 for a non-preferred Brand Drug.

DISPENSING LIMITATIONS AND DRUG UTILIZATION REVIEW (DUR): The amount of a drug (including insulin), which may be dispensed and covered through a retail pharmacy in any one prescription or refill may not exceed a thirty (30) day supply. The amount of a drug dispensed by the Benecard Mail Order Pharmacy is limited to no more than a 90 day supply. Certain more restrictive dispensing limits may apply per order filled to controlled substances and Specialty Drugs.

The dispensing of Specialty Drugs shall not exceed a 30 day supply. At a retail pharmacy, Members may obtain the quantity of a covered medically necessary Specialty Drug initially prescribed not to exceed a 30 day supply after paying the appropriate Contribution. Additional Prescription Orders and refills for the same Specialty Drug must be filled through the Benecard Mail Order Pharmacy. The co-payment amount for a medically necessary Specialty Drug shall be the same as stipulated below for Prescriptions Orders not filled by the Benecard Mail Order Pharmacy.

Refills as authorized under a Prescription Order will be subject to the same requirements as the original Prescription Order. Refills may not be dispensed until sufficient time has elapsed from the prior prescription. Benefits for authorized refills will not be provided beyond 1 year from the original prescription date. For the benefit of patient safety, certain drugs require Clinical Review in accordance with Benecard's Clinical Review procedures. In addition Clinical Review may be utilized under Benecard's DUR program for safety checks for drug interactions, duplicate therapy, excessive prescription frequency or utilization and the like.

GENERIC DRUGS: Group acknowledges that applicable law may require or permit the prescribing and dispensing of Generic Drugs in substitution for Brand Drugs. Group agrees that consistent with the HIPAA Privacy Rule, Benecard may contact Members about Generic Drugs as treatment alternatives to Brand Drugs. In connection with these services, Benecard also may provide Participating Providers and physicians information messaging and communications about such alternatives and services. Subject to Group's Plan Specifications, the decisions to prescribe and dispense any drug shall remain within the professional judgment of the physician or health care provider and the pharmacist, respectively.

MAXIMUM OUT OF POCKET LIMIT (MOOP): The U.S. Department of Health and Human Services (HHS) pursuant to the Affordable Care Act (ACA) requires employer sponsored plans to establish annual MOOP limits each calendar year beginning on January 1st regardless of policy renewal date and during the term of this Agreement. The prescription

benefit program MOOP limits as established by the Group and identified in Benecard's accepted proposal are subject to change if the ACA MOOP limits are modified. Benecard reserves the right to re-rate the Group's prescription benefit program if the Group modifies or implements a different copayment level, coinsurance, deductible or any other benefit design change, including a change to the MOOP amount that differs from what was used for underwriting purposes to develop for the quotation provided herein or enacts a change after inception of the newpolicy start date

The annual MOOP limits will be set at the amounts established by the U.S. Department of Health and Human Services (HHS) pursuant to the Affordable Care Act (ACA) but are subject to change if the ACA MOOP limits are modified.

EXHIBIT B BUSINESS ASSOCIATE AGREEMENT

THIS BUSINESS ASSOCIATE AGREEMENT ("Agreement") is made and entered into as of the 1st day of May, 2018 ("Effective Date"), by and between County of Sussex Retirees ("Covered Entity"), whose principal place of business is One Spring Street, Newton, NJ 07860 and Benecard Services, LLC ("Business Associate"), whose principal place of business is 3131 Princeton Pike, Building 2, Suite 103, Lawrenceville, NJ 08648.

I. Definitions

Catch-all definition:

The following terms used in this Agreement shall have the same meaning as those terms in the HIPAA Rules: Breach, Data Aggregation, Designated Record Set, Disclosure, Health Care Operations, Individual, Minimum Necessary, Notice of Privacy Practices, Protected Health Information, Required By Law, Secretary, Security Incident, Subcontractor, Unsecured Protected Health Information, and Use.

Specific definitions:

- (a) Business Associate. "Business Associate" shall generally have the same meaning as the term "business associate" at 45 CFR 160.103.
- (b) Covered Entity. "Covered Entity" shall generally have the same meaning as the term "covered entity" at 45 CFR 160.103.
- (c) HIPAA Rules. "HIPAA Rules" shall mean the Privacy, Security, Breach Notification, and Enforcement Rules at 45 CFR Part 160 and Part 164.
- (d) Service Agreement. "Service Agreement" shall mean that agreement by and between the Covered Entity and the Business Associate under which the Business Associate provides services to the Covered Entity.

II. Obligations and Activities of Business Associate. Business Associate agrees to:

- (a) Not Use or Disclose Protected Health Information other than as permitted or required by the Agreement or as required by law;

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(b) Use appropriate safeguards, and comply with Subpart C of 45 CFR Part 164 with respect to electronic Protected Health Information, to prevent Use or Disclosure of Protected Health Information other than as provided for by the Agreement;

(c) Report to Covered Entity any Use or Disclosure of Protected Health Information not provided for by the Agreement including Breaches of Unsecured Protected Health Information as required at 45 CFR 164.410, and any Security Incident of which it becomes aware, following discovery and without unreasonable delay, but in no event later than fifteen (15) days after it becomes aware of such Breach or Security Incident.

In addition to providing the Covered Entity with the information required pursuant to 45 CFR 164.410 (C), the Business Associate shall also provide the Covered Entity with any other information that it reasonably requests.

Business Associate shall not (i) notify or otherwise contact any participant or beneficiary with respect to a Breach of Unsecured Protected health Information or Security Incident, or (ii) report any such Breach or Security Incident to any media outlet, the Secretary or any other government agency, without first notifying Covered Entity and attempting to coordinate a response. The parties shall cooperate in good faith with respect to their notification obligations under the HIPAA rules and other applicable law.

(d) In accordance with 45 CFR 164.502(e)(1)(ii) and 164.308(b)(2), if applicable, ensure that any subcontractors that create, receive, maintain, or transmit Protected Health Information on behalf of the Business Associate agree to the same restrictions, conditions, and requirements that apply to the Business Associate with respect to such information;

(e) Make available Protected Health Information in a Designated Record Set to the Covered Entity, the Individual, or the Individual's designee, as appropriate and necessary to satisfy Covered Entity's obligations under 45 CFR 164.524;

(f) Make any amendment(s) to Protected Health Information in a Designated Record Set as directed or agreed to by the Covered Entity pursuant to 45 CFR 164.526, or take other measures as necessary to satisfy Covered Entity's obligations under 45 CFR 164.526;

(g) Maintain and make available the information required to provide an accounting of Disclosures to the Covered Entity, the Individual, or the Individual's designee, as appropriate and necessary to satisfy Covered Entity's obligations under 45 CFR 164.528;

(h) To the extent the Business Associate is to carry out one or more of Covered Entity's obligation(s) under Subpart E of 45 CFR Part 164, comply with the requirements of Subpart E that apply to the Covered Entity in the performance of such obligation(s); and

(i) Make its internal practices, books, and records available to the Secretary for purposes of determining compliance with the HIPAA Rules.

III. Permitted Uses and Disclosures by Business Associate

(a) Business Associate may Use or Disclose Protected Health Information as necessary to perform the services set forth in the underlying Service Agreement.

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(b) Business Associate may Use or Disclose Protected Health Information as long as it is de-identified in accordance with 45 CFR 164.514(a)-(c).

(c) Business Associate may Use or Disclose Protected Health Information as required by law.

(d) Business Associate agrees to make Uses and Disclosures and requests for Protected Health Information consistent with Covered Entity's Minimum Necessary policies and procedures, as delivered to Business Associate.

(e) Business Associate may not Use or Disclose Protected Health Information in a manner that would violate Subpart E of 45 CFR Part 164 if done by Covered Entity, except for the specific Uses and Disclosures set forth below.

(f) Business Associate may Use Protected Health Information for the proper management and administration of the Business Associate or to carry out the legal responsibilities of the Business Associate.

(g) Business Associate may Disclose Protected Health Information for the proper management and administration of Business Associate or to carry out the legal responsibilities of the Business Associate, provided the Disclosures are required by law, or Business Associate obtains reasonable assurances from the person to whom the information is Disclosed that the information will remain confidential and Used or further Disclosed only as required by law or for the purposes for which it was Disclosed to the person, and the person notifies Business Associate of any instances of which it is aware in which the confidentiality of the information has been breached.

(h) Business Associate may provide Data Aggregation services relating to the health care operations of the Covered Entity.

IV. Provisions for Covered Entity to Inform Business Associate of Privacy Practices and Restrictions

(a) Covered Entity shall notify Business Associate of any limitation(s) in the Notice of Privacy Practices of Covered Entity under 45 CFR 164.520, to the extent that such limitation may affect Business Associate's Use or Disclosure of Protected Health Information.

(b) Covered Entity shall notify Business Associate of any changes in, or revocation of, the permission by an Individual to Use or Disclose his or her Protected Health Information, to the extent that such changes may affect Business Associate's Use or Disclosure of Protected Health Information.

(c) Covered Entity shall notify Business Associate of any restriction on the Use or Disclosure of Protected Health Information that Covered Entity has agreed to or is required to abide by under 45 CFR 164.522, to the extent that such restriction may affect Business Associate's Use or Disclosure of Protected Health Information.

V. Permissible Requests by Covered Entity. Covered Entity shall not request Business Associate to Use or Disclose Protected Health Information in any manner that would not be permissible under Subpart E of 45 CFR Part 164 if done by Covered Entity, except where Business Associate will Use or Disclose Protected Health Information for, and the agreement includes provisions for, Data Aggregation or management and administration and legal responsibilities of the Business Associate. Consistent with the foregoing, Covered Entity hereby authorizes and requests Business Associate to Disclose Protected Health Information on Covered Entity's behalf when Business Associate receives an authorization signed by an Individual, or the Individual's designee.

VI. Term and Termination

(a) Term. The Term of this Agreement shall be effective as of the Effective Date, and shall terminate on the termination or expiration of the Service Agreement or on the date Covered Entity terminates for cause as authorized in paragraph (b) of this Section, whichever is sooner.

(b) Termination for Cause. Business Associate authorizes termination of this Agreement by Covered Entity, if Covered Entity determines Business Associate has violated a material term of the Agreement and Business Associate has not cured the Breach or ended the violation within the time specified by Covered Entity.

(c) Obligations of Business Associate Upon Termination.

Upon termination of this Agreement for any reason, Business Associate and its Subcontractors, with respect to Protected Health Information received from Covered Entity, or created, maintained, or received by Business Associate on behalf of Covered Entity, shall:

1. Retain only that Protected Health Information which is necessary for Business Associate or its Subcontractors to continue its proper management and administration or to carry out its legal responsibilities;
2. Return to Covered Entity or, if agreed to by Covered Entity, destroy the remaining Protected Health Information that the Business Associate or its Subcontractors still maintains in any form;
3. Continue to use appropriate safeguards and comply with Subpart C of 45 CFR Part 164 with respect to electronic Protected Health Information to prevent Use or Disclosure of the Protected Health Information, other than as provided for in this Section, for as long as Business Associate or its Subcontractors retains the Protected Health Information;
4. Not Use or disclose the Protected Health Information retained by Business Associate or its Subcontractors other than for the purposes for which such Protected Health Information was retained and subject to the same conditions set out in Sections III(f) and III(g) which applied prior to termination; and
5. Return to Covered Entity or, if agreed to by Covered Entity, destroy the Protected Health Information retained by Business Associate or its Subcontractors when it is no longer needed by Business Associate for its proper management and administration or to carry out its legal responsibilities.

(d) Survival. The obligations of Business Associate under this Section VI shall survive the termination of this Agreement.

May 1, 2018

County of Sussex Retirees

VII. Miscellaneous

(a) Regulatory References. A reference in this Agreement to a section in the HIPAA Rules means the section as in effect or as amended.

(b) Amendment. The Parties agree to take such action as is necessary to amend this Agreement from time to time as is necessary for compliance with the requirements of the HIPAA Rules and any other applicable law.

(c) Interpretation. Any ambiguity in this Agreement shall be interpreted to permit compliance with the HIPAA Rules.

(d) Compliance with Standard Transactions. If Business Associate conducts Standard Transactions with or on behalf of Covered Entity, Business Associate will comply with each applicable requirement of 45 CFR Part 162 and will require any Subcontractor or agent involved with the conduct of such Standard Transactions to similarly comply.

(e) Security of Electronically Exchanged Data. If Business Associate and Covered Entity exchange data electronically, the Business Associate will comply and will require any Subcontractor or agent involved in the electronic exchange of data to comply with the following:

1. Business Associate shall provide and shall require its agents and Subcontractors to provide appropriate security for all data that is electronically exchanged between the parties.
2. Business Associate shall implement and maintain, and shall require its agents and Subcontractors to implement and maintain, administrative, technical and physical safeguards to protect the security, integrity and confidentiality of data electronically exchanged between the parties, including access to data as provided herein.

(f) Indemnification. Business Associate agrees to indemnify, defend and hold Covered Entity harmless from any and all actions, claims and expenses (including attorneys' fees and costs) arising from a material breach by Business Associate of its covenants, representations and warranties in this Agreement. Covered Entity agrees to indemnify, defend and hold Business Associate harmless from any and all actions, claims and expenses (including attorneys' fees and costs) arising from a material breach by Covered Entity of its covenants, representations and warranties in this Agreement. Notwithstanding the foregoing, Business Associate shall under no circumstances be liable for any negligence, wrongful act, error, omission, Breach, Disclosure or any violation of the HIPAA Rules by any third party health care provider, laboratory, practitioner, pharmacist, pharmacy or their employees.

(g) Integration. This Agreement supersedes and replaces all prior agreements and understandings between the parties with respect to the subject matter hereof, including, but not limited to, any preceding business associate agreements.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as set forth herein by their respective duly authorized officers or agents as of the date first above written.

COVERED ENTITY

By:

Name:

Title:

Date:

BUSINESS ASSOCIATE

By:

Name: Kevin M. Kroll

Title: Chief Operations Officer Date:

5/1/2018

May 1, 2018

County of Sussex Retirees

RESOLUTION RE: AUTHORIZING AN AGREEMENT BETWEEN SUSSEX COUNTY (ACTIVE EMPLOYEES) AND BENECARD SERVICES, INC. TO PROVIDE PRESCRIPTION BENEFIT ADMINISTRATION AND SERVICES FOR THE COUNTY OF SUSSEX FOR THE TERM OF MAY 1, 2018 TO APRIL 30, 2019 IN THE ESTIMATED AMOUNT OF \$2,630,420.00

WHEREAS, proposals to provide prescription benefit administration and services under Sussex County's prescription benefit plan were solicited by the County's authorized representative Brown & Brown Metro, LLC; and

WHEREAS, the proposals received were reviewed by the County's authorized representative and the Sussex County staff, and it is recommended that an award be made to Benecard Services, Inc. based on the pricing offered; and

WHEREAS, the County Treasurer has certified that there are sufficient funds for the awarding of said Agreement.

NOW, THEREFORE, BE IT RESOLVED that the Board of Chosen Freeholders of the County of Sussex does hereby authorize the Agreement between Sussex County and Benecard Services, Inc. to provide Prescription Benefit Administration and Services for the County of Sussex; and

BE IT FURTHER RESOLVED that this Agreement will be in effect from May 1, 2018 for an twelve (12) month period ending April 30, 2019;

BE IT FURTHER RESOLVED that certified copies of this Resolution be forwarded to Brown & Brown Insurance, 56 Livingston Ave, Roseland, NJ 07068-0369; Benecard Services, Inc., 3131 Princeton Pike, Building 2B, Suite 103, Lawrenceville, NJ 08648.

Certified as a true copy of the
Resolution adopted by the Board
on the 23th day of May, 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

CERTIFICATION RE: BUDGET APPROPRIATION FOR AWARDING OF CONTRACT

I, Robert J. Maikis, Jr., Treasurer, County of Sussex, hereby certify to the Clerk, Board of Chosen Freeholders that there are adequate funds appropriated in the 2018 County Budget appropriation(s) for May through December 2018, supplemented by employee contributions, and subject to adequate funds being appropriated in the 2019 County Budget appropriation(s) for January through April 2019, supplemented by employee contributions, entitled:

Group Prescription Insurance

<u>Fund</u>	<u>Account</u>	<u>Title/Description</u>	<u>Amount</u>
Current	01-201-23-220-202	Group Prescription Active	\$1,467,526.00
Library	26-201-29-390-202	Group Prescription Active	\$ 121,803.00
Social Svcs	72-201-27-345-202	Group Prescription Active	\$ 164,284.00
Total Available for May-December 2018			<u>\$1,753,613.00</u>
Current	01-201-23-220-202	Group Prescription Active	\$ 733,763.00
Library	26-201-29-390-202	Group Prescription Active	\$ 60,902.00
Social Svcs	72-201-27-345-202	Group Prescription Active	<u>\$ 82,142.00</u>
Subject to Availability for January-April 2019			<u>\$ 876,807.00</u>
Total Amount Estimated not to Exceed			<u>\$2,630,420.00</u>

For Awarding of a Contract for: Authorizing the Agreement between the County of Sussex (Active Employees) and Benecard Services, Inc. to provide Prescription Benefit Administration and Services for the County of Sussex

To: Benecard Services, Inc.
3131 Princeton Pike
Building 2-B Suite 103
Lawrenceville, NJ 08648

Robert J. Maikis, Jr., County Treasurer

Dated: May 23, 2018

Resolution Summary
Other

RESOLUTION RE: AUTHORIZING AN AGREEMENT BETWEEN SUSSEX COUNTY (ACTIVE EMPLOYEES) AND BENECARD SERVICES, INC. TO PROVIDE PRESCRIPTION BENEFIT ADMINISTRATION AND SERVICES FOR THE COUNTY OF SUSSEX FOR THE TERM OF MAY 1, 2018 TO APRIL 30, 2019 IN THE ESTIMATED AMOUNT OF \$2,630,420.00

Description of Resolution:

This resolution is for authorization to enter into an Agreement with Benecard Services Inc. to provide Prescription Benefit Administration and Services for the County of Sussex's active employees.

This Agreement will be in effect starting May 1, 2018 for a twelve (12) month period ending April 30, 2019.

**AGREEMENT
TO PROVIDE
FIXED RATE INSURED PRESCRIPTION DRUG MANAGEMENT SERVICES**

THIS AGREEMENT TO PROVIDE FIXED RATE INSURED PRESCRIPTION DRUG MANAGEMENT SERVICES ("Agreement") is effective as of the 1st day of May 2018, by and between BENE CARD SERVICES, LLC ("Benecard"), whose principal place of business is 3131 Princeton Pike, Building 2B, Suite 103, Lawrenceville, NJ 08648 and County of Sussex ("Group"), whose principal place of business is Sussex County Administrative Center, One Spring Street, Newton, NJ 07860.

WITNESSETH THAT:

- A. WHEREAS, Group has undertaken to provide certain of its active employees and their dependents and COBRA eligible members with prescription drug benefits, and,
- B. WHEREAS, Group, having determined the scope and extent of its prescription drug benefits and the participant-contribution level, desires that its benefits be administered on a uniform basis for all its cardholders and dependents according to the Group's plan specifications included as Exhibit A, and,
- C. WHEREAS, Benecard is engaged in the business of providing administrative services in connection with prescription drug benefits for various groups, according to each group's plan specifications, and,
- D. WHEREAS, Group desires that Benecard provide such administrative services for Group's prescription drug benefits as part of an arrangement whereby Group becomes a member of the Benecard Association (the "Association") and a certificate holder of an excess loss insurance policy issued by Insurance Carrier and made available to members of the Association;

NOW, THEREFORE, in consideration of the mutual promises and agreements herein contained, Group and Benecard hereby agree as follows:

ARTICLE I – DEFINITIONS

The following capitalized terms, including their single and plural forms, shall have the meanings set forth below:

BENE CARD MAIL ORDER PHARMACY – means the mail service pharmacy contracted by Benecard or Claims Processor to dispense Prescription Drugs via mail or other parcel delivery service to individuals including Members. All other pharmacies are considered retail Providers and not Benecard Mail Order Pharmacies for purposes of this Agreement even if they dispense by mail order or other parcel delivery. For purposes of this Agreement, the Benecard Mail Order Pharmacy shall not be considered a representative, subcontractor or agent of Benecard or Claims Processor.

BENE CARD SPECIALTY PHARMACY - means a specialty service pharmacy location contracted by Benecard or Claims Processor to dispense Specialty Prescription Drugs via mail or other parcel delivery service to individuals including Members. All other pharmacies, with the exception of Benecard Mail Order Pharmacy specialty pharmacies and maintenance pharmacies are considered retail Providers and not Benecard Specialty Pharmacies for purposes of this Agreement even if they dispense by mail order or other parcel delivery. For purposes of this Agreement, the Benecard Specialty Pharmacy shall not be considered a representative, subcontractor or agent of Benecard or Claims Processor.

May 1, 2018

County of Sussex

BRAND DRUG – means a Prescription Drug manufactured and marketed under a trademark by a specific drug manufacturer.

CARDHOLDER – means one of Group’s active employees and COBRA eligible members who satisfy all of the eligibility criteria necessary to receive Prescription Drug benefits under the Plan, or an Overage Dependent, who is identified by Group to Benecard in accordance with the provisions of this Agreement as eligible for such benefits.

CLAIM - means a contractual payment request submitted by a Participating Pharmacy dispensing one or more Prescription Drugs and transmitted in accordance with the electronic transaction standards set forth in 45 CFR Parts 160, 162 and 164.

CLAIM PROCESSOR – means Benecard or a prescription benefit management company or other vendor that has entered into an agreement with Benecard to furnish certain services such as Participating Provider network management, eligibility verification, claims processing, formulary management and other program management services.

CLAIM PAYMENTS – The total of all Plan costs including but not limited to: program administration; pharmacy network contracting and management; transmission, processing and payment of claims including but not limited to drug ingredient costs, pharmacy dispensing and transaction fees, quality management programs, cost containment and clinical program expenses, and incurred but unreported claims.

CONTRIBUTION – means the deductible amount a Member is required to pay before Prescription Drug benefits are available under Group’s Plan or the co-payment amount a Member is responsible to pay for each Prescription Drug covered under Group’s Plan. Notwithstanding the foregoing, the Member’s co-payment will be the lesser of the amount set forth in Appendix A or the Usual and Customary Price for such covered Prescription Drug at the dispensing pharmacy.

CENSUS CATEGORY – means a classification assigned to each Cardholder by Group and used primarily for billing of monthly Program Charges and which defines the spouse, Domestic Partner or civil union member and Dependent/Overage Dependent (“OAD”) eligibility associated with the individual Cardholder. Categories are as follows: SINGLE for one-party (employee only coverage); MEMBER/SPOUSE for two-party (employee plus spouse or plus individual in a legally recognized domestic partnership or civil union with Cardholder); PARENT/CHILD for two-party (employee plus one dependent child); PARENT/CHILDREN for greater than two-party (employee plus two or more dependent children); FAMILY for greater than two-party (employee plus spouse, or plus individual in a legally recognized domestic partnership or civil union with Cardholder, plus one or more dependent children), and Overage Dependent.

DEPENDENT – means an individual who satisfies all of the eligibility criteria through a Cardholder necessary to receive Prescription Drug benefits under the Plan and is identified by Group to Benecard in accordance with the provisions of this Agreement as eligible for such benefits. Depending upon Plan design, Dependents may include a spouse, individual in a legally recognized civil union with Cardholder or Domestic Partnership with Cardholder, and children of such Cardholder up to age 26 as more specifically defined in Exhibit A.

DIRECT REIMBURSEMENT CLAIM – means a manual claim for direct reimbursement of a Prescription Drug expense submitted by a Cardholder in a format acceptable to Benecard.

May 1, 2018

County of Sussex

DOMESTIC PARTNER - means a same gender domestic partner or other domestic partner under applicable law, rule, regulation and as defined by and eligible for coverage under Group's Plan.

FDA – means the United States Food and Drug Administration.

FORMULARY – means one or more lists, made available by Benecard to Cardholders, of Preferred Drugs.

GENERIC DRUG – means a Prescription Drug identified by the FDA as bio-equivalent to a specific Brand Drug. A Generic Drug is usually identified by its chemical name.

GROUP'S PLAN SPECIFICATIONS or PLAN SPECIFICATIONS – means a description of the Group's Plan related to Prescription Drug benefits and limitations thereto, including the framework of policies, interpretations, rules, practices and procedures applicable to such benefits, required by Group and set forth in Exhibit A to this Agreement. The Plan Specifications shall not include any amendments except as provided in Article II.C. of this Agreement.

HIPAA – means the Health Insurance Portability and Accountability Act of 1996.

HIPAA PRIVACY RULE - means the final rules and regulations related to the use and disclosure of patients' Protected Health Information under 45 CFR Parts 160 and 164.

HIPAA SECURITY RULE – means the final rules and regulations establishing security standards for the protection of electronic protected health information under 45 CFR Parts 160 and 164.

IDENTIFICATION CARD – means a card containing specific information concerning a Group, a Cardholder and the Cardholder's Dependents, and the Claim Processor. An Identification Card is not intended, and shall not be construed, to create proof of an individual's eligibility for Prescription Drug benefits.

INSURANCE CARRIER OR INSURER - means Heartland Fidelity Insurance Company. Heartland Fidelity Insurance Company, Benecard and the Association share common ownership or control; and Heartland Fidelity Insurance Company receives administrative services from Benecard. Heartland Fidelity Insurance Company is licensed pursuant to the laws, rules and regulations of Washington, D.C. as an association captive insurance company for the purpose of providing excess loss insurance coverage, as described herein, through an excess loss policy issued to the Trustee of the Benecard Association Trust. Groups that enter into this form of agreement with Benecard become members of the Association and certificate holders under the excess loss policy.

MAIL ORDER PRESCRIPTION – means a Prescription Drug dispensed by a Benecard Mail Order Pharmacy.

MAINTENANCE DRUG – means a Prescription Drug prescribed for the treatment of one or more chronic conditions that is taken on a long-term basis, usually for a period of more than 30 days, and that is associated with a maintenance indicator on the MediSpan or other third party pricing source file used by Benecard.

MEMBER - means a Cardholder or a Dependent of such Cardholder to whom Prescription Drug benefits are provided by Group under the Plan, and as identified by Group to Benecard in accordance with the provisions in this Agreement.

NON-PARTICIPATING PROVIDER or NON-PARTICIPATING PHARMACY – means any Provider that is not a Participating Pharmacy.

OVERAGE DEPENDENT (OAD) – means an actively employed Cardholder's child by blood or by law who is age 26 or older and meets the requirements of Exhibit A hereof.

PARTICIPATING PROVIDER or PARTICIPATING PHARMACY – means a Provider that has elected to participate in one or more pharmacy networks, has been assigned a National Association of the Boards of Pharmacy (NABP) number and/or National Provider Identifier (NPI) number and has entered into an agreement with Benecard or its Claim Processor, to dispense retail or mail order Prescription Drugs including Specialty Drugs to individuals including Members. For purposes of this Agreement, no Participating Provider shall be considered a representative, subcontractor or agent of Benecard, the Association, or the Insurance Carrier.

PLAN – means the employer-funded pharmacy benefit plan, which provides benefits to Members as described in Group's plan document.

PREFERRED DRUGS – means Prescription Drugs found on a Formulary. Prescription Drugs identified as Preferred Drugs may be modified from time to time by Benecard at its sole discretion.

PRESCRIPTION DRUG - means a FDA-approved drug or drug product or a state restricted drug that may, under law, be dispensed only pursuant to a Prescription Order or authorized refill of a Prescription Order.

PRESCRIPTION ORDER – means a directive to dispense a medically necessary Prescription Drug, issued by a physician or other health care provider duly authorized under law to prescribe such a Prescription Drug.

PROGRAM CHARGES – means the complete charges billed by Benecard to Group for a fixed rate insured Prescription Drug program as described in this Agreement. Program Charges are inclusive of all costs associated with the furnishing of such a program including, but not limited to, Participating Provider network management and claim processing, program administration and care management, drug ingredient costs, pharmacy dispensing fees, Identification Cards for Cardholders, standard Member communication materials, charges for excess loss insurance coverage provided by Insurance Carrier to Group, and brokerage and other professional costs, including Association membership.

PROTECTED HEALTH INFORMATION or PHI – means individually identifiable health information related to the past, present or future physical or mental health or condition of a Member; the provision of health care to a Member; or the past, present or future payment for the provision of health care to a Member, as more fully defined in 45 CFR §160.103.

PROVIDER – means a corporation, partnership or proprietorship that owns or operates a licensed pharmacy.

REPORTS – means one or more reports as defined by Benecard to be made available by Benecard containing program information that may not include Protected Health Information.

SPECIALTY PRESCRIPTION DRUG – means a Prescription Drug which, as determined and communicated by Benecard, may be characterized as a high cost biotechnology drug and/or may be a drug that requires special distribution service, handling and administration procedures. Due to high cost, drug perishability and varying degrees of patient tolerance and side effects associated with the

metabolizing of such drugs the dispensing of such medications may be subject to special quantity limitations or limited to distribution by certain Specialty Drug pharmacies.

USUAL AND CUSTOMARY PRICE or U&C – means the retail price charged to the general public by a Participating Pharmacy for a particular drug, strength and quantity on the date the drug is dispensed.

ARTICLE II – PROGRAM SERVICES

A. Compliance with Law: Benecard represents and warrants that it shall comply with all applicable federal and state laws, rules and regulations, including, but not limited to, HIPAA. Group represents and warrants that it shall comply with all applicable federal and state laws, rules and regulations, including, but not limited to, HIPAA.

B. Conditions of Participation: Group understands and agrees to be bound by all the conditions and requirements for participation in the Association and the benefits provided through it. Group agrees and understands:

1. By executing this Agreement Group becomes a member of the Association, and agrees to designate and appoint the Secretary of the Association as the Group's proxy, agent and attorney-in-fact to receive all notices of meetings of the Association, to attend and vote on the Group's behalf at any and all meetings of the members of the Association, to execute consents and to otherwise act for Group in the same manner and with the same effect as if Group were present. Group authorizes its proxy to substitute any other person to act under this proxy, to revoke any substitution, and to file this proxy and any substitution or revocation with the Association.
2. Group shall be eligible for coverage under the excess loss insurance policy described in this Agreement, subject to execution of this Agreement by both Benecard and Group.
3. Group has reviewed a copy of the benefits listed in the schedules attached to this Agreement and agrees to pay the Program Charges, which includes charges for excess loss insurance, required for the benefits it elects when they become due.
4. If appropriate, evidence of eligibility of Members must be provided by Group. Information required as evidence of eligibility of Members may include but shall not necessarily be limited to access to or written disclosure of Group's health benefits policy describing Members' eligibility requirements.
5. A Member's benefits are defined by the Plan Specifications as agreed to by the parties, a summary of which will be furnished to Cardholders and which, together with the Claim Processor's standard adjudication rules, will constitute the agreement under which Prescription Drug benefits become payable.

C. Plan Specifications: Group represents and warrants that the Plan Specifications annexed hereto and made a part hereof are true, accurate and complete descriptions of the Prescription Drug benefits in effect for Group's Members. Should a discrepancy arise between any plan information provided or omitted for the rating or development of the Program Charges of this Agreement and the required administration of Group's prescription plan, or should the Group require the addition of any benefits or administrative processes which differ from or are in addition to the written plan information, Benecard reserves the right to adjust the Program Charges accordingly. Group acknowledges that at all times during the rating or re-rating process it shall provide Benecard with all available information necessary for the development of Program Charges.

Group shall retain its discretionary authority to manage and control its Plan and may, at any time, alter or amend such Plan Specifications; provided, however, that Group notifies Benecard in writing of all such proposed changes not less than ninety (90) days prior to the anticipated effective date of such changes. In addition, Group authorizes Benecard to submit to the Insurance Carrier the amended Plan Specifications for approval and acknowledges that any such changes may affect Group's insurance coverage and the Program Charges paid by Group. If Group modifies such Plan Specifications in a manner that materially affects Benecard's duties, obligations or cost of performance, or the insurance coverage described under this Agreement, then at the request of Benecard, the parties will work toward mutually acceptable modification of this Agreement or any renewal hereof during said ninety (90) days.

D. Benefits: Except as set out in Section F.4. of this Article II, Group represents and warrants that the Prescription Drug benefits described in this Agreement are provided uniformly to all eligible Cardholders and Dependents on a non-voluntary, contributory basis within the requirements of the public employee benefit laws of New Jersey. Group further represents and warrants that the administration and coverage of the expense for all Prescription Drug benefits provided by the Group is provided exclusively through this Agreement. Group shall notify Benecard in writing if any Prescription Drug benefits become available contemporaneously through other benefit providers or if opt out, re-entry, waiver or other such provisions become available to Members.

E. Program Insurance: In consideration of Group's covenants, representations and warranties in this Agreement, Benecard agrees to facilitate the purchase of sufficient excess loss insurance from the Insurance Carrier based on the Plan Specifications described in this Agreement, payment for which is included in Program Charges. Group acknowledges that the Insurance Carrier requires certain claim, renewal and underwriting information for claim payments, renewal, and underwriting purposes. Group further acknowledges that such information includes, but is not limited to, Members' Protected Health Information (PHI). Group, on behalf of itself and its Plan, authorizes Benecard to submit such information from time-to-time to the Insurance Carrier. All distribution and use of PHI will be in compliance with laws and regulations protecting the privacy of PHI.

F. Eligibility Information:

1. Group will accept all qualifying enrollment and written elections for coverage under the Group's Plan using the same enrollment and entitlement rules as are in the Group's medical plan and will provide Benecard eligibility information in accordance with Exhibit B as set forth below:

(a) Each listing shall identify each individual eligible for Prescription Drug benefits under Group's Plan, and with respect to whom Group desires such benefits be administered in accordance with the provisions of this Agreement.

(b) Such information shall include, but not be limited to, the eligibility date, full name, date of birth, gender, social security number or other identification number in a format acceptable to Benecard, and address for each Cardholder, and identification of each Cardholder who is a COBRA participant or Overage Dependent and the name, date of birth and dependent status for each Dependent.

(c) Group will provide Benecard regular updates of subsequent changes in enrollment, including but not limited to, changes in eligibility status, additions and deletions of Cardholders and Dependents, and termination of benefits, along with the effective date of any such changes, if such changes occur after the effective date of this Agreement, and such other information as may be agreed upon by the parties.

(d) Group may be permitted to enter the eligibility information set forth in this section directly into the Benecard eligibility system if Group meets Benecard's system requirements and obtains Benecard's approval. Group shall be responsible for the accuracy of eligibility

information.

(e) Benecard shall have the right to audit Group's employment, payroll and other records to verify the total number of eligible Cardholders and Dependents, upon request.

2. To the extent and in the manner required by law, Group shall notify Cardholders of the right of individuals to continue coverage as Overage Dependents.

3. Group shall notify Benecard in writing and within two (2) business days of any Cardholder enrollment change such as adding a new enrollee, modification to existing coverage, termination or retirement. Termination will be effective on the date specified by the Group. Cardmember and dependent eligibility may be added, modified or terminated up to 60 days retroactively, however a retroactive added, modified or termination will not be made prior to the date of the last claim processed or prior to the beginning of the then-current contract term. Terminated Cardholders and/or Dependents electing coverage under COBRA may continue coverage under the Plan. Benecard does not administer eligibility, directly or indirectly, from COBRA participants or third party administrators.

4. Coverage for a Dependent or Overage Dependent begins as set out on Exhibit A and ends when the Cardholder's coverage ends, or on the last day of the benefit month in which the individual fails to meet the definition of a Dependent or Overage Dependent. Retiree coverage is not provided under this Agreement. Benecard shall have the right to modify the Program Charges should retiree coverage be added.

G. Protected Health Information:

1. Group represents and warrants that it is a Covered Entity bound by the Health Insurance Portability and Accountability Act of 1996 and the final rules and regulations related to the use and disclosure of Members' Protected Health Information under 45 CFR Parts 160 and 164 and the final rules and regulations establishing security standards for the protection of electronic protected health information under 45 CFR Parts 160, 162 and 164. The parties will be bound by the HIPAA Business Associate Agreement set out in Exhibit B hereof.

2. Group further represents and warrants that it has or shall obtain Members' consents and authorizations if required for the services provided in connection with this Agreement.

H. Cardholder Materials: Benecard will provide an Identification Card and a standard descriptive brochure or web based access to such information to each Cardholder. Benecard also will make available to Group a supply of Direct Reimbursement Claim forms to be used by Members who have not received or have lost their Identification Cards, or who elect to obtain a Prescription Drug from a Non- Participating Pharmacy if permitted by the Plan. All charges associated with Benecard's production and distribution of such items are included in the monthly Program Charges.

I. Purchase of Prescription Drugs: Members may purchase covered Prescription Drugs from Participating Pharmacies in the Benecard network used by the Group and the Benecard Mail Order Pharmacy and Benecard Specialty Pharmacy, in accordance with the provisions of this Agreement. Members also may purchase covered Prescription Drugs from Non-Participating Pharmacies in accordance with the provisions of this Agreement, including Article III.E.2.

J. Provider Directory: Benecard will provide Group access to a current list of Participating Pharmacies in the Benecard network available to the Group.

K. Other Services: Group agrees that consistent with the HIPAA Privacy Rule, Benecard may contact Members to provide refill reminders or information about treatment alternatives, including, but not limited to Generic Drugs, or other health-related benefits and services that may be of interest to such Members. In connection with these services, Benecard also may provide Participating Providers and physicians information messaging and communications about such alternatives and services.

Benecard may perform coordination of benefits type services on behalf of Group, using coordination of benefits information provided by Group. Group further agrees that Benecard may submit de-identified health information to pharmaceutical manufacturers in exchange for discounts, fees, rebates and reimbursements.

L. Reports: Benecard will provide Group with a standard performance report for clients on an annual basis, and ad hoc reports as mutually agreed to between Benecard and the Group. Except as explicitly noted in any performance report, the terms used in the standard performance report will have the meanings set forth in this Agreement.

M. Group's Representatives: Group represents and warrants that any contracted administrator, broker or other person identified by Group to Benecard is and shall be Group's agent and representative on any and all matters in connection with this Agreement, including, but not limited to: (1) additions, deletions and modifications of eligibility listings provided to Benecard; (2) payment to Benecard of Program Charges; (3) plan design and coverage decisions; and (4) the provision and receipt of contractually required or permitted notices. Group acknowledges and agrees that Benecard shall be entitled to rely upon any and all such acts and omissions by any such contracted administrator, broker or other person and, further, that any and all such acts and omissions shall be binding upon Group. Group acknowledges that any broker-of-record retained by Group may receive a fee, included in Program Charges, in connection with administrative and consultative services provided by broker to Group.

N. Clinical Management Services: Benecard's clinical management programs are a standard function of the prescription benefit administrative services provided and designed to positively impact quality of care, proper drug utilization, reduce unnecessary costs and waste. Our Claim Processor effectively communicates to Participating Providers transmitting Claims, both Clinical Review and advisory messages including but not limited to, identifying potentially harmful drug conflicts, duplicate therapy, excessive utilization, inappropriate or non-FDA approved usage and the frequency with which a Prescription Drug is dispensed. Benecard's standard clinical management programs include:

1. Drug Utilization Review: Benecard will review both concurrently and retrospectively Claims for potential fraud, waste, abuse, and clinical appropriateness. Claims are reviewed daily from the previous day to ensure such Claims are being prescribed based on clinically appropriate and FDA approved guidelines, including but not limited to, duplicate therapy, refill too soon, gender appropriate, age appropriate, cost and quantities. Fraud, waste and abuse Claims are also reviewed retrospectively each calendar quarter, reported and tracked until resolution of the case is completed and when applicable, notified to the Group.
2. Drug Quantity Management Program: Prescription Drugs may have a high risk of side effects when taken above the FDA recommended guidelines. To ensure safe and appropriate use of such Prescription Drugs, if a Member is prescribed quantities above the FDA recommended guidelines, a Clinical Review will be communicated to the Participating Provider transmitting the Claim, requiring the prescribing physician to provide formal response explaining the medical justification(s) for quantities above the FDA recommended guidelines. The decision to prescribe and dispense any Prescription Drug shall be made solely by the prescribing

physician or health care provider and the Participating Provider, respectively, and payment shall be subject to the Plan Specifications and the Clinical Review process set forth in this Agreement.

3. Clinical Review: Benecard will confirm with the prescribing physician and other health care providers whether certain Prescription Drugs are being prescribed for medical conditions consistent with FDA-approved indications and labeling. In providing any or all such services, Benecard may rely upon information provided by the Member or such person's representative, the prescribing physician or health care provider, the dispensing pharmacist and other sources deemed reliable by Benecard. Benecard shall not determine medical necessity or appropriateness of treatment. In determining if a prescription claim is payable, Benecard may rely upon protocols established and maintained by commonly recognized medical sources or compendia or an advisory Pharmacy and Therapeutics Committee based upon factors such as safety, availability, potential for misuse and cost in its review of claims submitted for payment of such Prescription Drugs. Group acknowledges that Benecard may suspend processing of claims for Prescription Drugs subject to Clinical Review procedures in the event the prescribing physician or health care provider fails to provide missing information necessary for the processing of such claims in compliance with such protocols. The decisions to prescribe and dispense any drug shall remain within the professional judgment of the physician or health care provider and the pharmacist, respectively.
4. Dose Optimization Program: Encourages safe and appropriate use of once-per-day medications. Prescriptions are reviewed for multiple daily drug doses of a lower strength medication where a higher strength, once daily dose is equally effective. Dose optimization limits are applied to the number of pills per day for certain medications, where the use of multiple pills to achieve a daily dose is not supported by medical necessity.
5. Member High Utilization Management Program: Pharmacy claims (along with supporting medical data) are evaluated on a periodic basis to identify, document and correct or deter cases of excessive or abusive utilization.
6. Specialty Drug Utilization Management Program: Due to high cost, drug perishability and varying degrees of patient tolerance and side effects associated with the metabolizing of such drugs the dispensing of such medications may be subject to special quantity limitations or limited to distribution by certain Specialty Drug providers or Benecard Specialty Pharmacy. These quantity dispensing limitations or network distribution limitations are not subject to general plan limitations.
7. Clinical Cost Management Patient Education Mailings: Members receive quarterly educational mailings based on their specific and historical drug utilization identifying their potential annual out of pocket costs savings should their physician determine it is appropriate to use one of the recommended therapeutically equivalent lower cost drug alternatives. These mailings are designed to be educational and a Member is not required to use any of the recommended drug alternatives.

ARTICLE III – COMPENSATION; CLAIM PROCESSING; AND PAYMENT

A. Compensation: Group acknowledges that it has had an opportunity to review Benecard's qualifications and services in relation to the marketplace and Group's drug expenditures and has determined the reasonableness of Benecard's compensation in connection with the services provided under this Agreement. Group further acknowledges and agrees that Benecard and third parties

contracted to Benecard may retain interest earnings not in excess of market rates pending clearance of electronic transfers and checks, as well as available manufacturer discounts, fees, rebates and reimbursements, in connection with the payment and processing of Prescription Drug claims under this Agreement.

B. Program Charges:

1. Group shall have the sole and exclusive right of ownership in its excess loss insurance coverage and agrees that neither the Plan nor the Members shall have any right or claim against, or beneficial interest in, such insurance coverage or the Program Charges received by Benecard. The Trustee of the Benecard Association Trust will be the policyholder of all such insurance policies associated with this Agreement. Group agrees to pay Benecard for services rendered hereunder, the following Program Charges:

For the period May 1, 2018 to April 30, 2019

	Single Parent/Child	Parent/Children	Member/Spouse	Family
Overage Dependent subgroup 1098	<u>\$212.95</u>			
Overage Dependent subgroup 2098	<u>\$212.95</u>			
All other subgroups	<u>\$266.98</u>	<u>\$440.51</u>	<u>\$440.51</u>	<u>\$587.34</u>
				<u>\$640.75</u>

These charges will not be changed during the contract period except as provided in this Agreement. Notwithstanding the foregoing, if permitted by state or federal law, Benecard may accept from each Overage Dependent or COBRA recipient the maximum amount allowed by state or federal law. Group agrees that not less than fifty-one (51) Cardholders will participate under this Agreement at all times.

2. Benecard shall have the right to modify the Program Charges upon not less than thirty (30) days written notice in the event that any of the following occurs: (1) Group's eligible cardholder population fluctuates by more than 5% from the date the initial or renewal proposal was provided to Group or by more than 10% for any identified subgroup of covered employees; (2) As of the date an affiliated entity ceases to be part of the Group; or (3) Upon the occurrence of any of the following: (a) an amendment to this Agreement; (b) any tax or assessment not included in the underwriting of Program Charges is levied upon Benecard or the Insurance Carrier, the Plan, Program Charges and Claim Payments, or any other criteria by any federal, state or other taxing authority; (c) any provision of law or any government program or regulation including but not limited to the Patient Protection and Affordable Care Act, regulations or government authority directives; (d) a change in another of the Group's health benefit policies or plans to the extent that the change supplements or coordinates with this program and that such change modifies Group's excess loss insurance coverage or Benecard's cost of performance or obligations in connection with this program; or (e) a change in section N of Article II. In the event that the portion of monthly Program Charges attributable to Claim Payments, plus the cost of excess loss insurance, administrative and professional fees, credits, costs and expenses, is below the insurance attachment point for any contract year, then this unrealized value shall be credited to Group within one hundred twenty (120) days of the close of such year, provided that Group renews this Agreement for an additional year at rates to be set pursuant to Article IV, paragraph B.

C. Group Payment: Monthly Program Charges will be based upon the total number of Cardholders in each Census Category under this Agreement during any given month or for any portion of a month. The number of Cardholders in each stated Census Category will be multiplied by the corresponding

Program Charge to compute monthly Program Charges billed. Group will promptly notify Benecard in accordance with Article II.F. hereof of all deletions from and additions to eligibility. Benecard does not collect Program Charges, directly or indirectly, from COBRA participants or third party administrators.

Each monthly invoice shall be based on census data available at the time of the request and shall be adjusted in subsequent months to agree with actual eligible enrolled cardholders totals for that month. On or about the twenty-fifth (25th) day of each month, Benecard shall submit to Group a request for payment of the Program Charges for the upcoming month. Payment by ACH debit/via wire transfer is due from Group on the first day of the month to provide for prompt payment of Participating Providers and Cardholders. Payments unpaid after the end of the grace period, which is the 30-day period after the payment due date, are subject to late payment interest charge. The percentage interest charge will be one and one-half percent per month, but not more than allowed by law. For as long as Benecard continues to provide services under this Agreement, Group shall be responsible for paying all Program Charges through the end of such period and the remainder of the Agreement. If Group fails to make full and complete payment within the grace period, Benecard may in its discretion, upon written notice to Group, suspend performance under this Agreement, including, but not limited to the processing and payment of claims as of the end of the period for which Program Charges were paid. Benecard shall have the right to continue the suspension of such performance until all outstanding Program Charges and late charges have been paid, or this Agreement is terminated according to the terms herein.

D. Disputed Billings: Group shall notify Benecard and identify disputed billings in writing within thirty (30) Days of the billing date. Failure to dispute a billing within that period shall be deemed as the Group's acceptance of the billing. Non-disputed portions of any invoice must be paid as noted herein. Disputed amounts will not be considered delinquent until after such time that Benecard concludes an investigation of the disputed amount and communicates the results in writing to the Group.

E. Claim Processing: Benecard will process all Claims and Direct Reimbursement Claims according to the Plan Specifications and will reimburse Participating Pharmacies, the Benecard Mail Order Pharmacy, Benecard Specialty Pharmacy, and Cardholders for valid Claims and Direct Reimbursement Claims from, as applicable, Program Charges and excess loss insurance. Group authorizes Benecard, as applicable, to submit claims to the excess loss Insurance Carrier and to settle claims on behalf of the Group.

1. Where applicable, Benecard will report the status of all pending or denied Claims and appeals of Direct Reimbursement Claims within the time and in the manner required by law, rule or regulation and will refer to Group all non-routine inquiries and disputes related to the processing of such claims. Group authorizes Benecard to notify the Insurance Carrier in writing of any objection, notice of legal action or complaint regarding a Claim or Direct Reimbursement Claim subject to excess loss insurance coverage.

2. Direct Reimbursement Claims will be accepted for processing if submitted no later than twelve (12) Months following the date the Prescription Drug is dispensed. Upon receipt of a Direct Reimbursement Claim form properly completed by the Cardholder, Benecard shall inspect such claim and based on eligibility and Plan Specifications at the time the prescription was filled determine whether such claim is approved for payment. Benecard or the Claim Processor shall compute the amount payable, if any, and shall make payment to the Cardholder in an amount no more than the amount that would have been paid for the prescription had it been a claim for a prescription processed through a Participating Pharmacy pursuant to the Group's Plan Specifications.

F. Collection Costs: Group shall be responsible for all out-of-pocket expenses of collection and enforcement of judgments, including, but not limited to, attorneys' fees and costs, incurred by Benecard

in connection with amounts due and owing under this Agreement. The rights and remedies set forth in this paragraph are in addition to other rights and remedies available to Benecard under law or in equity.

ARTICLE IV – TERM; RENEWAL; NON-RENEWAL; TERMINATION; AND REMEDIES

A. Term: This Agreement is for twelve (12) months, which shall become effective May 1, 2018 and shall continue in full force and effect through April 30, 2019. The anniversary date for this Agreement is May 1, 2019. Group agrees that Benecard shall be the exclusive manager of its prescription drug benefits plan during the term of this Agreement and that it will not contract with any other vendor for similar services to begin before the expiration of this Agreement.

B. Renewal: Benecard shall submit to Group renewal terms to this Agreement at least sixty days (60) Prior to the anniversary date. Group shall provide Benecard written notice as to whether or not Group accepts such renewal terms at least thirty days (30) prior to the end of the term. Should Group fail to provide the notice at least thirty (30) days prior to the end of the term, this Agreement will automatically renew under the proposed renewal terms. Provided that Group provides proper notice of non-renewal, Group will not be responsible for Program Charges incurred after the anniversary date. Non-renewal of this Agreement shall not affect the continuing obligation of either party with respect to claims incurred for Prescription Drugs dispensed to Members while this Agreement is in force.

Notwithstanding the foregoing, Benecard may change the previously provided and/or accepted renewal Program Charges at any point prior to the Group's actual anniversary policy start date if Benecard becomes aware of a previously unknown factor (including but not limited to a newly approved drug) that would have a significant, material impact on the risk-expected experience or expenses associated with a renewal.

C. Termination: In no event will this Agreement be terminable "without cause" prior to the expiration of the agreed upon term.

In the event of breach (e.g., non-payment of Program Charges) or default, the non-breaching party shall give the other party written notice of a material, substantial and continuing breach of this Agreement. If the breaching party does not cure the said breach within thirty days from the date such notice is sent, this Agreement may be terminated at the option of the non-breaching party. If the amount of time commercially reasonable for the breach to be cured is longer than thirty (30) days, this Agreement may not be terminated by the non-breaching party pursuant to this provision until such commercially reasonable period of time has elapsed, provided however, that in no event shall such period exceed sixty (60) Days.

D. Effect of Termination; Survival: Termination of this Agreement shall not affect the continuing obligation of either party incurred while this Agreement is in effect. Group's excess loss insurance coverage with the Insurance Carrier shall terminate automatically upon termination of this Agreement. Article II.B.1; III.B.2(3)(b); Article V; Article VI; Article VIII; and Sections A., G., H., J. of Article IX and Exhibit B shall survive the termination of this Agreement.

E. Other Remedies: A party's right to terminate this Agreement shall not be exclusive of any other remedies available to the terminating party under this Agreement, at law or in equity.

F. Remedies for Early Termination: The parties agree that should Group terminate this Agreement in violation of this Article IV, because of the difficulty in determining the amount of harm to Benecard in the event of such a breach, Benecard shall be entitled to recover an amount equal to the most recent one month of Program Charges billed by Benecard under this Agreement as liquidated damages and not as

a penalty. All amounts payable under this provision shall become immediately due and payable by Group upon notice from Benecard. Failure by the Group to pay all amounts due immediately under this provision may result in immediate suspension of all benefits and services until full payment is received. The parties further agree that the existence of this remedy will not preclude Benecard from seeking or receiving injunctive or other legal relief and that this Section does not give Group termination rights beyond those specified in this Agreement.

ARTICLE V - NON-LIABILITY

Benecard shall under no circumstances be liable for any negligence, wrongful act, error or omission of any health care provider, other person, practitioner, pharmacist, pharmacy, physician, manufacturer or distributor of pharmaceuticals, including but not limited to the Benecard Mail Order Pharmacy or any specialty pharmacies, or their employees providing goods or services pursuant thereto, nor shall Benecard assume any responsibility in any manner for any claim, loss or damage sustained by any person as a result of the providing or the failure to provide pharmaceutical services or goods pursuant to the terms of this Agreement. EACH PARTY'S LIABILITY TO THE OTHER HEREUNDER SHALL IN NO EVENT EXCEED THE ACTUAL PROXIMATE LOSSES OR DAMAGES CAUSED BY BREACH OF THIS AGREEMENT. IN NO EVENT SHALL EITHER PARTY OR ANY OF THEIR RESPECTIVE AFFILIATES, DIRECTORS, EMPLOYEES OR AGENTS, BE LIABLE FOR ANY INDIRECT, SPECIAL, INCIDENTAL, CONSEQUENTIAL, EXEMPLARY OR PUNITIVE DAMAGES, OR ANY DAMAGES FOR LOST PROFITS RELATING TO A RELATIONSHIP WITH A THIRD PARTY, HOWEVER CAUSED OR ARISING, WHETHER OR NOT THEY HAVE BEEN INFORMED OF THE POSSIBILITY OF THEIR OCCURRENCE.

ARTICLE VI – INDEMNIFICATION

Subject to Article V above and in consideration of Group's covenants, representations and warranties in this Agreement, Benecard agrees to indemnify, defend and hold Group harmless from any and all actions, claims and expenses (including attorneys' fees and costs) arising from a material breach by Benecard of its covenants, representations and warranties in this Agreement. In consideration of Benecard's covenants, representations and warranties in this Agreement, Group agrees to indemnify, save, defend and hold Benecard harmless from any and all actions, claims and expenses (including attorneys' fees and costs) arising from (1) a material breach by Group of its covenants, representations and warranties in this Agreement; (2) Group's Plan design; or (3) coverage decisions by Group or its Plan.

ARTICLE VII - RECORDS AND OWNERSHIP

Benecard agrees to maintain and keep true and correct books and records of Group's Program Charges on a format acceptable to Benecard and for a period of not less than seven (7) years from the date payment is made, or such longer period as required by Law, whichever is greater. All other books, records, claim forms, programs and other such information pertaining to the services provided by Benecard remain the property of Benecard.

ARTICLE VIII – USE OF RECORDS; CONFIDENTIALITY

A. Protected Health Information: Group acknowledges that Protected Health Information will be obtained by Benecard and third parties contracted to Benecard in providing services under this Agreement (e.g., through processing of Prescription Drug claims, through drug management programs and in connection with the excess loss insurance coverage provided by the Insurance Carrier) and such PHI will be obtained from and/or distributed to Group, Participating Pharmacies, the Benecard Mail Order

Pharmacy, Benecard Specialty Pharmacy, Members' physicians and the Insurance Carrier for drug utilization review and other purposes related to the Prescription Drug program services provided in connection with this Agreement. Subject to Exhibit B, Group hereby permits Benecard or the Claim Processor to use and disclose such data in performance of its duties and obligations in connection with this Agreement.

B. Other Information: Group grants Benecard permission to use, both during and after the term of this Agreement, and/or transfer to third parties de-identified health information (i.e., information that is not individually identifiable) collected by Benecard or third parties contracted to Benecard or provided by Group for research, profiling and other business purposes. Benecard and such third parties shall retain full ownership rights over all resultant data.

C. Confidential Information: Group and Benecard agree not to disclose the other's proprietary and confidential information, or the confidential information of the Association, Insurance Carrier, or any of Benecard's subcontractors ("Confidential Information") to any third party, during or after the termination of this Agreement, except (1) as specifically contemplated by this Agreement, (2) with the other's prior written consent, (3) as required by local, state or federal law, rule or regulation, including any judicial or administrative interpretation thereof, or (4) to the extent such information becomes generally available to the public, through no action or fault of the receiving party. Such Confidential Information shall include, but not be limited to: with respect to Benecard: the terms and conditions of this Agreement and Group's excess loss insurance coverage, the business operations and strategies of Benecard, its reporting packages, and its clinical services; and with respect to Group: its business operations and strategies. Group and Benecard shall cease using the other's Confidential Information upon termination of this Agreement or a subsequent agreement between the parties and shall return or destroy such information at the disclosing party's written direction. Notwithstanding the foregoing, any computer records containing Confidential Information that cannot be reasonably deleted (including but not necessarily limited to computer records that have been created pursuant to any automatic archiving or back-up procedures) need not be returned or destroyed provided that the recipient shall not disclose, access, or use any such records or files following the date on which the recipient would have otherwise destroyed or returned the Confidential Information. Further, the recipient may retain one (1) copy of the Confidential Information for its files, but only to the extent required to ensure compliance with law and its bona fide corporate governance, insurance, or audit obligations.

ARTICLE IX – MISCELLANEOUS

A. Notice: All notices required or permitted under, or related to, this Agreement or the subject matter herein shall be deemed to have been given when tendered for delivery if, and only if, given in writing and sent by first class mail with the United States Postal Service or with a recognized overnight delivery service and addressed to Benecard or Group at the following addresses:

Benecard: Benecard Services, LLC
 Attention: Contract Manager
 3131 Princeton Pike
 Building 2B, Suite 103
 Lawrenceville, NJ 08648

Group: County of Sussex
 Attention: Gregory V. Poff II
 One Spring Street
 Newton, NJ 07860

Either Group or Benecard may change its address for receipt of such notice by providing like written notice to the other party.

B. Similar Services; Exclusivity: Benecard may perform similar services for other organizations and this Agreement shall not prevent Benecard from performing such similar services. Group agrees that

Benecard shall be the exclusive provider of the administrative services described in this Agreement and except to the extent otherwise Required by Law, the Benecard Mail Order Pharmacy shall be the exclusive provider of the internet and mail order pharmacy services described in this Agreement, for Group's Members.

C. Trademarks: Benecard retains all rights, title and interest in and reserves the right to use and control the use of the words Benecard Services, LLC, Benecard, BeneRx, RxTrainer and all symbols, trademarks, logotypes and service marks presently existing or hereafter established by or on behalf of Benecard.

D. Entire Agreement: This Agreement, all exhibits schedules appendices or attachments hereto and all policies and procedures referenced herein contain the complete understanding between the parties and supersede all discussions and writings between the parties that may have occurred before entering into this Agreement. There are no other agreements or undertakings, written or oral, in effect between the parties relating to the subject matter herein.

E. Amendment: This Agreement may be amended or modified (i) through a writing signed by authorized persons on behalf of both parties (by hand or electronically), or (ii) by Group making any payment of the Program Charges as of the effective date of the amendment.

F. Civil Action: Benecard will not institute any civil suit against any Member without the prior consent and approval of Group. Group will not institute any civil suit against any Participating Pharmacy or Benecard Mail Order Pharmacy without the prior consent and approval of Benecard. Each party will keep the other fully advised as to the nature of the suit or complaint and all related proceedings.

G. Arbitration: Any claim or controversy arising out of or relating to this Agreement, or the breach hereof, or the negotiations leading up to the entry into this Agreement, whether based in tort or contract and whether statutory or common law, shall be settled by arbitration in accordance with the commercial arbitration rules of the American Arbitration Association, and judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. The arbitration shall be held in Mercer County, New Jersey. The interpretation and enforcement of this arbitration provision shall be governed by The Federal Arbitration Act. The arbitrator shall not award any party punitive, exemplary, multiplied, treble or consequential damages, and each party hereby irrevocably waives any right to seek such damages in arbitration or in judicial proceedings.

H. Choice of Law: Without regard to choice of law rules, the laws of New Jersey shall govern all claims arising out of or relating to this Agreement that are based on contract law and all other claims, including common law tort claims, statutory tort claims, common law breach of warranty claims, and statutory breach of warranty claims.

I. Change in Law: In the event of any change in local, state or federal law, rule or regulation, including any judicial or administrative interpretation thereof, which materially alters the rights, duties or obligations of either party under this Agreement, the parties will work in good faith toward mutually acceptable modifications of this Agreement. Such modifications may include, but are not limited to, changes in the benefit design, drug coverages and to the extent that these changes affect the cost of performance, changes to Program Charges. If Group and Benecard are unable to agree upon mutually acceptable modifications, then either Group or Benecard may terminate this Agreement upon not less than sixty (60) days' prior written notice.

J. Statute of Limitations: Any claim or controversy arising out of or relating to this Agreement, whether based in tort or contract, and whether statutory or common law, must be filed within one (1) year

of the date the factual basis for the claim or controversy occurs. Failure to file such a claim within that time period shall bar a party from asserting that claim.

K. Independent Parties: This Agreement is not intended, and shall not be construed, to create any relationship between Group and Benecard other than that of independent contractors. Neither Group nor Benecard shall be construed to be the agent, partner, employee, fiduciary or representative of the other and neither party shall have the right to make any representations concerning the duties, obligations or services of the other except as consistent with the express terms of this Agreement or as otherwise authorized in writing by the other party.

L. No Third Party Beneficiaries: This Agreement is not intended, and shall not be construed, to create third party beneficiary rights in any person, including, but not limited to, any Provider or Member.

M. Delegation of Duties: Group agrees that Benecard may delegate to other parties contracted to Benecard certain administrative functions and services including, but not limited to, Participating Provider network management, eligibility verification, claims processing and payment, formulary management Provider and physician messaging and communication, production and distribution of Identification Cards and Member communication materials and other program management services. Benecard shall retain full responsibility for the performance of the delegated service.

N. Force Majeure: Neither party shall be liable in any manner for any delay to perform its obligations hereunder which are beyond the party's reasonable control, including, without limitation, any delay or failure due to strikes, labor disputes, riots, earthquakes, storms, floods, or other extreme weather conditions, fires, explosions, acts of God, embargoes, terrorist acts, war or other outbreak of hostilities, government acts or regulations, or the failure or inability of transporters, suppliers, delivery services, or telecommunication providers to provide services necessary to enable a party to perform its obligations hereunder.

O. Construction; Effect of Invalidity: This Agreement shall be construed and interpreted neutrally and without regard to the party that drafted it. If any part of the Agreement, for any reason, shall be declared invalid, such decision shall not affect the validity of any remaining portion, which remaining portion shall remain in full force and effect as if this Agreement had been executed with the invalid portion thereof eliminated.

P. Assignment and Binding Effect: Except as otherwise set forth herein, no party shall have any right to assign this Agreement or any or all of its rights and responsibilities under this Agreement without the other party's written consent, which shall not be unreasonably withheld. Benecard shall have the right to assign this Agreement and any or all of its rights and responsibilities under this Agreement to any affiliate, successor-in-interest, an entity under common control with Benecard, or pursuant to an acquisition, merger, consolidation, reorganization, or a sale of substantially all of its assets or stock. Any assignment by Benecard shall not relieve Group of its duties and obligations under this Agreement. This Agreement shall inure to the benefit of and shall be binding upon the parties hereto and their respective successors and permitted assigns.

Q. Headings: Article and paragraph headings in this Agreement are for convenience only and are not a part of this Agreement. Such headings shall not affect the meaning or construction of any provision herein.

R. Waiver: The waiver by either party of a breach or violation of any provision of this Agreement shall in no way constitute a waiver of a breach or violation of any other provision or subsequent breach or

violation of that provision. The failure of Benecard to enforce any right it has under this Agreement shall not be construed as a waiver of authority or the ability to enforce such right.

S. Electronic Execution of Documents: The parties agree and understand that their electronic signatures on documents and emails from the respective party are evidence of their intent to create binding obligations by means of electronic execution of documents. All documents electronically executed by the parties shall be considered, in connection with any transaction or this Agreement, to be a "writing" or "in writing" and any such document shall be deemed for all purposes (i) to have been "signed" and (ii) to constitute an "original" when printed from electronic files or records established and maintained in the normal course of business.

T. Counterparts; Facsimile: This Agreement may be executed by the parties in one or more counterparts, all of which together shall constitute only one agreement. This Agreement may be executed and delivered by facsimile and upon such delivery the facsimile signature will be deemed to have the same effect as if the original signature had been delivered to the other party.

U. Acceptance of Terms: Group accepts the terms of this Agreement (including without limitation Article IV) by (i) signing below (by hand or electronically), or (ii) making any payment of the Program Charges.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as set forth herein by their respective duly authorized officers or agents as of the date set forth below.


<p>Signed for BENECARD SERVICES, LLC by</p>  <hr/> <p>Kevin M. Kroll, Chief Operations Officer</p>	<p>COUNTY OF SUSSEX</p> <hr/> <p>BY</p> <p>NAME</p> <p>TITLE</p> <p>DATE</p>
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EXHIBIT A
PRESCRIPTION DRUG BENEFIT PLAN SPECIFICATIONS

PLAN DATA: COUNTY OF SUSSEX

DEPENDENT: Coverage for a Dependent ends when the Cardholder's coverage ends, or on the last day of the benefit month in which the individual fails to meet the definition of a Dependent, or in the case of a child, on the last day of the calendar year during which the termination age of 26 is reached.

OVERAGE DEPENDENT – means an actively employed Cardholder's child by blood or by law who: (a) is between twenty-six (26) and thirty-one (31) years of age; (b) is unmarried; (c) has no dependent of his or her own; (d) is a resident of the State of New Jersey or is enrolled as a full-time student at an accredited public or private institution of higher education; and (e)(i) is not actually provided coverage under any other group or individual health benefits plan, group health plan, church plan or health benefits plan, or entitled to benefits under Title XVIII of the Social Security Act, at the time dependent coverage pursuant to this section begins or will begin; and (ii) there is evidence of prior, creditable coverage or receipt of benefits under a benefits plan or by law as set forth herein.

ELECTION - An individual who qualifies as an Overage Dependent may make a written election for coverage as such a dependent, on or before his or her twenty-sixth (26) birthday: (a) within thirty (30) days prior to the termination of coverage at the specific age provided in the policy or insurance certificate; (b) within thirty (30) days after meeting the requirements for Overage Dependent status, when coverage for the dependent under the policy previously terminated; (c) during an open enrollment period, as provided pursuant to the policy or insurance certificate, if the dependent meets the requirements for Overage Dependent status during the open enrollment period; (d) or as otherwise required by law.

TERMINATION - Coverage of an Overage Dependent shall terminate upon: (a) the date that individual no longer qualifies as an Overage Dependent; (b) the date upon which Group ceases to provide coverage to the Cardholder through whom the individual qualifies as an Overage Dependent; (c) the date on which coverage ceases by reason of a failure to make a timely payment of any Program Charge by the Overage Dependent or (d) the date when the Cardholder's coverage ends. The payment of any Program Charge by an Overage Dependent shall be considered to be timely if made within thirty (30) days after the due date. Nothing in this Paragraph is intended to allow the Insurance Carrier to refuse a written election for coverage by an Overage Dependent if the Overage Dependent did not meet the definition of Overage Dependent at a prior time but does meet it at the point of election.

PLAN SPECIFICATIONS:

PRESCRIPTION DRUGS COVERED:

FEDERAL LEGEND DRUGS - Any FDA approved medicinal substance which bears the legend "Caution: Federal law prohibits dispensing without prescription".

STATE RESTRICTED DRUGS - Any medicinal substance which may be dispensed by prescription only, according to State Law.

COMPOUNDED MEDICATIONS - means a drug prepared by a pharmacist according to a practitioner's prescription or medication order by combining, mixing, or altering ingredients to create a medication tailored to the needs of an individual patient. A Compounded Medication will be covered by the Plan only if all of the ingredients have been evaluated for safety and efficacy by the Food and Drug Administration (FDA) and are covered under the Plan, and the Compounded Drug has undergone any applicable Clinical Review.

PREVENTIVE DRUGS – Certain drugs that require a prescription order by law and certain over-the-counter drugs which are required to be covered under the applicable pharmacy benefit portion of any Preventive Medical Service Benefits mandated by federal or state law, each of which including over-the-counter drugs must be accompanied by a prescription order to be considered for coverage under the Plan.

EXCEPTIONS TO EXCLUSIONS:

INSULIN - Injectable Insulin by prescription only.

NEEDLES & SYRINGES - With insulin only.

MALE SEXUAL DYSFUNCTION DRUGS – Medications specifically designed to correct male sexual dysfunction may be authorized for coverage by Group in accordance with the following:

1. The member must have a diagnosis of non-psychological impotence:
 - *Organic impotence
 - *Diabetic impotence
 - *Neurogenic impotence
 - *Impotence due to venous leakage
 - *Impotence due to prostatitis
2. Coverage will only be for one Prescription Drug. For example, if the Member is dispensed Muse or any other Prescription Drug to correct MSD, he will not be contemporaneously covered for an Oral Male Sexual Dysfunction drug or, Alprostil or Papaverine.
3. A limit of four (4) tablets or six (6) suppositories or injections will be covered per month.
4. A urologist must order the medication and will be responsible for assuring it is prescribed only for an approved diagnosis.
5. Oral Male Sexual Dysfunction drugs are not indicated for women and are not covered.

PROCEDURE:

1. A urologist will write the prescription and send Benecard a letter of medical necessity.
2. Group's Plan design and provider's diagnosis will be reviewed by professional standards personnel.
3. The Member will need to use a Participating Pharmacy to dispense the prescription.
4. No more than four (4) tablets or six (6) suppositories or injections will be covered per month.
5. If the Member has tried a Prescription Drug for MSD without success, the prescribing urologist may submit to Benecard a written request stating that another Prescription Drug is medically necessary to alleviate the Member's MSD. At no time will more than two Prescription Drugs for MSD be covered contemporaneously for any Member. Oral Male Sexual Dysfunction Drugs are contra-indicated with members on Nitrates and would, therefore, not be covered by the plan.

DIABETIC SUPPLIES – Lancets, Test strips and Tablets.

GROWTH HORMONES- Covered in accordance with Clinical Review procedure described in ARTICLE II of this Agreement and a diagnosis of medical necessity.

FERTILITY DRUGS- Covered in accordance with Clinical Review procedure described in ARTICLE II of this Agreement.

TRETINOINS AND ISOTRETINOINS-Covered for Members under age 26.

EXCLUSIONS:

Except for drugs and devices considered Preventive Drugs, and those listed in EXCEPTION TO EXCLUSIONS, the following EXCLUSIONS apply:

- 1.) Medications administered by a physician or prescriber, or received while an inpatient in a hospital, rest home, nursing facility, sanitarium, or other institution and, any prescription medication administered or consumed in the place where the Prescription Order is written or in a clinical setting. Prescription Drugs administered or dispensed at a physician's office are not covered.
- 2.) Medications for which the cost is recoverable under any other program, government program, insurance policy, or under any Workers Compensation Act, occupational disease law or similar legislation. This exclusion applies whether or not the Member asserts his or her right to obtain this coverage or payment for the medications.
- 3.) Medications furnished by any other drug or medicinal service for which no charge is made to the recipient, or for which the Member would not have been charged if the Member did not have health care coverage.
- 4.) Any drug labeled "Caution - limited by Federal Law to Investigational Use" and any other experimental/investigative drugs, procedures, treatments, equipment, devices or supplies; even though a charge is made to the recipient.
- 5.) Drugs or vitamins which do not by law require a prescription, even if a Prescription Order is written, except where specifically provided for under the Plan, and over the counter items, even if a Prescription Order is written, except where specifically provided for under the Plan.
- 6.) Devices and medical supplies of any type, including but not limited to: vaginal contraceptive devices including diaphragms and Intra Uterine Devices, condoms, Norplant, jellies, ointments, foams; therapeutic devices, glucometers, non diabetic diagnostics, implants, artificial limbs or orthopedic appliances of any type, even if they require a Prescription Order. Also, support garments or similar non-medical appliances.
- 7.) Nutritional products such as food supplements, special foods, liquid diets and supplements. Performance enhancement medications such as those used to enhance athletic performance, or lifestyle enhancement drugs or supplies.
- 8.) Administration or injection of any drugs or insulin, services of any kind, charges for completion of insurance forms and medications dispensed in bubble pack or other unit doses.
- 9.) Any refill dispensed one year or more after the date of the original Prescription Order.
- 10.) Drugs dispensed by a person other than a pharmacist or a pharmacy, or for services rendered by a pharmacist except where specifically provided for under the Plan Specifications. Benefits are not provided for drugs given by a physician or other practitioner.
- 11.) Immunologicals, vaccines, allergy sera or extracts, biological products or treatment, biological or other sera, blood and blood plasma or other derivatives and Rhogam.
- 12.) Drugs and medicines prescribed for injury or sickness resulting from war or any act of war, police actions, terrorist acts or riots; or drugs needed because a Member engaged in, or tried to engage in an illegal occupation or committed or tried to commit a felony.

- 13.) Drugs obtained from a federal, state or local public health agency. Court Ordered methadone maintenance, herbal maintenance or any Court ordered treatment which is not medically necessary.
- 14.) Prescription Orders filled through a mail order prescription service which is not a Benecard Mail Order Pharmacy.
- 15.) Any drug prescribed or dispensed in a manner contrary to normal medical practices, or which are not medically necessary, or any drug not prescribed in accordance with FDA approved indications.
- 16.) Any Prescription Order written after the termination of a Member's coverage. Refills are permitted for Members during the effective period of coverage if they would otherwise be eligible for payment under this plan.
- 17.) Benecard shall have the right to deny payment for drugs newly approved by the Food and Drug Administration (FDA) or any other new drugs for use subsequent to the inception of this Agreement pending Group's decision to alter or amend its Plan Specifications as provided in Article II.C. of this Agreement. Benecard may, in its sole discretion, exercise its rights pursuant to this provision at any time with respect to any drug, whether or not Benecard has reimbursed a claim for the particular drug in the past.
- 18.) Any intravenous (IV) drug, regardless of the setting where the drug is administered (for example, a Member's residence) or the means of administration (for example, self-administered by the Member).
- 19.) Medications prescribed for the treatment of infertility and fertility enhancement drugs, except where specifically provided for under the Plan.
- 20.) Any charges incurred for or in connection with drugs used for cosmetic purposes (such as Retin A, Renova, Accutane, treatments for hair loss, etc.), except where specifically provided for under the Plan.
- 21.) Growth hormones, except where specifically provided for under the Plan.
- 22.) Hypodermic needles, syringes or similar injection devices, except where specifically provided for under the Plan.
- 23.) Prescription Drugs with a non-prescription (over-the-counter) chemical and dose equivalent, except Insulin.
- 24.) Replacements for lost, stolen, or mishandled prescription drugs, including but not limited to drugs lost in transit or undelivered to the Member by a common carrier including but not limited to the United States Postal Service, UPS, or FedEx.

COPAYMENT- the Member co-payment listed below may vary in order to comply with current and future state and federal law and regulations. Changes to co-payment amounts may result in rate changes in accordance with Article III, B. 2. Notwithstanding the foregoing, the Member's co-payment or coinsurance will be the lesser of the amount set forth in Appendix A or the Usual and Customary Price for such covered Prescription Drug.

PREFERRED MEDICATION PROGRAM CO-PAYMENTS: At a retail pharmacy, for any one prescription or refill obtained, Members will pay \$10.00 for a preferred Brand Drug, \$1.00 for a Generic Drug, and \$25.00 for a non-preferred Brand Drug. At the Benecard Mail Order Pharmacy, for any one prescription or refill obtained, Members will pay \$20.00 for a preferred Brand Drug, \$2.00 for a Generic Drug, and \$50.00 for a non-preferred Brand Drug.

DISPENSING LIMITATIONS AND DRUG UTILIZATION REVIEW (DUR): The amount of a drug (including insulin), which may be dispensed and covered through a retail pharmacy in any one prescription or refill may not exceed a thirty (30) day supply. The amount of a drug dispensed by the Benecard Mail Order Pharmacy is limited to no more than a 90 day supply. Certain more restrictive dispensing limits may apply per order filled to controlled substances and Specialty Drugs.

Covered medically necessary Specialty Drugs may be purchased at either a Participating retail Pharmacy or at the Benecard Mail Order Pharmacy. The co-payment amount shall be the same as stipulated above for Prescriptions Orders not filled by the Benecard Mail Order Pharmacy regardless of the place of purchase. The dispensing of Specialty Drugs shall not exceed a 30 day supply.

Refills as authorized under a Prescription Order will be subject to the same requirements as the original Prescription Order. Refills may not be dispensed until sufficient time has elapsed from the prior prescription. Benefits for authorized refills will not be provided beyond 1 year from the original prescription date. For the benefit of patient safety, certain drugs require Clinical Review in accordance with Benecard's Clinical Review procedures. In addition Clinical Review may be utilized under Benecard's DUR program for safety checks for drug interactions, duplicate therapy, excessive prescription frequency or utilization and the like.

GENERIC DRUGS: Group acknowledges that applicable law may require or permit the prescribing and dispensing of Generic Drugs in substitution for Brand Drugs. Group agrees that consistent with the HIPAA Privacy Rule, Benecard may contact Members about Generic Drugs as treatment alternatives to Brand Drugs. In connection with these services, Benecard also may provide Participating Providers and physicians information messaging and communications about such alternatives and services. Subject to Group's Plan Specifications, the decisions to prescribe and dispense any drug shall remain within the professional judgment of the physician or health care provider and the pharmacist, respectively.

MANDATORY MAIL ORDER FEATURE: For Members in Subgroups 1008/1009/1010/1011/1012/1013/1014/1098/1099, all Prescription Orders for a maintenance medication must be filled through the Benecard Mail Order Pharmacy. Members may obtain up to three fills through the retail pharmacy. Any subsequent fills must be obtained through the Benecard Mail Order Pharmacy.

MAXIMUM OUT OF POCKET LIMIT (MOOP): The U.S. Department of Health and Human Services (HHS) pursuant to the Affordable Care Act (ACA) requires employer sponsored plans to establish annual MOOP limits each calendar year beginning on January 1st regardless of policy renewal date and during the term of this Agreement. The prescription benefit program MOOP limits as established by the Group and identified in Benecard's accepted proposal are subject to change if the ACA MOOP limits are modified. Benecard reserves the right to re-rate the Group's prescription benefit program if the Group modifies or implements a different copayment level, coinsurance, deductible or any other benefit design change, including a change to the MOOP amount that differs from what was used for underwriting purposes to develop for the quotation provided herein or enacts a change after inception of the newpolicy start date

The annual MOOP limits will be set at the amounts established by the U.S. Department of Health and Human Services (HHS) pursuant to the Affordable Care Act (ACA) but are subject to change if the ACA MOOP limits are modified.

EXHIBIT B
BUSINESS ASSOCIATE AGREEMENT

THIS BUSINESS ASSOCIATE AGREEMENT (“Agreement”) is made and entered into as of the 1st day of May, 2018 (“Effective Date”), by and between County of Sussex (“Covered Entity”), whose principal place of business is Sussex County Administrative Center, One Spring Street, Newton, NJ 07860 and Benecard Services, LLC (“Business Associate”), whose principal place of business is 3131 Princeton Pike, Building 2, Suite 103, Lawrenceville, NJ 08648.

I. Definitions

Catch-all definition:

The following terms used in this Agreement shall have the same meaning as those terms in the HIPAA Rules: Breach, Data Aggregation, Designated Record Set, Disclosure, Health Care Operations, Individual, Minimum Necessary, Notice of Privacy Practices, and Protected Health Information, Required by Law, Secretary, Security Incident, Subcontractor, Unsecured Protected Health Information, and Use.

Specific definitions:

- (a) Business Associate. “Business Associate” shall generally have the same meaning as the term “business associate” at 45 CFR 160.103.
- (b) Covered Entity. “Covered Entity” shall generally have the same meaning as the term “covered entity” at 45 CFR 160.103.
- (c) HIPAA Rules. “HIPAA Rules” shall mean the Privacy, Security, Breach Notification, and Enforcement Rules at 45 CFR Part 160 and Part 164.
- (d) Service Agreement. “Service Agreement” shall mean that agreement by and between the Covered Entity and the Business Associate under which the Business Associate provides services to the Covered Entity.

II. Obligations and Activities of Business Associate. Business Associate agrees to:

- (a) Not Use or Disclose Protected Health Information other than as permitted or required by the Agreement or as required by law;
- (b) Use appropriate safeguards, and comply with Subpart C of 45 CFR Part 164 with respect to electronic Protected Health Information, to prevent Use or Disclosure of Protected Health Information other than as provided for by the Agreement;
- (c) Report to Covered Entity any Use or Disclosure of Protected Health Information not provided for by the Agreement including Breaches of Unsecured Protected Health Information as required at 45 CFR 164.410, and any Security Incident of which it becomes aware, following discovery and without unreasonable delay, but in no event later than fifteen (15) days after it becomes aware of such Breach or Security Incident.

In addition to providing the Covered Entity with the information required pursuant to 45 CFR 164.410 (C), the Business Associate shall also provide the Covered Entity with any other information that it reasonably requests.

Business Associate shall not (i) notify or otherwise contact any participant or beneficiary with respect to a Breach of Unsecured Protected health Information or Security Incident, or (ii) report any such Breach or Security Incident to any media outlet, the Secretary or any other government agency, without first notifying Covered Entity and attempting to coordinate a response. The parties shall cooperate in good faith with respect to their notification obligations under the HIPAA rules and other applicable law.

(d) In accordance with 45 CFR 164.502(e)(1)(ii) and 164.308(b)(2), if applicable, ensure that any subcontractors that create, receive, maintain, or transmit Protected Health Information on behalf of the Business Associate agree to the same restrictions, conditions, and requirements that apply to the Business Associate with respect to such information;

(e) Make available Protected Health Information in a Designated Record Set to the Covered Entity, the Individual, or the Individual's designee, as appropriate and necessary to satisfy Covered Entity's obligations under 45 CFR 164.524;

(f) Make any amendment(s) to Protected Health Information in a Designated Record Set as directed or agreed to by the Covered Entity pursuant to 45 CFR 164.526, or take other measures as necessary to satisfy Covered Entity's obligations under 45 CFR 164.526;

(g) Maintain and make available the information required to provide an accounting of Disclosures to the Covered Entity, the Individual, or the Individual's designee, as appropriate and necessary to satisfy Covered Entity's obligations under 45 CFR 164.528;

(h) To the extent the Business Associate is to carry out one or more of Covered Entity's obligation(s) under Subpart E of 45 CFR Part 164, comply with the requirements of Subpart E that apply to the Covered Entity in the performance of such obligation(s); and

(i) Make its internal practices, books, and records available to the Secretary for purposes of determining compliance with the HIPAA Rules.

III. Permitted Uses and Disclosures by Business Associate

(a) Business Associate may Use or Disclose Protected Health Information as necessary to perform the services set forth in the underlying Service Agreement.

(b) Business Associate may Use or Disclose Protected Health Information as long as it is de-identified in accordance with 45 CFR 164.514(a)-(c).

(c) Business Associate may Use or Disclose Protected Health Information as required by law.

(d) Business Associate agrees to make Uses and Disclosures and requests for Protected Health Information consistent with Covered Entity's Minimum Necessary policies and procedures, as delivered to Business Associate.

(e) Business Associate may not Use or Disclose Protected Health Information in a manner that would violate Subpart E of 45 CFR Part 164 if done by Covered Entity, except for the specific Uses and Disclosures set forth below.

(f) Business Associate may Use Protected Health Information for the proper management and administration of the Business Associate or to carry out the legal responsibilities of the Business Associate.

(g) Business Associate may Disclose Protected Health Information for the proper management and administration of Business Associate or to carry out the legal responsibilities of the Business Associate, provided the Disclosures are required by law, or Business Associate obtains reasonable assurances from the person to whom the information is Disclosed that the information will remain confidential and Used or further Disclosed only as required by law or for the purposes for which it was Disclosed to the person, and the person notifies Business Associate of any instances of which it is aware in which the confidentiality of the information has been breached.

(h) Business Associate may provide Data Aggregation services relating to the health care operations of the Covered Entity.

IV. Provisions for Covered Entity to Inform Business Associate of Privacy Practices and Restrictions

(a) Covered Entity shall notify Business Associate of any limitation(s) in the Notice of Privacy Practices of Covered Entity under 45 CFR 164.520, to the extent that such limitation may affect Business Associate's Use or Disclosure of Protected Health Information.

(b) Covered Entity shall notify Business Associate of any changes in, or revocation of, the permission by an Individual to Use or Disclose his or her Protected Health Information, to the extent that such changes may affect Business Associate's Use or Disclosure of Protected Health Information.

(c) Covered Entity shall notify Business Associate of any restriction on the Use or Disclosure of Protected Health Information that Covered Entity has agreed to or is required to abide by under 45 CFR 164.522, to the extent that such restriction may affect Business Associate's Use or Disclosure of Protected Health Information.

V. Permissible Requests by Covered Entity. Covered Entity shall not request Business Associate to Use or Disclose Protected Health Information in any manner that would not be permissible under Subpart E of 45 CFR Part 164 if done by Covered Entity, except where Business Associate will Use or Disclose Protected Health Information for, and the agreement includes provisions for, Data Aggregation or management and administration and legal responsibilities of the Business Associate. Consistent with the foregoing, Covered Entity hereby authorizes and requests Business Associate to Disclose Protected Health Information on Covered Entity's behalf when Business Associate receives an authorization signed by an Individual, or the Individual's designee.

VI. Term and Termination

(a) Term. The Term of this Agreement shall be effective as of the Effective Date, and shall terminate on the termination or expiration of the Service Agreement or on the date Covered Entity terminates for cause as authorized in paragraph (b) of this Section, whichever is sooner.

(b) Termination for Cause. Business Associate authorizes termination of this Agreement by Covered Entity, if Covered Entity determines Business Associate has violated a material term of the Agreement and Business Associate has not cured the Breach or ended the violation within the time specified by Covered Entity.

(c) Obligations of Business Associate Upon Termination.

Upon termination of this Agreement for any reason, Business Associate and its Subcontractors, with respect to Protected Health Information received from Covered Entity, or created, maintained, or received by Business Associate on behalf of Covered Entity, shall:

1. Retain only that Protected Health Information which is necessary for Business Associate or its Subcontractors to continue its proper management and administration or to carry out its legal responsibilities;
2. Return to Covered Entity or, if agreed to by Covered Entity, destroy the remaining Protected Health Information that the Business Associate or its Subcontractors still maintains in any form;
3. Continue to use appropriate safeguards and comply with Subpart C of 45 CFR Part 164 with respect to electronic Protected Health Information to prevent Use or Disclosure of the Protected Health Information, other than as provided for in this Section, for as long as Business Associate or its Subcontractors retains the Protected Health Information;
4. Not Use or disclose the Protected Health Information retained by Business Associate or its Subcontractors other than for the purposes for which such Protected Health Information was retained and subject to the same conditions set out in Sections III(f) and III(g) which applied prior to termination; and
5. Return to Covered Entity or, if agreed to by Covered Entity, destroy the Protected Health Information retained by Business Associate or its Subcontractors when it is no longer needed by Business Associate for its proper management and administration or to carry out its legal responsibilities.

(d) Survival. The obligations of Business Associate under this Section VI shall survive the termination of this Agreement.

VII. Miscellaneous

(a) Regulatory References. A reference in this Agreement to a section in the HIPAA Rules means the section as in effect or as amended.

(b) Amendment. The Parties agree to take such action as is necessary to amend this Agreement from time to time as is necessary for compliance with the requirements of the HIPAA Rules and any other applicable law.

(c) Interpretation. Any ambiguity in this Agreement shall be interpreted to permit compliance with the HIPAA Rules.

(d) Compliance with Standard Transactions. If Business Associate conducts Standard Transactions with or on behalf of Covered Entity, Business Associate will comply with each applicable requirement of 45 CFR Part 162 and will require any Subcontractor or agent involved with the conduct of such Standard Transactions to similarly comply.

May 1, 2017

County of Sussex

(e) Security of Electronically Exchanged Data. If Business Associate and Covered Entity exchange data electronically, the Business Associate will comply and will require any Subcontractor or agent involved in the electronic exchange of data to comply with the following:

1. Business Associate shall provide and shall require its agents and Subcontractors to provide appropriate security for all data that is electronically exchanged between the parties.

2. Business Associate shall implement and maintain, and shall require its agents and Subcontractors to implement and maintain, administrative, technical and physical safeguards to protect the security, integrity and confidentiality of data electronically exchanged between the parties, including access to data as provided herein.

(f) Indemnification. Business Associate agrees to indemnify, defend and hold Covered Entity harmless from any and all actions, claims and expenses (including attorneys' fees and costs) arising from a material breach by Business Associate of its covenants, representations and warranties in this Agreement. Covered Entity agrees to indemnify, defend and hold Business Associate harmless from any and all actions, claims and expenses (including attorneys' fees and costs) arising from a material breach by Covered Entity of its covenants, representations and warranties in this Agreement. Notwithstanding the foregoing, Business Associate shall under no circumstances be liable for any negligence, wrongful act, error, omission, Breach, Disclosure or any violation of the HIPAA Rules by any third party health care provider, laboratory, practitioner, pharmacist, pharmacy or their employees.

(g) Integration. This Agreement supersedes and replaces all prior agreements and understandings between the parties with respect to the subject matter hereof, including, but not limited to, any preceding business associate agreements.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as set forth herein by their respective duly authorized officers or agents as of the date first above written.

COVERED ENTITY

By:

Name:

Title:

Date:

BUSINESS ASSOCIATE

By: *Kevin M. Kroll*

Name: Kevin M. Kroll

Title: Chief Operations Officer

Date: 5/1/2018

May 1, 2017

County of Sussex

RESOLUTION RE: AUTHORIZATION FOR THE FREEHOLDER DIRECTOR AND CLERK OF THE BOARD TO EXECUTE A CONTRACT #18AVWN MODIFICATION WITH THE NJ DEPARTMENT OF HUMAN SERVICES, DIVISION OF DISABILITY SERVICES AND THE SUSSEX COUNTY DEPARTMENT OF HEALTH AND HUMAN SERVICES, DIVISION OF COMMUNITY AND YOUTH SERVICES TO TRANSFER PROGRAM COORDINATOR DUTIES FROM ELIZABETH LARSEN TO NICKOLAS G. KAPETANAKIS FOR THE PERIOD OF JANUARY 1, 2018 TO DECEMBER 31, 2018

WHEREAS, the NJ Department of Human Services, Division of Disability Services has requested to modify the contracted for Fiscal Year 2018; and

WHEREAS, all Program Coordinator duties previously assigned to Elizabeth Larsen will now be assigned to Nickolas G. Kapetanakis; and

WHEREAS, the Sussex County Department of Health and Human Services, Division of Community and Youth Services has completed all of the required documents necessary to execute the Contract Modification.

NOW, THEREFORE, BE IT RESOLVED that the Sussex County Freeholder Director and Clerk of the Board are hereby authorized and directed to execute the aforementioned Contract Modification effective January 1, 2018 to December 31, 2018; and

BE IT FURTHER RESOLVED that Carol Novrit is authorized and directed to execute and modify, as the Business Associate, the Business Associate Agreement Amending Contract #18AVWN; and

BE IT FURTHER RESOLVED that certified copies of this Resolution, together with copies of the Contract Renewal, be forwarded to Thomas Wojtowicz, Contract Administrator, NJ Department of Human Services, Division of Disability Services, P.O. Box 705, Trenton, NJ 08625-0705.

Certified as a true copy of the Resolution adopted by the Board of Chosen Freeholders on the 23rd day of May 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

DEPARTMENT OF HUMAN SERVICES
 Division of Disability Services (DDS)
 SCHEDULE OF ESTIMATED CLAIMS

ORIGINAL
 MODIFICATION

PROVIDER: County Of Sussex- PASP CONTRACT #: 18AVWN FROM: Jan 1 201 TO Dec 31 2018

UNIT OF SERVICE: (1) _____ (2) _____ (3) _____ (4) _____ (6) _____ (7) _____

SERVICE PERIOD MONTH YEAR	COMPONENT PASP	COMPONENT	COMPONENT	COMPONENT	COMPONENT	COMPONENT	COMPONENT	ESTIMATED (CLAIMS TOT MONTHLY	ALS YTD
JAN 2018	\$1,226.83							\$1,226.83	\$1,226.83
FEB 2018	\$1,226.83							\$1,226.83	\$2,453.66
MAR 2018	\$1,226.83							\$1,226.83	\$3,680.49
APR 2018	\$1,226.83							\$1,226.83	\$4,907.32
MAY 2018	\$1,226.83							\$1,226.83	\$6,134.15
JUNE 2018	\$1,226.83							\$1,226.83	\$7,360.98
JULY 2018	\$1,226.83							\$1,226.83	\$8,587.81
AUG 2018	\$1,226.83							\$1,226.83	\$9,814.64
SEPT 2018	\$1,226.84							\$1,226.84	\$11,041.48
OCT 2018	\$1,226.84							\$1,226.84	\$12,268.32
NOV 2018	\$1,226.84							\$1,226.84	\$13,495.16
DEC 2018	\$1,226.84							\$1,226.84	\$14,722.00
TOTALS	\$14,722.00							\$14,722.00	\$14,722.00

AGENCY AUTHORIZED SIGNATURE: Carol Novrit DATE: _____

DATE: _____

DDS USE ONLY
 COST RELATED _____ NON COST RELATED _____
 Reimbursement: _____
 _____ periodic on report expenditures
 _____ installments
 _____ provisional rate
 _____ fixed rate

EXPENDITURE SUMMARY: _____ NONE _____ MONTHLY _____ QTRLY _____ OTHER
 ADVANCE PAYMENT: _____ NONE _____ MONTH(S)

CONTRACT REIMBURSABLE CEILING 14,722

STATE OF NEW JERSEY
DEPARTMENT OF HUMAN SERVICES
P1.10 CONTRACT MODIFICATION FORM

Provider Agency Name: Sussex County Department of Health & Human Services Modification #: 1
Fiscal-Year-End: 2018 Contract Term: 1/1/18 thru 12/31/18

Contract #: 18AVWN Cognizant Contract: Yes _____ No: X
Division(s) affected by the Modification: Division of Senior Services/Division of Community & Youth Services

Date of most recently approved Contract Modification: N/A
Requested effective date for this Contract Modification: 1/1/18

Check applicable area(s) for modification:

- 1) _____ Change to the Reimbursable Ceiling: from _____ to _____
- 2) _____ Increase in Total Cost: from _____ to _____
- 3) _____ Change in the Contract term: currently from 1/1/18 to 1/1/18 to the revised term 1/1/18 to 1/1/18
- 4) _____ Change exceeding the Flexible Limits.
- 5) _____ Transfer of budgeted cost across DHS Contracts or Clusters.
- 6) _____ Transfer of federal and/or other revenue across DHS Contracts or Clusters.
- 7) _____ Change to the method of allocating G&A, the indirect cost rate and/or its application.
- 8) _____ Addition or deletion of an entire Budget category (A through M individually).
- 9) _____ Addition of Line Items within Budget Category (B) Consultants and Professional Fees.
- 10) _____ Equipment not in approved budget above \$5,000 per item.
- 11) _____ Change in payment methodology.
- 12) _____ Change in the payment rate(s)
- 13) _____ Change in target population
- 14) _____ Change in contracted performance standards
- 15) _____ Change in contracted level of service
- 16) X _____ Change in contracted staff/client ratios.
- 17) _____ Change of Subcontractors providing direct services or change to subcontracted direct services.

Please attach an explanation

This form, its attachments and/or revised section(s) of the programmatic Annex A and/or the revised itemized Annex B Budget or Rate Information Summary, constitute this entire Contract Modification. The persons whose signatures appear below agree to this Contract Modification.

BY: _____
(Signature)

Jonathan M. Rose
(Type name)

Title: Freeholder Director

Provider Agency: County of Sussex

Date: _____

BY: _____
(Signature)

Joseph M. Amoroso
(Type name)

Title: Director

Departmental Component: DHS/DDS

Date: _____

DATE EFFECTIVE: _____

State of New Jersey
DEPARTMENT OF HUMAN SERVICES
Division of Disability Services

ANNEX A - STANDARD LANGUAGE TITLE XX PURCHASE OF SERVICE CONTRACT

Contract I.D.# 18AVWN

PART I. GENERAL AGENCY INFORMATION

SECTION I. - IDENTIFICATION

Provider Agency Sussex County Department of Health and Human Services

Mailing Address Sussex County Administrative Center

One Spring Street, Newton, NJ 07860 Telephone # (973) 579-0559, ext.1227

Federal Identification # 22-6002477

Effective Dates 01-01-2018 to 12-31-2018 Contract Ceiling \$14,722.00

Chief Executive Officer Jonathan M. Rose

Title Freeholder Director

Address Sussex County Administrative Center
One Spring Street, Newton, NJ 07860 Telephone # (973) 579-0240

All notices relevant to this contract should be sent to:

Name Carol Novrit

Title Department of Health and Human Services Administrator

Mailing Address Sussex County Administrative Center
One Spring Street, Newton, NJ 07860 Telephone # (973) 579-0559

Program Name PASP

Site Address(es) Sussex County Administrative Center, One Spring Street,
Newton, NJ 07860

Telephone # (973) 579-0559, x1227

Program Director Nickolas G. Kapetanakis

Title XX Service Definition Personal Assistance Service Program

ANNEX A - STANDARD LANGUAGE TITLE XX PURCHASE OF SERVICE CONTRACT
Contract I.D. #18AVWN

I. GENERAL AGENCY INFORMATION

SECTION II. - AUTHORIZED SIGNATURES

*List names and positions of persons authorized to sign the following.
Give number of persons required to sign each transaction.*

	NAME	POSITION	# OF SIGNATURES REQUIRED
Title XX Contract	1. <u>Jonathan M. Rose</u>	<u>Freeholder Director</u>	<u>1</u>
	2. _____	_____	
	3. _____	_____	
DDS Monthly Financial Report	1. <u>Carol Novrit</u>	<u>Dept. Administrator</u>	<u>1</u>
	2. <u>Robert J. Maikis, Jr.</u>	<u>County Treasurer</u>	_____
	3. _____	_____	
DDS Invoice	1. _____	_____	<u>1</u>
	2. _____	_____	
	3. _____	_____	
Contract Budget Modification	1. <u>Jonathan M. Rose</u>	<u>Freeholder Director</u>	<u>1</u>
	2. <u>Carol Novrit</u>	<u>Dept. Administrator</u>	_____
	3. <u>Robert J. Maikis, Jr.</u>	<u>County Treasurer</u>	_____
Checks	1. <u>Robert J. Maikis, Jr.</u>	<u>County Treasurer</u>	<u>2</u>
	2. <u>Jonathan M. Rose</u>	<u>Freeholder Director</u>	_____
	3. _____	_____	
Other Contracts & Agreements	1. <u>Jonathan M. Rose</u>	<u>Freeholder Director</u>	<u>1</u>
	2. <u>Carol Novrit</u>	<u>Dept. Administrator</u>	_____
	3. <u>Robert J. Maikis, Jr.</u>	<u>County Treasurer</u>	_____
Fee Assessors	1. _____	_____	_____
	2. _____	_____	
Fee Collectors	1. _____	_____	
	2. _____	_____	

ANNEX A - STANDARD LANGUAGE TITLE XX PURCHASE OF SERVICE CONTRACT

Contract I.D. #18AVWN

PART I - GENERAL AGENCY INFORMATION

SECTION III - SERVICE DAYS

Service will be provided as follows:

(Fill in time)

Sunday_____ Monday 8:00a-4:30p Tuesday 8:00a-4:30p Wednesday 8:00a-4:30p

Thursday 8:00a-4:30p Friday 8:00a-4:30p Saturday_____ -_____

Emergency Provisions: Emergency On-Call System provided for after hour emergencies.

Service can be provided at any time and on any dates based on the needs of the serviced recipients. The Sussex County Program Development Specialist is not available on the following holidays.

	<u>OCCASION</u>	<u>DATE(S)</u>
H	New Year's Day (observed)	January 1, 2018
H	Martin Luther King	January 15, 2018
H	Lincoln's Birthday	February 12, 2018
H	President's Day	February 9, 2018
H	Good Friday	March 30, 2018
H	Memorial Day	May 28, 2018
H	Independence Day	July 4, 2018
H	Labor Day	September 3, 2018
H	Columbus Day	October 8, 2018
H	Veteran's Day (observed)	November 12, 2018
H	Thanksgiving Day	November 22, 2018
H	Day After Thanksgiving	November 23, 2018
H	Christmas Eve (observed)	December 24, 2018
H	Christmas Day	December 25, 2018

ANNEX A - STANDARD LANGUAGE TITLE XX PURCHASE OF SERVICE CONTRACT

Contract I.D. #18AVWN

PART II - PROGRAM OPERATIONS

SECTION II - UNIT OF SERVICE

Unit of Service Definition(s) one unit equals one hour of personal assistance

COMPONENTS	TYPE OF UNITS	TOTAL NUMBER OF UNITS	NUMBER OF CONTRACT UNITS	NUMBER OF UNDUPLICATED CLIENTS*	NUMBER OF OPTIONAL ENROLLEES
PASP	HOURS	7,956	7,956	5	4

ANNEX A - STANDARD LANGUAGE TITLE XX PURCHASE OF SERVICE CONTRACT

Contract I.D. # 18AVWN

PART II - PROGRAM OPERATIONS

SECTION III. - MONTHLY CONTRACTING LEVEL OF SERVICE

PASP

Component

MONTH	POSSIBLE SERVICE DAYS	NON SERVICE DAYS		NON- FUNDED DAYS	MONTHLY SERV. DAYS	# SP UNDER CONT.	MONTHLY CONTRACT LOS
		HOL.	TRNG.				
January	31			n/a	31		663
February	28			n/a	28		663
March	31			n/a	31		663
April	30			n/a	30		663
May	31			n/a	31		663
June	30			n/a	30		663
July	31			n/a	31		663
August	31			n/a	31		663
September	30			n/a	30		663
October	31			n/a	31		663
November	30			n/a	30		663
December	31			n/a	31		663
ANNUAL TOTALS							7,956.00

Note: Contracts for which level of service is not computed by multiplying days by spaces need complete columns 1 and 8 only.

ADDENDUM

ANNEX A
PROGRAM INFORMATION SECTION

AGENCY NAME: County of Sussex /Department of Health and Human Services

PROGRAM NAME: Personal Assistance Services Program (PASP)

CONTRACT TERM: 1-1-18 to 12-31-18

CONTRACT #: 18AVWN

I. SERVICE TO BE PROVIDED:

The Sussex County Department of Health and Human Services Personal Assistance Services Program (PASP) continues to provide personal assistance services to five (5) permanently, physically disabled adults, ages 18 to 70 who are either working, going to school or volunteering in the community.

PASP is a self-directing program which allows consumers to oversee all aspects of their personal care services. A personal assistant can perform such tasks as light housekeeping, personal care, meal preparation, transportation, assisting with correspondence and chore services.

The consumer must complete the following documents as part of the initial application package:

1. Application for Service and Statement of Understanding
2. Income Declaration Form
3. Physician's Certification
4. Consumer Plan of Service

The Consumer Plan of Service indicates the consumer's needs and how they will be met by the personal assistant. Within 90 days from the date of inquiry, the County Consultant contacts the consumer regarding their eligibility for the program. All determinations are made in writing.

Consumers are reassessed on an annual basis and can receive anywhere between 5 to 40 hours of personal care per week. PASP is a supplemental program, whereby applicants should exhaust other resources before applying for PASP services.

The County Consultant carries out all program consultant duties and responsibilities, such as:

- Recruiting consumers for the program through press releases sent out to local newspapers, advertising in brochures, providing outreach activities, attending support group meetings, resource fairs, transition and vocational fairs, and featuring the program's activities on the County website
- Assisting consumers enrolling in the program and being the first level of support for consumer issues,
- Monitoring and maintaining consumer eligibility, program activity and financial records
- Initiating suspension and termination actions as necessary in accordance with regulation

- Assuring each consumer complies with program policy based on the information provided by the consumer
- Transitioning consumers to other programs/services
- Monitoring the Monthly Case Report and Cost Share Report provided by the Fiscal Intermediary
- Working with the Fiscal Intermediary to improve and maximize communication between all parties to ensure services run efficiently and all program obligations are fulfilled.

Non-compliance with consultant duties will result in suspension of monthly payment.

II. PROGRAM GOAL:

The goal of the Sussex County Department of Health and Human Services Personal Assistance Services Program is to enable consumers who have a permanent physical disability to remain active in the community by providing them with personal care services. PASP allows a consumer to be self-directing, therefore in charge of supervising & coordinating all aspects of their personal care services on a daily basis.

III. TARGET POPULATION:

The target population is consumers of Sussex County, between the ages of 18 to 70, who have a permanent physical disability, are capable of self-directing and demonstrate proof of program activity (either working, volunteering or going to school). Personal care services allow a consumer to maintain their independence in the community. It is the only program of its kind, available in Sussex County and throughout the state of New Jersey.

IV. PROGRAM DESCRIPTION:

The Sussex County Department of Health and Human Services located at the Sussex County Administrative Center, One Spring Street, Newton, New Jersey coordinates and administers the program for eligible consumers in the County. This program provides personal assistance to qualifying disabled residents of Sussex County between the ages of 18 and 70.

The County Consultant has the responsibility of acting as a liaison for the consumer and the assistant. The PASP Consultant can refer consumers to other programs and services outside the scope of PASP, when deemed necessary.

Services to PASP consumers maintain the following job responsibilities (but are not limited to) personal care assistance, chore services, assistance to students on campus, transportation and light housekeeping.

The program allows consumers to receive routine non-medical task assistance from the assistant if they are assessed as capable of directing the specific service. These services cannot be provided without the approval of a licensed registered nurse and the consent of the personal assistant.

Consumers are responsible for reporting problems with service provision to the County Consultant so the necessary action to improve service delivery can be taken. The need for regular telephone contact may be required in a situation where changes occur which impact on the consumer's ability to manage and function, or when services are not working to meet the consumer's needs. Occasionally home visits are conducted on an as needed basis. Each PASP participant has a minimum of one face to face contact with the County Consultant yearly. At this time the PASP program has five (5) active PASP participants and currently no waiting list candidates. There are four (4) potential consumers who are in the process of submitting applications.

V. ACCESS TO PROGRAM SERVICE:

The Sussex County Department of Health and Human Services is the administrator and consultant for the PASP program in Sussex County. The program is often included in press releases sent out to local newspapers, highlighting consumer satisfaction and the County web-page.

Word of mouth spreads quickly between consumers, making it an excellent way to help advertise the program.

This program is also publicized during community events such as town days and the Sussex County Farm and Horse Show.

VI. PROGRAM OBJECTIVES:

a. Outcome Objective(s)

The program's objective for the Personal Assistance Services Program in Sussex County is to outreach and serve the greatest number of PASP consumers that our budget allows. Our annual operating budget for FY 2018 is \$14,722.00.

b. Level of Service Objective(s)

By conducting outreach to the disabled population throughout the county, the Sussex County Department of Health and Human Services is able to make consumers aware of the existence of this most valuable program.

VII. MEASUREMENT:

a. Outcome Objective(s)

- Each year our consumer base is revisited to determine the continuation of need. Also, the Sussex County Department of Health and Human Services general population surveys are monitored to identify new people who may be in need of special services.
- 100% of Sussex County PASP consumers will be satisfied with their services and their assistants as indicated by the completion of an annual consumer satisfaction survey. Results to be shared with DDS.
- 100% of PASP funding will be spent in the program for FY 2018.
- The County PASP Consultant visits each consumer several times a year as well as regular phone contact to ensure that they are satisfied with the personal assistant and the provider agency.
- All consumers will complete training mandates in 2018.

b. Level of Service Objective(s)

Monthly phone conversations with both PASP consumers and provider agencies, helps to keep the County Consultant well informed.

The following methods of measuring achievement of objectives will include:

- Annual Consumer Satisfaction Surveys
- Completing Contract Reports
- Quarterly Fiscal Reports (budget monitoring)
- Site Visits

VIII. PROGRAM CHANGES/IMPROVEMENTS:

a. Outcome Objective(s)

- All active participants have attended Cash Model I and Advanced Cash Model workshops, at least once. All consumers are highly encouraged to attend these workshops as frequently as possible, in order to be prepared for a smooth transition to a cash model service delivery system. Everas Community Services is the current training vendor and they currently only offer the Orientation to Cash Model workshop.
- PASP requires from each consumer an annual assessment including proof of program activity, updated income declaration form and any other documentation required to update their file.

b. Level of Service Objective(s)

Sussex County's currently has five (5) active consumers utilizing 403 units of service per month. We do not have a waiting list at this time.

c. Program Improvements/Changes/Goals

- The County of Sussex will continue outreach efforts through the Sussex County Aging and Disability Recourse Connection (ADRC); and at our booth at the New Jersey State Fair located in Augusta, NJ in August 2018; Articles in the Sussex County news letter and posted on the Sussex County website.
- Continue to publicize the program through our local media and providing information to our Sussex County Agencies.
- The PASP program has been shifted from the Division of Senior Services to the Division of Community & Youth Services (effective 1/1/18). The new Program Director, Nickolas G. Kapetanakis, will be completing the Cash Model Training as soon as it is made available.
- Sussex County Department of Health and Human Services has a Local Advisory Council. The Disability Services Advisory Committee (DSAC) Council shall meet six times in 2018 and will include PASP agenda items. PASP consumer attendance will count as hours of volunteer service in the community.
- No PASP consumers contributes to cost share based on their family income.

State of New Jersey
DEPARTMENT OF HUMAN SERVICES

BUSINESS ASSOCIATE AGREEMENT between the New Jersey Department Human Services and the Sussex County Department of Health and Human Services for Contract Number 18AVWN.

This Business Associate Agreement sets forth the responsibilities of the Sussex County Department of health and Human Services, with an address of One Spring Street, Newton, NJ 07860 and the New Jersey Department of Human Services, as a **Covered Entity**, in relationship to Protected Health Information (PHI), as those terms are defined and regulated by the Health Insurance Portability and Accountability Act of 1996 (HIPAA), and the regulations adopted there under by the Secretary of the United States Department of Health and Human Services, with the intent that the Covered Entity shall at all times be in compliance with HIPAA and the underlying regulations.

This Business Associate Agreement is entered into for the purpose of the Business Associate providing services on behalf of the Covered Entity.

In consideration for the respective benefits, rights and obligations described above, and for access to the PHI held by Covered Entity, the parties agree to be bound by the terms of this Agreement. There is no underlying contract associated with this Agreement, or the exchange of this PHI.

A. Definitions:

1. The terms specified below shall be defined as follows:

- a. "Business associate" shall mean s a person or entity, other than a member of the workforce of a covered entity, who performs functions or activities on behalf of, or provides certain services to, a covered entity that involve access by the business associate to protected health information. This definition is also applicable to a subcontractor that creates, receives, maintains, or transmits protected health information on behalf of another business associate.
- b. "Covered Entity" shall generally have the same meaning as the term "covered entity" at 45 CFR 160.103, and in reference to the party to this agreement, shall the New Jersey Department of Human Services.
- c. "Agreement" shall mean this Business Associate Agreement.
- d. "Breach" shall mean the unauthorized acquisition, access, use or disclosure of Protected Health Information in a manner not permitted by the Privacy Rule or the Security Rule, which compromises the security of such Protected Health Information. Breach shall exclude such acquisition, access, use or disclosure described in 45 CFR Section 164.402.

- e. "Designated Record Set" shall mean a group of records maintained by or for the Covered Entity that is the medical records and billing records of individuals maintained by or for the Covered Entity; and the enrollment, payment, claims, adjudication, and case or medical management record systems maintained by or for the Covered Entity, or used, in whole or in part, by or for the Covered Entity to make decisions about individuals.
- f. "HIPAA" shall mean the Health Insurance Portability and Accountability Act.
- g. "HIPAA Regulations" shall mean the regulations promulgated under HIPAA by the U.S. Department of Health and Human Services, including but not limited to, the Privacy Rule and the Security Rule, and shall include the regulations codified at 45 CFR Parts 160, 162 and 164.
- h. "HITECH" shall mean the Health Information Technology for Economic and Clinical Health Act, Title XIII of Division A of the American Recovery and Reinvestment Act of 2009, P.L. 111-005.
- i. "Individual" shall mean the person who is the subject of the Protected Health Information and includes a person who qualifies as a personal representative in accordance with 45 CFR 164.502(g).
- j. "Notice of Privacy Practices" shall mean the Notice of Privacy Practices required by 45 CFR 164.520, provided by Covered Entity to Individuals.
- k. "Privacy Rule" shall mean the Standards for Privacy of Individually Identifiable Health Information at 45 CFR Parts 160 and 164, Subparts A and E.
- l. "Protected Health Information (PHI)" shall mean individually identifiable health information that is transmitted by electronic media or transmitted or maintained in any other form or medium.
- m. "Record" shall mean any item, collection, or grouping of information that includes Protected Health Information and is maintained, collected, used, or disseminate by or for a Covered Entity.
- n. "Required by Law" shall have the same meaning as in 45 CFR 164.501.
- o. "Secretary" shall mean the Secretary of the United States Department of Health & Human Services or his designee.
- p. "Security Rule" shall mean the Standards for Security for the Protection of Electronic Protected Health Information, codified at 45 CFR parts 160, 162 and 164.

2. All other terms used herein shall have the meaning specified in the Privacy Rule or in the absence of if no meaning is specified, shall have their plain meaning.

B. Obligations and Activities of Business Associate

1. Business Associate may use PHI for the following functions, activities, or services for or on behalf of Covered Entity provided that such use would not violate this Agreement, the HIPAA regulations the Privacy Rule, or Notice of Privacy Practices if done by Covered Entity. In the event that this Agreement conflicts and any other written agreement made between the parties, relating to the exchange of PHI, this Agreement shall control. Business Associate's access to and use of the PHI is limited to the provision of services by the Business Associate on behalf the Covered Entity set forth in the contract between the Business Associate and the Covered Entity.
2. Business Associate may further disclose PHI to a subcontractor/person for the proper management and administration of Business Associate, provided that such disclosure is Required by Law, or would not violate this Agreement, the Privacy Rule, or Notice of Privacy Practices if done by Covered Entity, and Business Associate executes an additional business associates agreement as Required by Law or for the purpose for which it was disclosed to the person, and the subcontractor/person notifies Business Associate of any instances of which it is aware in which PHI has been disclosed. In the event that this agreement conflicts with any other agreement relating to the access or use of PHI, this agreement shall control.
3. Business Associate agrees to not use or disclose PHI other than as permitted or required by this Agreement or as Required by Law. In the event that this agreement conflicts with any other agreement relating to the access or use of PHI, this agreement shall control.
4. Business Associate agrees to implement and use appropriate safeguards to prevent use or disclosure of PHI other than as provided for by this Agreement. Business Associate shall maintain a comprehensive written information privacy and security program that includes administrative, technical and physical safeguards appropriate to the size and complexity of the Business Associate's operations and the nature and scope of its activities.
5. Business Associate agrees to take prompt corrective action to mitigate any harmful effect that is known to Business Associate of a use or disclosure of PHI by Business Associate in violation of the requirements of this Agreement.
6. Business Associate agrees to notify Covered Entity of any use or disclosure of PHI not provided for by this Agreement, or the Privacy Rule, or of any suspected or actual breach of security or intrusion whenever it becomes aware within twenty-four hours of Business Associate becoming aware of such use, disclosure or suspected or actual breach of security or intrusion. Business Associate further agrees to take prompt

corrective action to cure or mitigate any harmful effects of any such use, disclosure, or actual or suspected breach of security of intrusion.

7. Business Associate agrees to ensure that any officer, employee, contractor, subcontractor or agent to whom it provides PHI received from or maintained, created or received by Business Associate on behalf of Covered Entity agrees to the same restrictions and conditions that apply through this Agreement to Business Associate with respect to such PHI.
8. Access. Business Associate agrees to provide access to PHI in a Designated Record Set to Covered Entity or to an Individual as directed by Covered Entity in order to meet the requirements of 45CFR 164.524, within 30 days of the date of any such request, unless the request is denied by Covered Entity pursuant to 45 CFR 164.524(a)(1), (a)(2) or (a)(3).
9. Business Associate agrees to make any amendment(s) to PHI in a Designated Record Set as Covered Entity directs in order to meet the requirements of 45 CFR 164.526, within 30 days of such a request, unless the request has been denied pursuant to 45 CFR 164.526(d). Business Associate shall provide written confirmation of the amendment(s) to the Covered Entity.
10. Business Associate agrees to create and maintain an appeal process that meets the requirements of 45 CFR 164.524 and 164.526 that an Individual can utilize if the Individual's request for access to or amendment of PHI is denied.
11. Business Associate agrees to make its comprehensive written information privacy and security program, as well as its internal practices, books and records, including policies and procedures relating to the use and disclosure of PHI received from, or created, maintained, or received by Business Associate on behalf of Covered Entity available to Covered Entity within 30 days of the date of such request, or to the Secretary in a time and manner designated by the Secretary.
12. Business Associate agrees to document all disclosures of PHI which would be required for Covered Entity to respond to a request by an Individual for an accounting of disclosures of PHI in accordance with 45 CFR 164.528. Business Associate agrees to provide to Covered Entity, within 30 days of the date of such request, all disclosures of PHI.
13. Notwithstanding the provisions of Section D of this Agreement, pursuant to 45 CFR 164.530(j), Business Associate agrees that it and its officers, employees, contractors, subcontractors and agents shall continue to maintain the information required under subsection B(9) of this Agreement for a period of six years from the date of its creation or the date when it was last in effect, whichever is later.
14. Business Associate agrees that from time to time, upon reasonable notice, it shall allow Covered Entity or its authorized agents or contractors, to inspect the facilities,

systems, books, records and procedures of Business Associate to monitor compliance with this Agreement. In the event the Covered Entity, in its sole discretion, determines that the Business Associate has violated any term of this Agreement or the Privacy Rule, it shall so notify the Business Associate in writing. Business Associate shall promptly remedy the violation of any term of this Agreement and shall certify same in writing to the Covered Entity. The fact that Covered Entity or its authorized agents or contractors inspect, fail to inspect or have the right to inspect Business Associate's facilities, systems, books, records, and procedures does not relieve Business Associate of its responsibility to comply with this Agreement. Covered Entity's (1) failure to detect, or (2) detection by failure to notify Business Associate, or (3) failure to require Business Associate to remediate any unsatisfactory practices, shall not constitute acceptance of such practice or a waiver of Covered Entity's enforcement rights under this Agreement. Nothing in this paragraph is deemed to waive Section E of this Agreement or the New Jersey Tort Claims Act, NJSA 59:1-1 et seq., as they apply to Covered Entity.

15. Business Associate shall implement administrative, physical and technical safeguards that protect the confidentiality, integrity, and availability of PHI in compliance with the Security Rule.
16. Business Associate shall report all security incidents, as defined by the Security Rule, within twenty-four hours of becoming aware of such actual or suspected security incident.
17. Sections 164.308, 164.312 and 164.316 of Title 45, Code of Federal Regulations, apply to Business Associate in the same manner as such sections apply to the Covered Entity. The HITECH requirements that relate to security, and that are applicable to the Covered Entity, shall also be applicable to the Business Associate and are incorporated into this Agreement by reference.
18. In the event of an actual or suspected breach, Business Associate shall provide Covered Entity with a written report, as soon as possible but not later than five ("5") days after the breach/suspected breach became known. The report shall include, to the extent available: a) the identification of each individual whose unsecured PHI has been, or is reasonably believed by the Business Associate to have been, accessed, acquired, used or disclosed during the breach; b) a brief description of what happened, including the date of the breach and the date of the discovery, if known; c) a description of the types of unsecured PHI involved in the breach; d) any steps individuals affected by the breach should take to protect themselves from potential harm resulting from the breach; and e) a description of what Business Associate is doing to investigate the breach, mitigate harm to the individual(s), and protect against future breaches. In addition, the business Associate shall, at the request of the Covered Entity, provide breach notification required by HITECH.

C. Provisions for Covered Entity to Inform Business Associate of Privacy Practices and Restrictions.

1. Covered Entity shall be responsible for using appropriate safeguards to maintain and ensure the confidentiality, privacy and security of PHI transmitted to Business Associate pursuant to this Agreement, in accordance with the requirements and standards in the Privacy Rule, until such PHI is received by Business Associate.
2. In accordance with 45 CFR 164.520, Covered Entity shall notify Business Associate of any limitations in Covered Entity's Notice of Privacy Practices to the extent that such limitation may affect Business Associate's use or disclosure of PHI.
3. Covered Entity shall notify Business Associate of any changes in or revocation of permission by an Individual to use or disclose PHI, to the extent that such changes may affect Business Associate's use or disclosure of PHI.
4. Covered Entity shall notify Business Associate of any restriction to the use or disclosure of PHI that Covered Entity has agreed to in accordance with 45 CFR 164.522, to the extent that such restriction may affect Business Associate's use or disclosure of PHI.
5. Covered Entity shall not request Business Associate to use or disclose PHI in any manner that would not be permissible under the Privacy Rule if done by Covered Entity or under Covered Entity's Notice of Privacy Practices or other policies adopted by Covered Entity pursuant to the Privacy Rule.

D. Term of Business Associate Agreement

1. This Agreement shall be effective as of the date the Business Associate and the Covered Entity enter into a contract for the Business Associate's provision of services on behalf of the Covered Entity, and it shall terminate when all of the PHI provided by Covered Entity to Business Associate, or created, maintained or received by Business Associate on behalf of Covered Entity, is destroyed or returned to Covered Entity, or, if it is infeasible to return or destroy PHI, protections are extended to such information in accordance with subsection 3, below.
2. Upon Covered Entity's knowledge of a material breach or violation(s) of any of the obligations under this Agreement by Business Associate, Covered Entity shall, at its discretion, either:
 - a. Provide an opportunity for the Business Associate to cure the breach or end the violation upon such terms and conditions as Covered Entity shall specify, and if Business Associate does not cure the breach or end the violation, upon such terms and conditions as Covered Entity has specified, Covered Entity may

terminate this Agreement and require that Business Associate fully comply with the procedures specified in subsection 3, below.

- b. Immediately terminate the Contract and require that Business Associate fully comply with the procedures specified in subsection 3, below, if Business Associate has breached a material term of this Agreement and Covered Entity has determined, in its sole discretion, that cure is not possible, or
- c. If neither termination nor cure is feasible, as determined by Covered Entity in its sole discretion, Covered Entity shall report the violation to the Secretary.

3. Effect of Breach of this Agreement.

- a. Except as provided in paragraph b of this section, upon termination of the Contract for any reason, Business Associate shall return or destroy all PHI received from Covered Entity or created or received by Business Associate on behalf of Covered Entity. This provision shall also apply to PHI that is in the possession of subcontractors or agents of Business Associate. Business Associate shall retain no copies of PHI.
- b. Business Associate shall provide Covered Entity with a certification, within 30 days, that neither it nor its subcontractors or agents maintains any PHI in any form, whether paper, electronic or film, received from Covered Entity or created or received by Business Associate on behalf of Covered Entity. Covered Entity shall acknowledge receipt of such certification and, as of the date of such acknowledgement, this Agreement shall terminate.
- c. In the event that Business Associate determines that returning or destroying the PHI is infeasible, Business Associate shall provide to Covered Entity notification of the conditions that make return or destruction infeasible. Covered Entity shall have the discretion to determine whether it is feasible for the Business Associate to return or destroy the PHI. If Covered Entity determines it is feasible, Covered Entity shall specify the terms and conditions for the return or destruction of PHI at the expense of Business Associate. Upon Covered Entity determining that Business Associate cannot return or destroy PHI, Business Associate shall extend the protections of this Agreement to such PHI and limit further uses and disclosures of such PHI to those purposes that make the return or destruction infeasible, for so long as Business Associate maintains such PHI.

E. Indemnification and Release

- 1. Business Associate shall assume all risk and responsibility for, and agrees to indemnify, defend and save harmless Covered Entity, its officers, agents and employees and each and every one of them, from and against any and all claims, demands, suits, actions, recoveries, judgments, and costs (including attorneys fees

and costs and court costs), expenses in connection therewith, on account of loss of life, property or injury or damages to the person, body or property of any person or persons, whatsoever, which shall arise from or result directly or indirectly from Business Associate's use or misuse of PHI or from any action or inaction of Business Associate or its officers, employees, agents or contractors with regard to PHI or the requirements of this Agreement or the Privacy Rule. The provision of this indemnification clause shall in no way limit the obligations assumed by Business Associate under this Agreement, nor shall they be construed to relieve Business Associate from any liability nor preclude Covered Entity from taking any other actions available to it under any other provisions of this Agreement, the Privacy Rule or at law.

2. Notwithstanding the above, the obligations assumed by the Business Associate herein shall not extend to or encompass suits, costs, claims, expenses, liabilities and judgments incurred solely as a result of actions or inactions of Covered Entity.
3. Business Associate further acknowledges the possibility of criminal sanctions and penalties for breach or violation of this Agreement or the Privacy Rule pursuant to 42 USC 1320d-6.
4. Business Associate shall be responsible for, and shall at its own expense, defend itself against any and all suits, claims, losses, demands or damages of whatever kind or nature, arising out of or in connection with an act or omission of Business Associate, its employees, agencies, or contractors, in the performance of the obligations assumed by Business Associate pursuant to this Agreement. Business Associate hereby releases Covered Entity from any and all liabilities, claims, losses, costs, expenses and demands of any kind or nature whatsoever, arising under state or federal laws, out of or in connection with Business Associate's performance of the obligations assumed by Business Associate pursuant to this Agreement.
5. The obligations of the Business Associate under this Section shall survive the expiration of this Agreement.

F. Miscellaneous

1. A reference in this Agreement to a section of the Privacy Rule means the section as in effect or, it may be amended or interpreted by a court of competent jurisdiction.
2. Business Associate and Covered Entity agree to take such action as is necessary to amend this Agreement from time to time in order that Covered Entity can continue to comply with the requirements of the Privacy Rule and HIPAA and case law that interprets the Privacy Rule or HIPAA. All such amendments shall be in writing and signed by both parties. Business Associate and Covered Entity agree that this Agreement may be superseded by a revised Business Associate Agreement executed between the parties after the effective date of this Agreement.

3. The respective rights and obligations of Business Associate and Covered Entity under Section D, "Term of Business Associate Agreement", above, shall survive the termination of the Contract. The respective rights and obligations of Business Associate and Covered Entity under Section E, "Indemnification", and Section B(11), "Internal Practices", above, shall survive the termination of this Agreement.
4. Any ambiguity in this Agreement shall be resolved to permit Covered Entity to comply with the Privacy Rule and HIPAA, as it may be amended or interpreted by a court of competent jurisdiction.
5. Nothing expressed or implied in the Agreement is intended to confer, nor shall anything herein confer, upon any person other than the Business Associate and Covered Entity, and any successor state agency to Covered Entity, any rights, remedies, obligations or liabilities whatsoever.
6. Any notices to be given hereunder shall be made via Regular and Certified US Mail, Return Receipt Requested, and if possible, by facsimile to the addresses and facsimile members listed below:

Business Associate: Sussex County Department of Health and Human Services
Sussex County Administrative Center
One Spring Street, Newton, NJ 07860

Facsimile # (973) 579-9894

Covered Entity: 1. Privacy Officer
Harry J. Pizutelli, Administrator of Assistance Programs
Division of Disability Services, P. O. Box 705
Trenton, NJ 08625-705

Facsimile # (609) 631-4365

2. Director of (specify Division)
Joseph M. Amoroso, Director
Division of Disability Services, P. O. Box 705

Trenton, NJ 08625-705

Facsimile# (609) 631-4365

7. As the Covered Entity is a body corporate and politic of the State of New Jersey, the signature of its authorized representative is affixed below. The undersigned representative of Covered Entity certifies that he or she is fully authorized to enter into the terms and conditions of this Agreement and to execute and legally bind such Covered Entity to this document.

The undersigned representative of Business Associate certifies that he or she is fully authorized to enter into the terms and conditions of this Agreement and to execute and legally bind such Business Associate to this document.

Covered Entity:

Business Associate:

Signature

Signature

Joseph M. Amoroso
Printed Name

Carol Novrit
Printed Name

Director
Title

Administrator
Title

Division of Disability Services
Agency

S.C Department of Human Services
Agency

Date:

Date:

**STATE OF NEW JERSEY
DEPARTMENT OF HUMAN SERVICES
ANNEX B: CONTRACT INFORMATION FORM
PAGE 1 OF 5**

Agency: County of Sussex
 Address: One Spring Street, 2nd Floor
Newton, NJ 07860
 Phone: (973) 579-0559 ext. 1287
 Chief Executive Officer: Jonathan Rose, Freelholder Director

Agency Federal ID: 22-6002477
 Charities Registration #: _____
 Non-Profit Agency For-Profit Agency Public Agency
 Budget Period: 1/1/2018 to 12/31/2018 Agency Fiscal Year End: 12/31
 Schedules Completed: 1 2 3 4 5 6
 Cash Basis Accrual Basis

Date: 1/11/2018

Prepared By: M.L. Van Hooker

Contracting Division	Contract #	Program Name	Reimbursable Ceiling	Type of Service	Contract Type	Payment Method	Division Contact Person	Provider Agency Contact Person and Telephone #
DDS	18AVWN	PASP	\$14,722	Personal Assist.	CR	1	Thomas Wojtowicz	Nick Kapetanakis 973-579-0555 ext. 1287

Budget: I certify that the cost data used to prepare this contract budget is current, complete, and in accordance with the governing principles for determining costs.	Expenditure Report: I certify that the expenditures reported herein are current, accurate, and in accordance with the contract budget and the governing principles for determining costs.
Contract # _____ Effective Dates _____ to _____ Division _____	_____ Agency Authorized Signatory
_____ Division Use Only	_____ Fiscal Officer

STATE OF NEW JERSEY
 DEPARTMENT OF HUMAN SERVICES
 ANNEX B: CONTRACT EXPENSE DETAIL
 E. SPECIFIC ASSISTANCE
 PAGE 5 OF 9

Agency: County of Sussex
 Contract#: 18AWN

PURPOSE
 BUDGET PREPARATION
 MODIFICATION BUDGET
 EXPENDITURE REPORT

PERIOD COVERED 7/1/2018 to 12/31/2018

BUDGET CATEGORY E. SPECIFIC ASSISTANCE TO CLIENTS	LINE ITEM	BASIS FOR ALLOCATION	1 TOTAL	2 PASP	3 0	4 0	5 0	6 0	7 0	8 0	9 UNALLOWABLE COSTS	10 GENERAL & ADMINISTRATIVE COSTS		
												10	11	
			\$ -											
			\$ -											
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BUDGET CATEGORY E. TOTAL												\$ -	\$ -	\$ -

**Resolution Summary
Authorizing Grant Application**

Resolution: AUTHORIZATION FOR THE FREEHOLDER DIRECTOR AND CLERK OF THE BOARD TO EXECUTE A CONTRACT #18AVWN MODIFICATION WITH THE NJ DEPARTMENT OF HUMAN SERVICES, DIVISION OF DISABILITY SERVICES AND THE SUSSEX COUNTY DEPARTMENT OF HEALTH AND HUMAN SERVICES, DIVISION OF COMMUNITY AND YOUTH SERVICES TO TRANSFER PROGRAM COORDINATOR DUTIES FROM ELIZABETH LARSEN TO NICKOLAS G. KAPETANAKIS FOR THE PERIOD OF JANUARY 1, 2018 TO DECEMBER 31, 2018

State/Federal (or other) Grantor Agency: New Jersey Department of Human Services, Division of Disability Services

County agency originating grant application: Sussex County Division of Community and Youth Services

Description of purpose of grant funds:

- The Sussex County Department of Health and Human Services Personal Assistance Services Program (PASP) provides personal assistance to physically disabled adults, ages 18 to 70 who are either employed, going to school or volunteering in the community. PASP is a self-directing program which allows consumers to oversee all aspects of their personal care services which can include such tasks as; light housekeeping, personal care, meal preparation, transportation, assisting with correspondence and chore services. Consumers can receive between 5 to 40 hours of personal care per week. PASP is a supplemental program, whereby applicants should exhaust other resources before applying for PASP services.

Amount of grant funds sought: \$14,722.00

County budget match: None

% of funds used for salaries/benefits: A total of \$14,722.00 will be used towards the salary and fringe benefits for staff.

Will additional staff need to be hired? If so, describe specific duties:
No

Is this initial funding or has funding been received in the past?
Funding for this program has been received in the past.

**If funding has been received in prior years:
List amount of funding received and County match in last 3 years.**

2017: \$14,722.00 (with no County match)

2016: \$14,722.00 (with no County match)

2015: \$15,203.11 (with no County match)

What are the reporting requirements?

Frequency of reports: Monthly budget/service reports, quarterly fiscal reports, final report

Approx. time necessary to complete reports: 2-4 hours

Staff person responsible for reporting: Nickolas G. Kapetanakis

RESOLUTION RE: AUTHORIZING THE COUNTY OF SUSSEX TO RENEW AN AGREEMENT WITH THE TOWNSHIP OF BYRAM TO PROVIDE FOR ROAD SIGN MANUFACTURING SERVICES BY THE COUNTY OF SUSSEX IN ACCORDANCE WITH THE PROVISION OF N.J.S.A. 40A:65-1 ET SEQ. AND N.J.S.A. 40A:11-10 ET SEQ.

WHEREAS, the County of Sussex, desires to work with various municipalities in order to realize mutual cost savings through joint agreements for road sign manufacturing services; and

WHEREAS, the County of Sussex, through its Office of Bridge and Traffic Safety, within the Division of Engineering, is in a position to provide these services to the Township of Byram; and

WHEREAS, the Township of Byram and the County of Sussex have arrived at an understanding regarding the provision of road sign manufacturing services by the County of Sussex to the Township of Byram for a period of five (5) years, and this understanding has been embodied in a Shared Services Agreement; and

WHEREAS, the Agreement for these services shall run from May 23, 2018 through May 31, 2023; and

WHEREAS, the parties have the authority to enter into an Agreement under the Shared Services Act, N.J.S.A. 40A:65-1 et seq., and the Local Public Contracts Law, N.J.S.A. 40A:11-10 et seq.

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Sussex, State of New Jersey, that the Clerk of the Board and the Freeholder Director are hereby authorized to execute the Shared Services Agreement which is attached hereto and made a part hereof between the Township of Byram and the County of Sussex; and

BE IT FURTHER RESOLVED that a copy of this Resolution and Agreement shall be open to public inspection at the Office of the Clerk of the Board of Chosen Freeholders of the County of Sussex immediately after the passage at One Spring Street, Newton, NJ, Monday through Friday, 8:00 a.m. to 4:30 p.m.; and

BE IT FURTHER RESOLVED that certified copies of this Resolution shall be forwarded to Doris Flynn, Clerk, 10 Mansfield Drive, Stanhope, NJ 07874; the NJ Department of Community Affairs, P.O. Box 800, Trenton, NJ 08625-0800.

Certified as a true copy of the
Resolution adopted by the
Board of Chosen Freeholders
On the 23rd day of May, 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

RESOLUTION RE: AUTHORIZING THE COUNTY OF SUSSEX TO RENEW AN AGREEMENT WITH THE TOWNSHIP OF BYRAM TO PROVIDE FOR ROAD SIGN MANUFACTURING SERVICES BY THE COUNTY OF SUSSEX IN ACCORDANCE WITH THE PROVISION OF N.J.S.A. 40A:65-1 ET SEQ. AND N.J.S.A. 40A:11-10 ET SEQ.

Summary: This resolution enters into a shared service agreement to provide street and road sign manufacturing services to the Township of Byram. These services will be provided by the Division of Engineering, Office of Bridge and Traffic Safety.

n:\16 obts\traffic safety\shared services\signs\byram\agr\20180411 byram twp res and summary.docx

**SHARED SERVICES AGREEMENT
BETWEEN THE COUNTY OF SUSSEX
AND THE TOWNSHIP OF BYRAM
FOR ROAD SIGN MANUFACTURING SERVICES**

The Agreement entered into on this ___ day of May, 2018 by and between the COUNTY OF SUSSEX, One Spring Street, Newton, NJ 07860 (hereinafter referred to as the "County" and the Township of Byram, 10 Mansfield Drive, Stanhope NJ, 07874, hereinafter referred to as the "Township").

WHEREAS, the Shared Services Agreement between the County and the Township provides for the manufacturing of street and road signs and achieves economies and efficiencies.

WHEREAS, the County is prepared to accept the responsibility for the manufacturing of the Township's street and road signs as per the agreed upon terms and conditions hereafter set forth.

WHEREAS, the State of New Jersey has defined the procedures for the execution of any Agreement, and the Agreement between the County and the Township shall be governed by the Shared Services Act, N.J.S.A. 40A:65-1, et seq. and the Local Public Contracts Law, N.J.S.A. 40A:11-1, et seq.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

1. Services Provided by the County. During the term of this Agreement, the County will provide to the Township with street and road sign manufacturing. The service to be provided by the County shall include all items listed on Section 6, Method of Charges and Manner of Payment.
2. Scheduling and Execution of Service. The County agrees to perform all services in a workmanlike manner. All services will be scheduled by the County Office of Bridge and Traffic Safety Supervisor, or his designee, in a manner which will provide efficiency and economy consistent with timelines. The Township recognizes that the County has finite personnel and resources to provide the agreed upon services and the County is entitled to provide the services according to the Traffic Safety and Sign Shop work load demands. The County makes no representation that it will provide the service within a given time frame, but will in all cases (and consistent with the foregoing) make its best effort to provide all services in a timely manner.) Notwithstanding the foregoing, when the County receives an order from the Township for street signs, it shall provide the Township with an estimated delivery date. In the event the estimated delivery date exceeds the delivery date required by the Township, the Township shall

have the right to withdraw the order and seek an alternate source for the sign(s) in that order.

3. Liaison and Reporting. The Township agrees to appoint an official liaison and designated alternate to maintain contact with the County Office of Bridge and Traffic Safety Supervisor or his designee and to provide input concerning street and road sign manufacturing needs of the Township as determined by the Township's Council.
4. Term Renewal or Amendment. This Agreement shall be effective from the date of this agreement through May 31, 2023, unless terminated by either party for any reason, in writing, at least sixty (60) days in advance of the proposed termination date. Either party may request of the other an amendment of this Agreement subject to approval by the governing bodies of each party and execution of a written amendment to this Agreement. Upon expiration of the term, the parties may extend the term or enter into a new Agreement upon such terms and conditions as they agree and incorporate into a written Agreement.
5. Interpretation. Any questions regarding the proper interpretation of the terms of this Agreement shall be submitted to the Township Attorney and County Counsel respectfully. Absent a unanimous opinion on the matter, it shall be referred to a single arbitrator for binding arbitration. The parties will each pay one-half of the cost of the arbitration. The arbitrator will be chosen by the County and Borough.
6. Method of Charges and Manner of Payment. The County shall charge the Township of the rates of:

Sign Fabrication Costs:

<u>Size</u>	<u>Type of Sign</u>	<u>High Intensity</u>
6 x 24	Street	\$22.48
9 x 24	Street	\$26.12
30 x 30	Warning	\$40.06
36 x 36	Warning	\$53.13
30 x 30	Stop	\$40.06
36 x 36	Stop	\$53.13
24 x 30	Speed	\$34.12
36 x 48	Speed	\$67.39

(The above reflects a representative sample of signs, actual costs will be determined based upon sign size ordered.)

Rates will be subject to modification to reflect actual changes in material, labor, and equipment costs for fabrication.

The County will charge the Township for "other" materials at the actual County purchase price, plus an administrative fee of five percent (5%). Fabrication

material cost adjustment may be made throughout the course of the calendar year as materials are restocked.

Payment for services provided for the Township shall be made the month after service has been rendered to the Township, as per invoices submitted by the County.

At the time of receipt of an order from the Township, the County will provide a written estimate for the services and materials to be provided for approval by the Township prior to commencing with fabrication. The written estimate will include any changes in the sign fabrication rates listed above as well as costs for any "other" materials required to be purchased for completion of the order. Prior to approval of the estimate by the Township, the Township shall have the right to withdraw the order and seek an alternate source for the sign(s) in that order.

In the event of any dispute as to the amount to be paid under the terms of the Agreement, the full amount to be paid in accordance with the schedule noted in this paragraph shall be paid. If through subsequent negotiation, litigation, or settlement, the amount due shall be determined, agreed to or adjudicated to be less than what was actually so paid, the County shall promptly refund the excess.

The fabrication schedule has been developed based upon actual material costs, labor rates with fringe benefits, fabrication times, and five (5) percent shop equipment overhead. Costs for signs not contained within the table above shall be billed using the same base elements as developed by the County.

7. Applicable Standards. The County shall manufacture signs to the standards defined within the most recent release along with any revisions thereto of both "The Manual on Uniform Traffic Control Devices" and "Standard Highway Signs" both published by the Federal Highway Administration. All installations will be completed in consideration of the Sussex County Traffic Sign & Pavement Marking Field Guide, New Jersey Standard Details, and current Manual on Uniform Traffic Control Devices.
8. Status of Township. The County is performing its services under this Agreement as a public entity pursuant to the Shared Services Act, and not as a private independent contractor. The County and its employees, with respect to its services and other activities pursuant to this Agreement, retain all privileges and immunities accorded to a public entity under the law, including all those afforded a public entity under the New Jersey Tort Claims Act, N.J.S.A. 59:1-1, et seq.
9. Contracting with Private Parties. In the event that the County utilizes the services of a private contractor to act as a contractor who completes Township projects, the County shall be required to award the contract in accordance with the Local Public Contracts Law (N.J.S.A. 40A:11 et seq.).

10. Entire Agreement. This Agreement constitutes the entire Agreement between the parties and shall not be modified, except in writing and signed by both parties.

IN WITNESS WHEREOF, the undersigned, being duly authorized to do so in accordance with the Statutes hereunto set their hands and causes their seals to be affixed hereto.

ATTEST FIX SEAL:

COUNTY OF SUSSEX


Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

Jonathan Rose
Freeholder Director

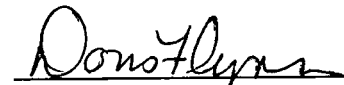
Dated

ATTEST FIX SEAL:

TOWNSHIP OF BYRAM



Alexander Rubenstein, Mayor
Township of Byram



Doris Flynn, Clerk
Township of Byram

5-1-2018
Dated

**TOWNSHIP OF BYRAM
SUSSEX COUNTY, NJ
RESOLUTION NO. 99-2018**

**RESOLUTION AUTHORIZING AN INTERLOCAL SERVICE AGREEMENT
WITH THE COUNTY OF SUSSEX FOR THE PROVISION OF ROAD AND
STREET SIGN MANUFACTURING SERVICES**

WHEREAS, the County of Sussex operates a street and road sign manufacturing service;
and

WHEREAS, the Township of Byram desires to participate in the street and road sign
manufacturing service established by the County of Sussex; and

WHEREAS, both the parties have the authority to enter into the attached Agreement
pursuant to the Interlocal Services Act, N.J.S.A. 40:8A-1 et seq. and the Local Public
Contracts Law, N.J.S.A. 40A11-1 et seq.; and

WHEREAS, the Township of Byram does agree to reimburse the County of Sussex,
pursuant to the attached Agreement for the cost of the services; and

WHEREAS, the Township Manager, Mayor and Council have reviewed the attached
Agreement and finds same to be sufficient and acceptable.

NOW, THEREFORE, BE IT RESOLVED by the Byram Township Mayor and Council, as
follows:

1. The Township of Byram hereby authorizes the Mayor and Township Clerk to
execute the attached Interlocal Services Agreement with the County of Sussex for
the street and road sign manufacturing services.
2. A copy of this Resolution and Agreement shall be forwarded to the Sussex County
Treasurer; County Administrator; Administrator, Department of Central and Shared
Services; Division of Engineering; and the County Shared Services Coordinator.
3. This Resolution shall take effect immediately.

BYRAM TOWNSHIP COUNCIL

	Councilman Gray	Councilwoman Kash	Councilman Olson	Councilman Roseff	Mayor Rubenstein
Motion	Y				
2nd		X			
Yes	X	X	X	X	X
No					
Abstain					
Absent					

ATTEST: I certify that the foregoing resolution was adopted by the Byram
Township Council at a meeting held on May 1, 2018.



Doris Flynn, Township Clerk

**RESOLUTION RE: AUTHORIZING THE ACQUISITION OF SIGHT
EASEMENTS AT THE INTERSECTION OF COUNTY
ROUTE 517 AND SCENIC DRIVE IN GREEN TOWNSHIP
AT A TOTAL COST OF \$11,400.00**

WHEREAS, on May 24, 2017 the County of Sussex and the Township of Green entered into an agreement to advance a joint project to enhance the substandard sight distance at the intersection of County Route 517 and Scenic Drive in the Township of Green; and

WHEREAS, as part of the joint project, Suburban Consulting Engineers, Inc., the Engineer for the Township of Green, identified the design sight lines for the intersection based upon accepted design criteria; and

WHEREAS, portions of the design sight lines identified by Suburban Consulting Engineers, Inc. extend across private property and would require the acquisition of sight easements in order to assure a free and open line of sight in perpetuity; and

WHEREAS, N.J.S.A. 27:16-1 authorizes the Board of Chosen Freeholders to acquire roads and highways, or portions thereof, and to improve, repair and maintain any road or highway under its control; and

WHEREAS, the permanent easement acquisitions necessary to maintain a free and open line of site looking south along County Route 517 at the intersection of County Route 517 and Scenic Drive in the Township of Green are more completely described as follows:

1. Block 37, Lot 1 – Permanent Sight Triangle Easement of 899 square feet +/- (0.021 acres +/-) on a portion of Block 37 Lot 1 in the Township of Green, owned by Laura Pinhas, with compensation in the amount Five Thousand Eight Hundred and 00/100 Dollars (\$5,800.00)
2. Block 37, Lot 28 – Permanent Sight Triangle Easement of 1,470 square feet +/- (0.034 acres +/-) on a portion of Block 37 Lot 28 in the Township of Green, owned by Dawn Angela Housel & David Michael Elston, with compensation in the amount Five Thousand Six Hundred and 00/100 Dollars (\$5,600.00)

WHEREAS, the total amount for the property acquisitions is Eleven Thousand Four Hundred and 00/100 Dollars (\$11,400.00); and

WHEREAS, the permanent sight easement acquisitions noted herein are depicted on survey plans entitled “Proposed Sight Triangle Easement Plan – Block 37, Lot 1 (N/F Laura Pinhas)” and “Proposed Sight Triangle Easement Plan – Block 37, Lot 28 (N/F David Michael Elston & Dawn Angela Housel) prepared by Suburban Consulting Engineers, Inc., which are attached to this Resolution and made a part hereof; and

WHEREAS, the attached Certification of Funds prepared by the County Treasurer indicates that funds are available for the proposed easement acquisitions.

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Sussex, State of New Jersey, authorize acquisition of the above listed sight easements.

Certified as a true copy of the
Resolution adopted by the Board
on the 23rd day of May, 2018

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

CERTIFICATION RE: BUDGET APPROPRIATION FOR ACQUISITION OF SIGHT TRIANGLE EASEMENTS AT THE INTERSECTION OF COUNTY ROUTE 517 AND SCENIC DRIVE IN GREEN TOWNSHIP AT A TOTAL COST OF \$11,400.00

I, Robert J. Maikis, Jr., Treasurer, County of Sussex, hereby certify to the Clerk, Board of Chosen Freeholders that there are adequate funds appropriated in the County Capital Budget appropriation(s) entitled:

04-215-55-947-918	Right of Way Acquisition	\$ 45.20
04-215-55-973-921	Right-of-Way Acquisitions	\$ 1,304.80
04-215-55-995-924	Right-of-Way Maintenance	\$10,050.00

Requisition #81741	Block 37 Lot 1	\$5,800.00
#81752	Block 37 Lot 28	\$5,600.00
<u>GRAND TOTAL</u>		<u>\$11,400.00</u>

For: Acquisition of Sight Triangle Easements at the Intersection of County Route 517 and Scenic Drive in Green Township at a Total Cost of \$11,400.00

To: Owners of Various Parcels

Robert J. Maikis, Jr.,
Treasurer

Dated: May 23, 2018

RESOLUTION RE: AUTHORIZING THE ACQUISITION OF SIGHT EASEMENTS AT THE INTERSECTION OF COUNTY ROUTE 517 AND SCENIC DRIVE IN GREEN TOWNSHIP AT A TOTAL COST OF \$11,400.00

Summary:

On May 24, 2017 the County and the Township of Green entered into an agreement to advance a joint project to enhance the substandard sight distance at the intersection of County Route 517 and Scenic Drive in the Township of Green.

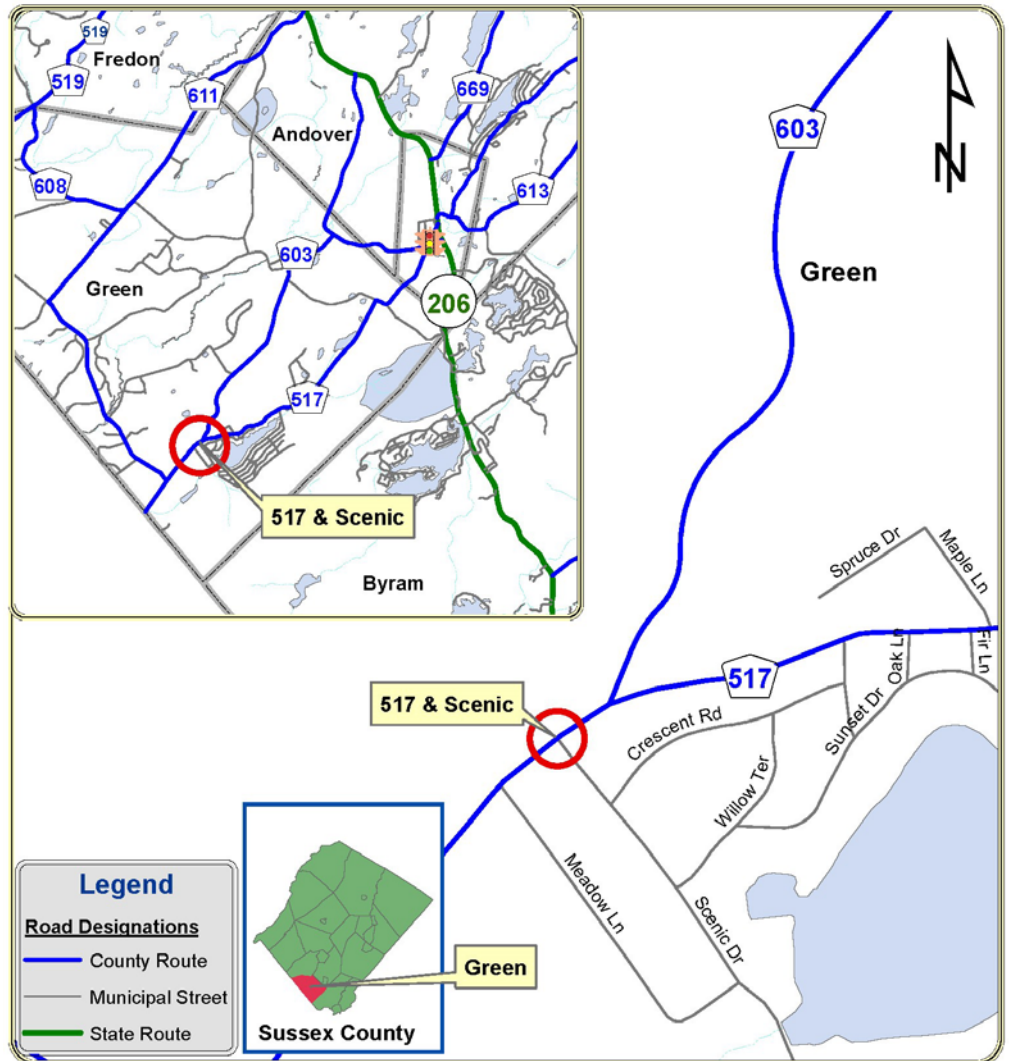
As part of the agreement Green Township provided for professional engineering and surveying services for the design of the sight distance improvement project. Through the design process, Green Township's Engineer, Suburban Consulting Engineers, Inc. identified the location

of design sight lines that would provide for the required sight distance for drivers pulling onto County Route 517 out of Scenic Drive.

The acquisition of these two sight easements (i.e. sight triangle easements) will allow the design sight line looking south along County Route 517 from Scenic Drive to be maintained with a free and clear line of site in perpetuity.

Attachments:

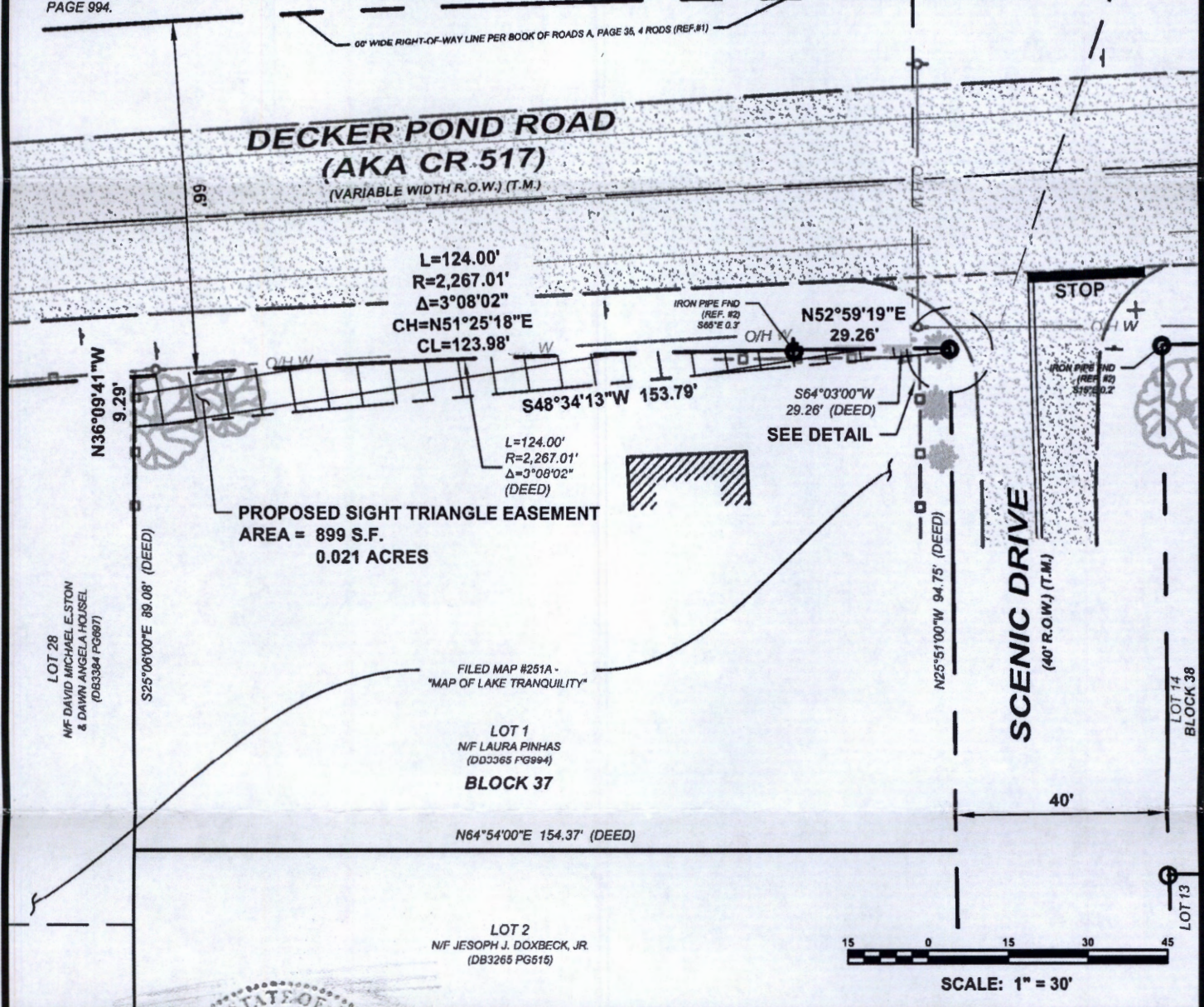
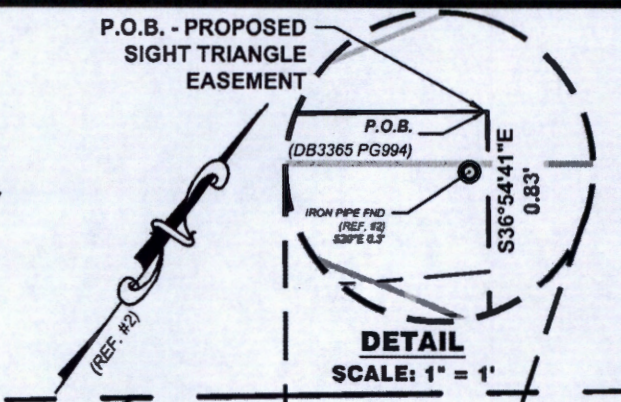
1. Survey Parcel Plans



SCHEDULE 'B'

REFERENCES:

1. **PLAN** - "PROPOSED INTERSECTION SIGHT DISTANCE PLAN; DECKER POND ROAD (CR-517) & SCENIC DRIVE; INTERSECTION SIGHT DISTANCE; TOWNSHIP OF GREEN, SUSSEX COUNTY, NEW JERSEY" PREPARED BY SUBURBAN CONSULTING ENGINEERS, INC. DATED APRIL 17, 2017, SCC-1493, LAST REVISED AUGUST 14, 2017 AS REVISION 'A'.
2. **SURVEY** - "RIGHT OF WAY DETERMINATION AND EXISTING CONDITIONS PLAN SITUATED IN THE TOWNSHIP OF GREEN, SUSSEX COUNTY, NEW JERSEY" PREPARED BY SUBURBAN CONSULTING ENGINEERS, INC. DATED APRIL 19, 2013, SCE-7094, LAST REVISED AUGUST 9, 2017 AS REVISION 'A'.
3. **FILED MAP** - "MAP OF LAKE TRANQUILITY, SECTION 1 AS AMENDED, GREEN TOWNSHIP, SUSSEX COUNTY, NEW JERSEY" PREPARED BY M. HAMPTON BYRAM, ENGINEER AND SURVEYOR, DATED JUNE 10, 1953 AND FILED IN THE SUSSEX COUNTY CLERK'S OFFICE AS MAP NO. 251-A ON JUNE 24, 1953.
4. **RECORD DEED** - FROM JEAN ALICE SHECKLER & LAURA PINHAS, DATED JUNE 4, 2015, AND RECORDED IN THE SUSSEX COUNTY CLERK'S OFFICE ON JULY 14, 2015 IN DEED BOOK 3365, PAGE 994.



JOSEPH D. PHIL, P.L.S.
 N.J. PROFESSIONAL LAND SURVEYOR
 LICENSE NO. 24G504336300



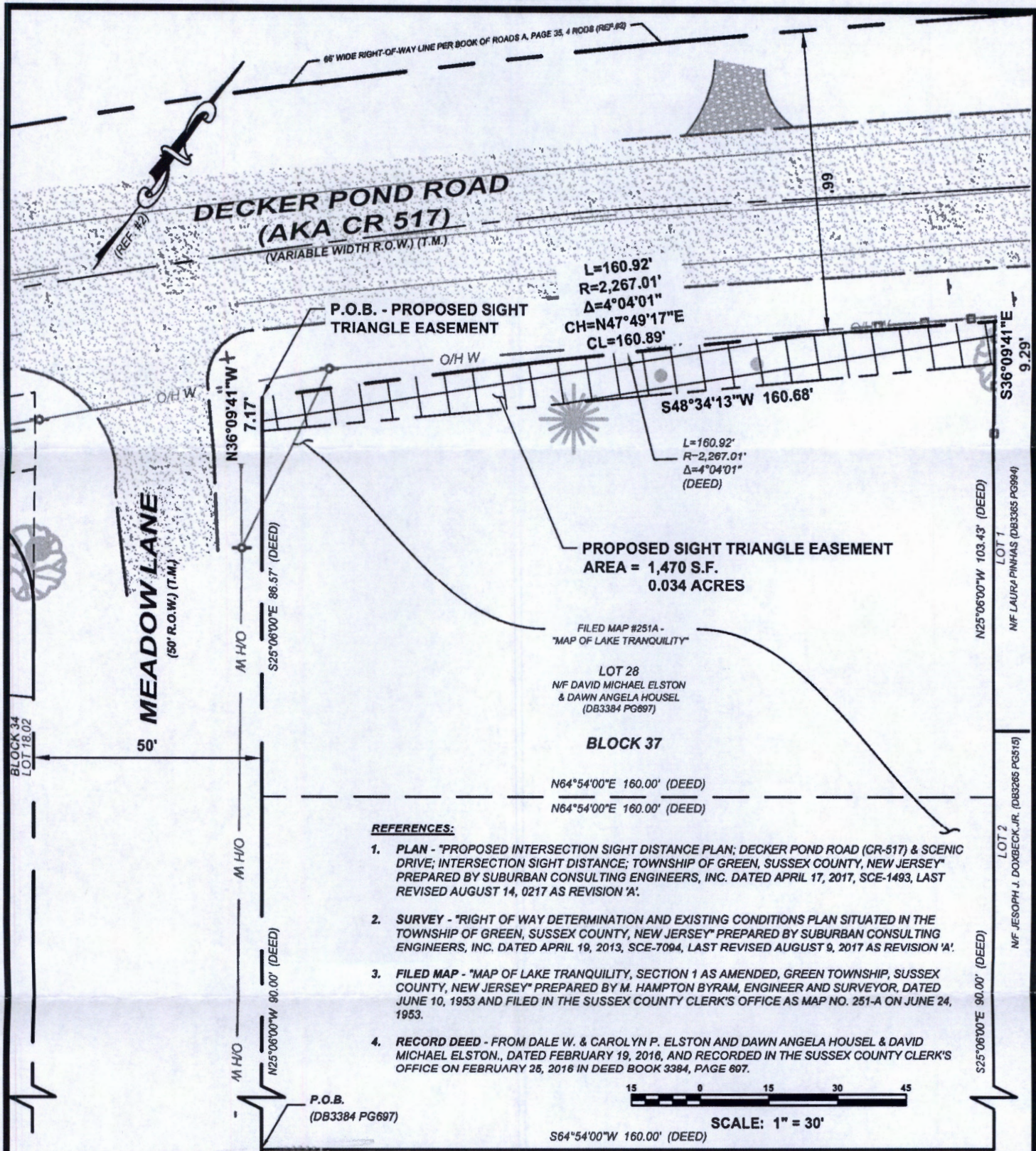
Digitally Signed DATE: 1-11-2018

SC SUBURBAN CONSULTING ENGINEERS, INC.
 - Civil Engineers - Municipal Engineers - Planners - Environmentalists - Land Surveyors -
 96 US Highway 206., Suite 101, Flanders, N.J. 07836 973.398.1776
 2430 Highway 34, Building A, Wall N.J. 08736 732.282.1776
 CERTIFICATE OF AUTHORIZATION NO: 24GA29037500

PROPOSED SIGHT TRIANGLE EASEMENT PLAN - BLOCK 37, LOT 1 (N/F LAURA PINHAS)				
DRAWN BY:	CHECKED BY:	SCALE	DATE:	PROJECT NO.
AAM	JDP	1" = 30'	1-11-17	SCE-1493.017

Z:\SCE\Green\1493.017 Final (CR 5.7 & Scenic Dr)\1493.017 Drawings\1493017 ProposedSightTriangleEasementPlan-B37_L1.dwg Thu, Jan 11, 2018 - 3:14pm amountafis Suburban Consulting Engineers, Inc

SCHEDULE 'B'



JOSEPH D. PHIL, P.L.S.
 N.J. PROFESSIONAL LAND SURVEYOR
 LICENSE NO. 24G504336300



Digitally Signed

DATE: 1-11-2018



SUBURBAN CONSULTING ENGINEERS, INC.

- Civil Engineers - Municipal Engineers - Planners - Environmentalists - Land Surveyors -

96 US Highway 206., Suite 101, Flanders, N.J. 07836 973.398.1776

2430 Highway 34, Building A, Wall N.J. 08736 732.282.1776

CERTIFICATE OF AUTHORIZATION NO: 24GA28037500

PROPOSED SIGHT TRIANGLE EASEMENT PLAN -

BLOCK 37, LOT 28

(N/F DAVID MICHAEL ELSTON & DAWN ANGELA HOUSEL)

DRAWN BY:	CHECKED BY:	SCALE	DATE:	PROJECT NO.
AAM	JDP	1" = 30'	1-11-18	SCE-1493.017

Z:\SCE\Green\1493 Green\1493.017 Final (CR 5.7 & Scenic Dr)\1493.017 Drawings\1493017 ProposedSightTriangleEasementPlan-B37_L28.dwg Thu, Jan 11, 2018 - 3:23pm amountafis Suburban Consulting Engineers, Inc.

RESOLUTION RE: AUTHORIZATION AMENDING THE POLICY AND PROCEDURE USED TO DETERMINE THE TYPE AND VALUE OF BONDS AND CASH DEPOSITS REQUIRED UNDER CONDITIONS SET FORTH BY VARIOUS SUSSEX COUNTY RESOLUTIONS AND ORDINANCES GOVERNING WORK WITHIN COUNTY RIGHTS-OF-WAY AND IMPACTING COUNTY TRANSPORTATION INFRASTRUCTURE AS REGULATED THROUGH THE ISSUANCE OF PERMITS BY THE DIVISION OF ENGINEERING AND CERTAIN APPROVALS GRANTED BY THE SUSSEX COUNTY PLANNING BOARD ADMINISTERED BY THE DIVISION OF PLANNING AND ECONOMIC DEVELOPMENT

WHEREAS, the County of Sussex has adopted regulatory mechanisms defining policy and procedures governing Road Opening Permits, Access Permits, and performance guarantees required by Site Plan and Subdivision Approvals by the Sussex County Planning Board; and

WHEREAS, pursuant to the established policies and procedures the Department of Engineering and Planning, Division of Engineering and Division of Planning and Economic Development have occasion to secure cash deposits and bonding sufficient in value to safeguard and protect the public's interest when private or public entities are granted permission to perform work within a County right-of-way or near transportation infrastructure maintained by the County; and

WHEREAS, it is the purpose of the cash deposit and bonding to ensure and guarantee the proper completion of all work performed within the County rights-of-way or near County maintained transportation infrastructure in conformance with County standards; and

WHEREAS, on August 23, 2006 the Sussex County Board of Chosen Freeholders approved a Resolution which established the Policy and Procedure used by the Department to secure bonding and cash deposits; and

WHEREAS, the Sussex County Board of Chosen Freeholders approved a Resolution on January 20, 1959 amended by resolution dated August 11, 1987 which established the Policy and Procedure used by the Department to secure cash deposits; and

WHEREAS, the Department of Engineering and Planning has reviewed the Policy and Procedures adopted under the prior resolutions in consideration of experiences gained during their application; and

WHEREAS, after said review the Department is recommending amendments to the Policy and Procedures whereby the implementation better supports the purpose and need, provides a closer correlation with experience gained from prior implementation of the policy, and aligns with Board objectives; and

WHEREAS, the County Engineer has reviewed the amended Policy and Procedure and in his professional opinion believes it complies with the inherent purpose of securing cash deposits and / or bonding to ensure the integrity of public assets entrusted to the County in a fair and consistent manner; and

WHEREAS, the amended policy is attached hereto as Attachment A; and

WHEREAS, the Sussex County Planning Board, by action taken May 7, 2018, has recommended to the Board of Chosen Freeholders that the Bonding Policy be updated as proposed under Attachment A; and

WHEREAS, the County of Sussex, after careful review of said Attachment A on the advice of the County Engineer, finds that adopting the Amended Policy and Procedure outlined therein is in the best interest of the County and will protect the public's interests in a fair and equitable manner; and

WHEREAS, these amendments materially improve the County's ability to consistently comply with procedures established for issuance of Permits by the Division of Engineering and security for approvals issued through the Sussex County Planning Board; and

WHEREAS, upon adoption of this Resolution, these modifications will be applicable to permits issued by the Division of Engineering and applications received by the Division of Planning and Economic Development.

NOW, THEREFORE, BE IT RESOLVED that the Board of Chosen Freeholders of the County of Sussex, on the recommendation of the County Engineer, adopt the attached Amended Policy and Procedure entitled "Procedure Governing Cash Deposits and Bonding Secured for Division of Engineering Permits and Sussex County Planning Board Approvals"; and

BE IT FURTHER RESOLVED that if any clause, section, or provision of this Resolution is declared invalid by a court of competent jurisdiction, such provision shall be deemed a separate, distinct, and independent provision and shall not affect the validity of the remaining portion thereof; and

BE IT FURTHER RESOLVED that all Resolutions and Ordinances or parts of Resolutions or Ordinances inconsistent herewith are hereby repealed and this Resolution shall take effect immediately; and

BE IT FURTHER RESOLVED that a copy of this Resolution along with its Attachment be forwarded to All Municipal Clerks.

Certified as a true copy of a
Resolution adopted by the
Board of Chosen Freeholders
on the 23rd day of May, 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

RESOLUTION RE: AUTHORIZATION AMENDING THE POLICY AND PROCEDURE USED TO DETERMINE THE TYPE AND VALUE OF BONDS AND CASH DEPOSITS REQUIRED UNDER CONDITIONS SET FORTH BY VARIOUS SUSSEX COUNTY RESOLUTIONS AND ORDINANCES GOVERNING WORK WITHIN COUNTY RIGHTS-OF-WAY AS REGULATED THROUGH THE ISSUANCE OF PERMITS BY THE DIVISION OF ENGINEERING AND CERTAIN APPROVALS GRANTED BY THE SUSSEX COUNTY PLANNING BOARD ADMINISTERED BY THE DIVISION OF PLANNING AND ECONOMIC DEVELOPMENT

Summary: Applicants are required to provide cash deposits and / or bonding for work proposed within the County's right-of-way prior to the issuance of Road Opening and Road Access Permits, oversized and overweight vehicle permits, as well as for certain approvals granted by the Sussex County Planning Board.

The current Policy and Procedure used by the Department for securing cash deposits was established by resolutions dated January 20, 1959 as amended by resolution dated August 11, 1987, and by resolution dated August 23, 2006.

The Department has reviewed the current Policy and Procedure in consideration of:

- Experiences gained during implementation,
- Continued protection of the transportation assets,
- Public interests,
- Standard practices by other government entities,
- Establishing a consistent and fair practice,
- Streamlining and simplifying the process while continuing to fulfill the purpose, and
- Identification of possible unreasonable requirements hindering economic development.

Based upon this the Department is recommending adoption of the amended Policy and Procedure.

Attachment A

Sussex County Department of Engineering and Planning Guide Policy and Procedure			
Title: Procedure Governing Cash Deposits and Bonding Secured for Division of Engineering Permits and Sussex County Planning Board Approvals		SOP Id.: ENP Bonds	
Subject: Defining and Determining Cash Deposits and / or Bonding obtained to support Division of Engineering Permits and Planning Board Approvals.		Effective:	
		<input type="checkbox"/> New Issue <input checked="" type="checkbox"/> Amendment <input type="checkbox"/> Complete Revision	
Page: 1 of 6	Original Date: Aug 23, 2006	Rev. No.: 1 (May 2018)	Supersedes:

1. Purpose and Need – The Department is tasked with protecting and ensuring the integrity of the public amenities owned and operated by the County and within the County rights-of-way. Various private and public entities may receive Division of Engineering Permits and Planning Board Approvals which include permissions to conduct construction activities within the County rights-of-way and impacting infrastructure owned or maintained by the County. When private or third-party entities are granted permission to perform work within the County right-of-way or which may impact public infrastructure owned or operated by the County, Cash Deposits and Bonding are often secured to ensure protection of the public assets. To facilitate the uniform and efficient determination and collection of cash deposits and bonds it is beneficial for the Department’s Divisions to have general procedures which can be applied when these securities are required.

2. Definitions – For the purpose of this policy and procedure, the following terms, phrases, words and their derivations shall have the meanings stated herein unless their use for the purpose of this policy and procedure clearly demonstrates a different meaning. When not inconsistent with the context, words used in the present tense include future, words used in the plural number include singular number, and words used in the singular number include the plural number. The word “shall” is always mandatory and not merely directory.
 - a. County rights-of-way: any public right-of-way owned or maintained by the County of Sussex generally for the purpose of transportation infrastructure.
 - b. County Transportation Infrastructure: any public transportation infrastructure for which the County has ownership or maintenance responsibility.
 - c. County Route: any roadway or other thoroughfare or buffer of same operated by Sussex County.
 - d. Traveled Way: The portion of the roadway traversed by vehicles.

- e. Applicant: An entity, public or private, proposing to perform work within the County's right-of-way. This will be inclusive of, but not limited to, Public or Private Utilities, Government Agencies, Private Individuals, or Partnerships and Corporations of any form.
 - f. Performance & Maintenance Bond: A bond issued by a firm that is licensed to do business in the State of New Jersey guaranteeing the proper and satisfactory completion of the proposed work. Any reference herein to "Bond" is understood to mean a Performance & Maintenance Bond.
 - g. Cash Deposit: A certified check made payable to the County of Sussex and held in escrow by the County in a non-interest-bearing account.
 - h. Letter of Credit: A letter from a financial institution licensed to conduct business in the State of New Jersey acting as an irrevocable guarantee of payment to the County of Sussex for the bonded work.
 - i. Maintenance Bonding Period: Unless modified by the County Engineer after due consideration, maintenance bonding shall have a term of two (2) years for trenching within the traveled way and one (1) year for other work from the date of acceptance of the work by the County Engineer or his duly authorized representative.
 - j. Residential Single Family: residential driveways servicing no more than 4 single unit dwellings.
 - k. Unsecured Work – Work performed by a third party prior to issuance of applicable permits and without the County securing applicable Cash Deposits or Performance & Maintenance Bonds.
3. Prohibited Conduct – No Applicant may conduct work within the County's right-of-way or impacting a transportation amenity for which the County has operation and maintenance responsibility without first obtaining applicable Permit(s) issued by the Sussex County Division of Engineering. An Applicant shall provide the County with appropriate Cash Deposit and Bonding prior to the issuance of permits.
 4. Exemptions – deviations or exemptions from this policy can be granted by the Sussex County Board of Chosen Freeholders.
 5. Amendments - The Sussex County Board of Chosen Freeholders may from time to time hereafter adopt amendments to this policy.
 6. Responsibilities:
 - a. It is the responsibility of the Applicant to provide Sussex County with Cash Deposits and Bonding as required by the permit process or approval process and outlined herein.
 - b. It is the responsibility of County Employees to administer and enforce this policy.

- c. The Division of Engineering and Division of Planning and Economic Development shall coordinate acceptance and release of cash deposits and bonds impacting projects of mutual interest.

7. Cash Deposits & Bonding Requirements: Prior to performing any work within the County's rights-of-way, work impacting transportation amenities for which the County bears operational and maintenance responsibility, or as may be required through the Planning Process, unless otherwise allowed herein, the County shall be provided a Cash Deposit and / or Bond by the Applicant pursuant to this policy and the following:

a. Determination of Value of Work within the Right-of-Way:

- i. The Applicant shall provide the County Engineer or their duly authorized representative with an Engineer's Estimate or Quotation for proposed work. Estimates and Quotations shall, at minimum:
 - 1. Be itemized and correlated with unit quantities as represented on the applicants plan submittal.
 - 2. Have been established using industry acceptable prices.
 - 3. Utilize prevailing wage labor rates.
 - 4. Include mobilization and traffic control.

ii. The County Engineer or their duly authorized representative shall review the provided estimate or quotation and:

- 1. Provide acceptance of same, or
- 2. Based upon their professional judgment, modify the estimate or quotation to accurately reflect actual items of work and / or industry prices commensurate with those experienced by the County of Sussex; and
- 3. Determine appropriate value (amount of Cash Deposit or Bond) using the accepted or adjusted Engineer's Estimate or quotation for those items of work which may be subject to repair and or reinstallation if the initial installation included faulty workmanship or materials as well as those items of work which would be required to protect and safeguard the public.

iii. The secured amount shall be equal in amount to that of the proposed items of work plus a ten (10) percent contingency.

iv. Cash Deposits and Bonds for work scheduled one or more year(s) future shall include an inflation adjustment factor.

v. Project estimates shall be adjusted when needed by the County Engineer to reflect as built project values and, the adjusted estimate shall be used to determine the value of the Bond.

b. Cash Deposit Amount and Type: The Applicant shall provide a Cash Deposit to the County of Sussex in compliance with the following general guidance:

i. Residential Single Family Driveway:

- 1. Existing Driveways – reconstruction, relocation, sight line enhancement, or paving: \$200 certified check, refunded

- upon acceptance of the work by the County Engineer or their duly authorized representative.
2. New Driveways: \$500 certified check, refunded upon acceptance of the work by the County Engineer or their duly authorized representative.
 - ii. Installation of Signs: \$250 certified check, refunded upon acceptance of the work by the County Engineer or their duly authorized representative.
 - iii. All Other Projects or work: The first \$10,000.00 in estimated value: Cash Deposit or Letter of Credit for the value of the proposed work.
 - iv. Projects or work exceeding \$10,000.00 in estimated value shall adhere to the above (\$10,000 Cash Deposit) with the balance provided as a Performance Bond or, at the discretion of the Applicant, Cash Deposit or Letter of Credit for the full value of the work.
 - v. Cash Deposits will be refunded after acceptance of the work by the County Engineer or their duly authorized representative AND when required, after receipt of a Maintenance Bond.
- c. Performance & Maintenance Bond: A Performance & Maintenance Bond shall be provided unless otherwise approved by the County Engineer in accordance with the following:
- i. Performance Bond:
 1. Having a value equal to the project estimate as determined under 7.a above less the Cash Deposit.
 2. The bond may be in the form of a Performance Bond issued by a Surety Bonding Company authorized to conduct business in the State of New Jersey, or a Cash Deposit in the form of a Certified Check or a Letter of Credit in the full cash amount of the work to be performed as determined above by the County Engineer or their duly authorized representative
 - ii. Maintenance Bond:
 1. A Maintenance Bond shall be provided equal to 20% of the project value determined under 7.a above.
 2. Maintenance Bonds will not be required for projects under \$5,000 in value.
 3. The maintenance term must be a minimum of one (1) year unless the nature of the work warrants a two (2) year such as for trenching within the traveled way, as determined by the County Engineer.
 4. The bond shall consist of a Cash Deposit up to \$10,000 in value which will be held in a non-interest bearing escrow, with the balance in the form of a Maintenance Bond issued by a Surety Bonding Company authorized to conduct business in the State of New Jersey, or at the discretion of the Applicant a Cash Deposit in the form of a Certified Check

or a Letter of Credit in the full cash amount of the bonded amount.

5. Cash Deposits will be refunded upon remediation by the Applicant of any defects identified by the County during their final inspection, said final inspection will be performed by the County at the conclusion of the maintenance period, or identified during the maintenance period.

d. Special Considerations:

- i. Municipal Government Projects: Consideration will be given by the County Engineer for:
 1. A waiver from the Cash Bonding requirement of this policy;
 2. Upon written request, acceptance of joint County / Municipal Performance and Maintenance bonds on a case-by-case basis.
- ii. Utility Emergent Response Work: The County will accept annual Cash Deposits from Public and Private Utility Companies for their response to unplanned emergent conditions. The Cash Deposit will be subject to the conditions contained herein. The amount shall be established by the County Engineer or their duly authorized representative on an annual basis during the month of January. This does not apply to planned capital improvements or service connections which are managed under a, b, and c above. In no case will the Cash Deposit be less than \$1,500, held in non-interest-bearing escrow.
- iii. Utility Capital Projects will be in conformance with sections a, b, and c above.
- iv. The County will accept concurrent bonding from Applicants seeking both Sussex County Planning Board Approvals requiring bonding and issuance of Road Opening or Road Access Permits by the Division of Engineering.

8. Cash Deposit & Bond Use: The County may utilize any Cash Deposits and Bonds to rectify substandard performance, workmanship, maintenance, public safety issues, incomplete work, or other due cause related to the work performed under permit or disturbance or damage of adjacencies. The County shall provide the Applicant and, when applicable, the Bonding Company ten (10) days notice during which the Applicant shall cure and remediate the deficiency. If the Applicant fails to cure and remediate the deficiency within ten (10) days of the notice, the County will utilize secured funds to remediate and cure the deficiency. Funds held as Cash Deposit or Letter of Credit shall be utilized prior to pursuit of the applicant's surety. Secured funds may be utilized immediately when the deficiency or workmanship poses and immediate threat to or jeopardizes public safety.

9. Release of Cash Deposit & Bonds:
 - a. General:
 - i. Release of security funds shall be approved by the County Engineer at the recommendation of the Division of Engineering and for bonding emanating from County Planning Board Approvals, the Division of Planning and Economic Development.
 - b. Cash Deposit:
 - i. Cash Deposits shall not be released until the County has accepted the final construction and secured the Maintenance Bond when secured for Performance Bonding OR upon termination of the maintenance period and after final inspection when the Cash Deposit is secured for the Maintenance Bonding period.
 - c. Performance Bond & Maintenance Bonding:
 - i. Maintenance Bond: unless otherwise approved or waived by the County Engineer, shall not be released until expiration of the maintenance period, after final inspection by the County, and all deficiencies, if any, have been corrected by the Applicant.
 - ii. Performance Bond: upon acceptance of the project work by the County Engineer and securing any required Maintenance Bond.
10. Applicability: The procedure outlined herein shall be utilized for all future and ongoing projects.
11. Penalties: Unsecured and unpermitted work performed within the County's right-of-way will be subject to Road Opening permit violation assessments and other fines pursuant to N.J.A.C. 40:24-2.
12. Enforcement Powers: The County Engineer, the County Supervisor of Roads, the County Sheriff or the local Chief of Police; or their duly authorized and designated representative are charged with the enforcement of all provisions and regulations stipulated in this Resolution and is hereby designated as the Agent acting on behalf of the Sussex County Board of Chosen Freeholders.



TO: File

FROM: B Koppenaal

DATE: May 11, 2018

SUBJECT: Proposed Bonding Policy – Sussex County Department of Engineering and Planning
 Bond Policy – Road Opening & Access Permits / Planning Board Approvals
 Summary of Modifications

Summary of Modifications – Department Bonding Policy	
<i>Current Policy (2006)</i>	<i>Proposed 2018</i>
<u><i>Performance Bonds</i></u>	<u><i>Performance Bonds</i></u>
Calculation of Bond Amount: Estimate for Work plus 10%	Calculation of Bond Amount: Estimate for Work plus 10%. Clarifies work items considered for bond estimate calculation
Cash Bond Amount: (Cash Bonds up to \$100,000) <ul style="list-style-type: none"> Projects up to \$20,000: Value of Estimate Projects in excess of \$20,000, \$20,000 plus 20% of value above \$20,000, up to a maximum of \$100,000 for the Cash Bond Paper Bond: Value of Work Estimate in excess of Cash Bond	Cash Bond Amount: (No Cash Bond over \$10,000) <ul style="list-style-type: none"> ADD: Improvement of Existing Residential Single Family: \$200 (Baseline fee vs estimate of work) ADD: Construction New Residential Single Family: \$500 (baseline fee vs estimate of work) ADD: Installation of Signs: \$250 (eliminates need for estimate of work) Other Work: Cash Deposit \$10,000 for the first \$10,000. Paper Bond: Value of work in excess of Cash Bond.
<u><i>Maintenance Bond:</i></u>	<u><i>Maintenance Bond:</i></u>
<ul style="list-style-type: none"> Cash: 50% of Cash Performance Bond Paper: 50% of Paper performance Bond 	<ul style="list-style-type: none"> Amount: 20% of the Determined Project Value Cash Deposit: up to \$10,000 Paper Bond: value in excess of Cash Deposit. No Maintenance Bond required for work valued at less than \$5,000

	Other:
	<ul style="list-style-type: none"> • Add Section 5 – Amendments • Clarify Cash Deposits (Cash Bond) and Bonding • ADD: Acceptance of Joint Municipal/County Bonds for Municipal Projects. • Extend to include work impacting transportation amenities for which the County has O&M responsibilities, i.e. bridges. • Provides County Engineer Ability to review Estimate and secure bonding for those items of work typically encompassed within the normal operational duties of the County. • Clarifies Utility Emergent vs Utility Capital • Section 9 Clarifies release of bonds • Section 11 established penalties pursuant to the Road Opening Policy and N.J.A.C. 40:24-2 • Section 12 assigns enforcement powers to the County Engineer, County Supervisor of Roads, County Sheriff, Local Police; or their duly authorized representatives.

N:\14 Eng\00 Admin\OPERATIONS\Permits\Bonding\2017\20180509_DOC_Summary of Changes - Bonding.docx

RESOLUTION RE: AUTHORIZING THE COUNTY OF SUSSEX TO ENTER INTO A RIGHT OF ACCESS LICENSE AGREEMENT WITH THE SUSSEX COUNTY MUNICIPAL UTILITIES AUTHORITY (SCMUA) PROVIDING THE SCMUA ACCESS TO PORTIONS OF THE FORMER SUSSEX RAILROAD PROPERTY NOW OWNED BY THE COUNTY OF SUSSEX FOR THE PURPOSE OF ADVANCING SITE INVESTIGATIONS NEEDED FOR THE PROPOSED SCMUA LEACHATE FORCEMAIN

WHEREAS, The Sussex County Municipal Utilities Authority (SCMUA) operates the Sussex County Solid Waste Facility; and

WHEREAS, SCMUA have determined operational efficiencies of the facility can be improved through construction of a Leachate Forcemain (the "Project"); and

WHEREAS, Project Scoping conducted by SCMUA has identified the Initially Preferred Project Alternative (IPA) and Forcemain alignment, said IPA utilizing a portion of the former Sussex Railroad (the "Property"), more specifically defined herein, and currently owned by the County, to carry a section of the desirable Forcemain alignment; and

WHEREAS, the County is receptive to use of this Property by SCMUA for the Project; and

WHEREAS, SCMUA is desirous of advancing the preliminary engineering required to finalize the Project alignment, said engineering will require access to the subject Property; and

WHEREAS, the County and SCMUA have identified the need for a formal Right of Access License Agreement whereby SCMUA and their agents are provided permission to access the subject Property for this purpose; and

WHEREAS, a copy of an Agreement has been prepared entitled "Right of Access Agreement" which will extend the needed permissions to the SCMUA and their agents, a copy of which is attached hereto and made part hereof.

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders that the Freeholder Director and the Clerk of the Board are hereby authorized to execute the attached Agreement with the Sussex County Municipal Utilities Authority which will provide access to SCMUA and their Agents to the Property for the purpose of performing site investigations required to finalize the project alignment for the SCMUA Leachate Forcemain; and

BE IT FURTHER RESOLVED that copies of this Resolution and Agreement shall be forwarded to the Sussex County Municipal Utilities Authority.

Certified as a true copy of a
Resolution adopted by the Board
on the 23rd day of May, 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

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Right of Access License Agreement

This **RIGHT OF ACCESS LICENSE AGREEMENT** (this “**AGREEMENT**”) is made on this ____ day of _____, 2018 between **Sussex County Municipal Utilities Authority** (“**LICENSEE**”) with offices at 34 South Route 94, Lafayette, New Jersey 07848 and **County of Sussex** (“**LICENSOR**”) with offices at One Spring Street, Newton, New Jersey 07860.

BACKGROUND

The **LICENSOR** owns certain real property located in the Townships of Sparta and Hardyston and the Borough of Franklin, said real property acquired in 1938 from the Sussex Railroad Company and The Delaware, Lackawanna and Western Railroad Company as recorded in Deed Book 373 Page 258.

The **LICENSEE** operates the Sussex County Municipal Utilities Authority Solid Waste Facility for which efficiencies of operation could be achieved by construction of a Leachate Forcemain Pipeline and appurtenances, (the “**PROJECT**”). Initially preferred design alternatives for the **PROJECT** identified a preferred forcemain alignment which follows portions of the **LICENSOR**’s property, more particularly described and being the section of property between +/- Station 3559+61 to +/- Station 3800+00 as found on a Plan Set entitled “Right-of-Way Track Map, Sussex R.R. Operated by The Delaware Lackawanna and Western R.R. Co. Morris and Sussex Division” Dated June 21, 1930, (the “**PROPERTY**”), as schematically depicted in Schedule A, annexed hereto and made part hereof.

The **LICENSEE** desires use of the **PROPERTY** for the placement, maintenance and use of a Leachate Forcemain Pipeline and appurtenances, the **LICENSOR** has agreed to grant to **LICENSEE** and other persons described herein, a license, to enter upon the **PROPERTY** to conduct activities to help **LICENSEE** assess the suitability of the **PROPERTY** for use in locating a portion of the **PROJECT** forcemain. These activities may include, among other things, supplemental field surveys, wetlands delineation, environmental inspection, testing and sampling activities, including a geotechnical evaluation (together “**SITE INVESTIGATIONS**”) at the **PROPERTY**.

The **LICENSEE** desires to obtain a temporary license on the **PROPERTY** for itself and its Consultants/Contractors, and their agents, employees, and representatives for the purpose of advancing design of the Leachate Forcemain Pipeline.

The purpose of this **AGREEMENT** is to enter into a site access license governing the **SITE INVESTIGATIONS** that may be conducted by the **LICENSEE** and its agents, advisors, employees, consultants, representatives, and independent contractors, including environmental contractors and consultants hired directly or indirectly by **LICENSEE** (collectively, the “**LICENSEE REPRESENTATIVES**” or “**REPRESENTATIVES**”).

LICENSEE and **LICENSOR** agree as follows:

1. **Authority to Grant a License.** **LICENSOR** owns certain real property as defined heretofore and identified as the **PROPERTY**. The **LICENSOR** represents that it has the authority to grant the access allowed by this **AGREEMENT** to the **PROPERTY** and that there is no need to obtain the approval or consent of any other party. The **LICENSOR** hereby grants a license to **LICENSEE** to conduct the **SITE INVESTIGATIONS**.

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2. **Access to Property and LICENSOR's Consent.** LICENSOR hereby grants to LICENSEE and its agents, advisors, employees, consultants, representatives, and independent contractors, including environmental contractors and consultants hired directly or indirectly by LICENSEE (collectively, the "LICENSEE REPRESENTATIVES"), permissions in the form of a License, but not the obligation, of ingress to, egress from, and access under, above, and through, the PROPERTY for the purpose of performing the SITE INVESTIGATIONS. The SITE INVESTIGATIONS may include, but is not necessarily limited to, activities intended to (1) review environmental, safety and health conditions; and (2) conduct physical, structural and geotechnical testing; and (3) perform supplementary field surveys. These activities may, among other things, include the collection and testing of samples of soil, water, building materials and other substances. Without limiting the generality of the foregoing, the LICENSEE REPRESENTATIVES may drill into the soil, drill through pavement, remove reasonable amounts of soil, install and sample monitoring wells, and perform other tests, actions, evaluations, procedures, and treatments to complete its investigations. The LICENSEE REPRESENTATIVES shall undertake all activities on the PROPERTY in compliance with all applicable laws and shall use commercially reasonable efforts to minimize the extent and duration of any interference with LICENSOR's use of the PROPERTY. The cost of all such activities shall be the responsibility of LICENSEE (or the LICENSEE REPRESENTATIVES as arranged between the LICENSEE REPRESENTATIVES and the LICENSEE) and not LICENSOR.

3. **Advance Notice.** LICENSEE or LICENSEE REPRESENTATIVES shall give LICENSOR at least seventy-two (72) hours advance notice, by electronic mail message of a planned activity including description of activity and expected duration. LICENSEE REPRESENTATIVES shall cooperate with LICENSOR to schedule the activities so as to minimize the extent and duration of any interference with LICENSOR's operations.

4. **Installation, Sampling, and Removal.** LICENSOR shall cooperate with the LICENSEE or LICENSEE REPRESENTATIVES regarding all installation, monitoring, sampling, removal and related activities that LICENSEE REPRESENTATIVES desire to conduct on the PROPERTY. The LICENSEE and the LICENSEE REPRESENTATIVES shall be responsible for identification of, safeguarding and protecting of, and as may be caused through actions of the LICENSEE or the LICENSEE REPRESENTATIVES repair and remediation of damage to utilities and other improvements on the PROPERTY or adjacent to the PROPERTY, including buried and concealed facilities. At the LICENSOR's specific request, LICENSEE REPRESENTATIVES shall use commercially reasonable efforts to schedule its activities to avoid times of peak business activity on the PROPERTY. LICENSOR authorizes LICENSEE and LICENSEE REPRESENTATIVES to obstruct temporarily, but for a reasonable period of time, access to, or use of, limited areas of the PROPERTY to conduct SITE INVESTIGATIONS. LICENSEE REPRESENTATIVES shall split all samples with LICENSOR upon LICENSOR's request, so long as LICENSOR pays for any and all additional costs incurred by the LICENSEE REPRESENTATIVES in this regard.

5. **Completion and Restoration of Site.** After completing the activities contemplated by this AGREEMENT, LICENSEE or LICENSEE REPRESENTATIVES shall remove their equipment and restore any part of the PROPERTY that was affected by its activities to a

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condition that is reasonably similar to the condition of the **PROPERTY** at the time immediately preceding the commencement of said activities.

6. **General Access to Property:** The **LICENSEE** shall be responsible for maintaining controlled access to the **PROPERTY**.

7. **Indemnification.**

(a) **LICENSEE** shall indemnify and hold harmless **LICENSOR** for any penalties, claims, liabilities, demands and actions at law and equity, damages or costs that result from the negligence or willful misconduct, misrepresentation or breach of warranty in this agreement by **LICENSEE** or **LICENSEE REPRESENTATIVES**.

(b) **LICENSEE** shall indemnify and hold harmless the **LICENSOR** for any damage to or loss or destruction of property of any kind located on or adjacent to the **PROPERTY** caused by the negligence or willful misconduct, or failure to protect, or actions of the **LICENSEE** or their **REPRESENTATIVES**.

(c) **LICENSEE** will assume responsibility for its actions and those of its employees and **LICENSEE's REPRESENTATIVES** in accordance with the Tort Claims Act.

(d) The site access granted to the **LICENSEE** and/or **LICENSEE REPRESENTATIVES** pursuant to this **AGREEMENT** extends to any repair or restoration work required to remediate any damage to the **PROPERTY** or adjacent properties that is indemnified pursuant to this Section.

(e) The **LICENSEE** and the **LICENSEE REPRESENTATIVES** entering the **PROPERTY** under this **AGREEMENT** shall be jointly and severally liable for any discharge, leak, or contamination that occurs on the **PROPERTY** as a result of their occupation, and each shall comply as expeditiously as possible with the requirements of NJDEP in the clean-up and remediation of any such discharge, leak or contamination. The **LICENSOR** shall not be responsible for any such remediation activities or for any penalties which may be assessed by any government entity as a result of any discharge, leak or contamination on the **PROPERTY** from the occupation of the **PROPERTY** by the **LICENSEE** or the **LICENSEE REPRESENTATIVES**.

(f) The **LICENSEE** agrees to cause its **REPRESENTATIVES** to indemnify the **LICENSOR** from any liability, claims, damages, and actions, actual or alleged, of whatever kind or nature, including but not limited to personal injury claims, wrongful death claims, and contractual liability claims, including by third parties, arising out of or alleged to arise out of or in connection with their occupation of the **PROPERTY**.

(g) The **LICENSEE**, subject to the provisions of the New Jersey Tort Claims Act, will be responsible for personal injury and property damage caused by the negligent actions of the **LICENSEE** and the **LICENSEE's REPRESENTATIVES** which occur on the **PROPERTY**. **LICENSEE** shall cause its **REPRESENTATIVES** to assume responsibility for defending and paying all reasonable charges for attorney fees and for all reasonable costs and other expenses arising from any suit or claim covered by Section 7 or incurred in connection with any such suit or claim; and if any judgment shall be rendered against the **LICENSOR** in any action covered by Section 7, the **LICENSEE** shall cause its **REPRESENTATIVES**, at their own expense, to satisfy and discharge the same unless **LICENSEE** and their Representatives appeals any such

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judgment and, in connection with such appeal, the payment of such judgement is stayed by a court of competent jurisdiction. **LICENSEE** shall cause their **REPRESENTATIVES** to assume the same liabilities as set forth above.

8. **Test Results.** *(Recommend internal [County Counsel/Admin] Review of this Section)*

(a) **LICENSOR** understands and acknowledges that the environmental testing to be undertaken may create legal duties applicable to **LICENSOR** if conditions of pollution are discovered and that except to the extent required by law, neither **LICENSEE** nor **LICENSEE REPRESENTATIVES** have an obligation to report any test results or conditions to any party as a result of this **AGREEMENT**. **LICENSEE** and **LICENSEE REPRESENTATIVES** will provide copies of test results to **LICENSOR** unless **LICENSOR** specifically requests, in writing, prior to the start of testing, not to receive the test results from **LICENSEE**'s review. **LICENSOR** acknowledges that these tests are performed for **LICENSEE**'s specific purposes and cannot be relied on by **LICENSOR** in any way as being accurate or sufficient for any purposes. **LICENSOR** agrees and acknowledges that it is not authorized to share, provide, disseminate, present, and/or make available the test results to any third party unless required by law or for the sole purpose of supporting a project as maybe initiated by the **LICENSOR** on the **PROPERTY** by the **LICENSOR**.

(b) In certain cases test results regarding the environmental conditions of the **PROPERTY** may result in a reporting obligation specific to **LICENSEE** or **LICENSEE REPRESENTATIVES**. In any of those cases, **LICENSEE** or **LICENSEE REPRESENTATIVES** shall notify **LICENSOR** at least twenty-four (24) hours prior to making the notification to the appropriate agency. **LICENSOR** agrees that **LICENSEE** and **LICENSEE REPRESENTATIVES** bear no responsibility for the costs resulting from that reporting and that **LICENSEE** shall not become responsible for any conditions that it discovers during the **SITE INVESTIGATION**.

(c) **LICENSOR** acknowledges and agrees that any samples that are taken during the activities undertaken pursuant to this **AGREEMENT** and any investigation-derived media (i.e., drill cuttings, well purge water) generated by the investigation may require off-site disposal based upon test results. **LICENSOR** agrees to execute all properly completed waste manifests or other documents required for proper disposal of test results. **LICENSOR**'s obligation to sign any properly completed waste manifests or other documents required for proper disposal survives this **AGREEMENT** so long as those items that require disposal were generated pursuant to this **AGREEMENT**. The cost of off-site disposal of media will be paid for by **LICENSEE** or the appropriate **LICENSEE REPRESENTATIVES**, not **LICENSOR**.

(d) **LICENSEE** may use the results of the **SITE INVESTIGATION** as it deems appropriate and may share the results with third parties, including, but not necessarily limited to attorneys, consultants, contractors, employees and regulators for the purposes of advancing the **PROJECT**.

9. **Insurance Coverage.** Prior to the entry upon the Premises, Contractors and any person conducting **SITE INVESTIGATIONS** on behalf of **LICENSEE** shall: *(Needs Verification)*

- a. Furnish or cause to be furnished to **LICENSOR** and cause to be maintained and kept in effect without expense to **LICENSOR**, at all times that **LICENSEE** or **LICENSEE REPRESENTATIVES** are upon the Premises, with limits of not less than \$1,000,000.00 for Bodily Injury and Property Damage Liability each occurrence and \$3,000,000.00 General Aggregate. The policy will include respondent's protective liability insurance (also known as contingent liability

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insurance) with the same limits. In the event more than one insured is named in the policy, a CROSS LIABILITY endorsement will be included which provides that the employees of each of the named insureds are not excluded under the policy as respect to claims that are made against other named insured, naming **LICENSOR** as an additional insured; and

- b. Cause to be furnished to **LICENSOR** and caused to be maintained and kept in effect without expense to **LICENSOR**, at all times that **LICENSEE** or **LICENSEE REPRESENTATIVES** are on upon the Premises, adequate workers compensation insurance, not less than \$1,000,000.00, to cover **LICENSEE** or **LICENSEE REPRESENTATIVES** while engaged in work at the Premises.
- c. Furnish or cause to be furnished to **LICENSOR** or **LICENSEE REPRESENTATIVES** comprehensive automobile liability insurance with limits of not less than \$3,000,000.00 Liability and Property Damage Liability Combined Single Limit, \$1,000,000.00 Uninsured Motorist and Underinsured Motorist, \$3,000,000.00 Hired and Non-owned Automobile.
- d. Pollution Liability Insurance Coverage pursuant to NJDOT Standard Specifications with minimum policy limits of \$2,000,000.00 per occurrence and \$5,000,000.00 aggregate.
- e. Umbrella Liability in the amount of \$5,000,000.00

10. **Termination.** This **AGREEMENT** shall terminate automatically on the earlier of: (1) execution of an easement agreement for any part of the **PROPERTY** between **LICENSEE** and **LICENSOR**; **LICENSEE** completes **SITE INVESTIGATIONS** and related site restoration; or two (2) years; (3) by either Party for any reason, in writing.

11. **Waiver; Modification; Severability.** An extension, amendment, or modification, of this **AGREEMENT** will be valid and effective only if it is in writing and signed by each party to this **AGREEMENT**, except as provided otherwise in this **AGREEMENT**. In addition, a waiver of any duty, obligation, or responsibility of a party under this **AGREEMENT** will be valid and effective only if it is evidenced by a writing signed by, or on behalf of, the party against whom the waiver or discharge is sought to be enforced. Whenever possible, each provision of this **AGREEMENT** should be construed and interpreted so that it is valid and enforceable under applicable law. However, if a provision of this **AGREEMENT** is held by a court of competent jurisdiction to be invalid or unenforceable, that provision will be deemed severable from the remaining provisions of this **AGREEMENT** and will not affect the validity, interpretation, or effect of the other provisions of this **AGREEMENT** or the application of that provision to other circumstances in which it is valid and enforceable.

12. **Assignment; Third Party Beneficiaries.** Neither the entry of this **AGREEMENT** or any action taken by **LICENSEE** hereunder shall create any third party beneficiary or third party beneficiary rights.

13. **Legal Matters.** The validity, construction, enforcement, and interpretation of this **AGREEMENT** are governed by the laws of the State of New Jersey and the federal laws of the United States of America. The **LICENSEE** shall secure or cause to be secured, at their sole cost

DRAFT

and risk, and expense, any and all permits and approvals which may be necessary or appropriate for the performance of contemplated by this **AGREEMENT**.

14. **Notices.** Except for oral notices specifically authorized in this **AGREEMENT**, notices permitted by this **AGREEMENT** will be valid only if such notice is in writing, delivered personally or by e-mail, telecopy, commercial courier, or first class, postage prepaid, United States mail (whether or not certified or registered and regardless of whether a return receipt is requested or received by the sender), and addressed by the sender to the intended recipient at its address set forth in the first paragraph of this **AGREEMENT**, and/or below, or to such other address as the intended recipient may designate by notice given to the sender in accordance with this section. A validly given notice, consent, demand, request, or approval will be effective on the earlier of its receipt, if delivered personally or by e-mail, telecopy, or commercial courier, or the third day after it is postmarked by the United States Postal Service, if delivered by first class, postage prepaid, United States mail. Each party promptly shall notify the other of any change in its mailing address or telephone contact number stated in this **AGREEMENT**.

15. **Complete Agreement; Survival.** This **AGREEMENT**, including Attachment A, records the entire understanding between the parties regarding the subjects addressed in it and supersedes any previous or contemporaneous agreement, understanding, or representation, oral or written, by either of them.

16. **Execution and Effectiveness.** The parties may execute this **AGREEMENT** in counterparts. Each executed counterpart will constitute an original document, and all executed counterparts, together, will constitute the same agreement. This **AGREEMENT** will become effective upon the last signatory's delivery of the fully executed document to the other party, and the last signatory shall fill in the EXECUTED date below prior to such delivery.

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17. The **LICENSOR** and **LICENSEE** shall enact the necessary consenting Resolutions authorizing entry into this **AGREEMENT**.

EXECUTED: _____, 2018.

ATTEST FIX SEAL: COUNTY OF SUSSEX - **LICENSOR**

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Teresa Lyons, Clerk, Clerk
Board of Chosen Freeholders
County of Sussex

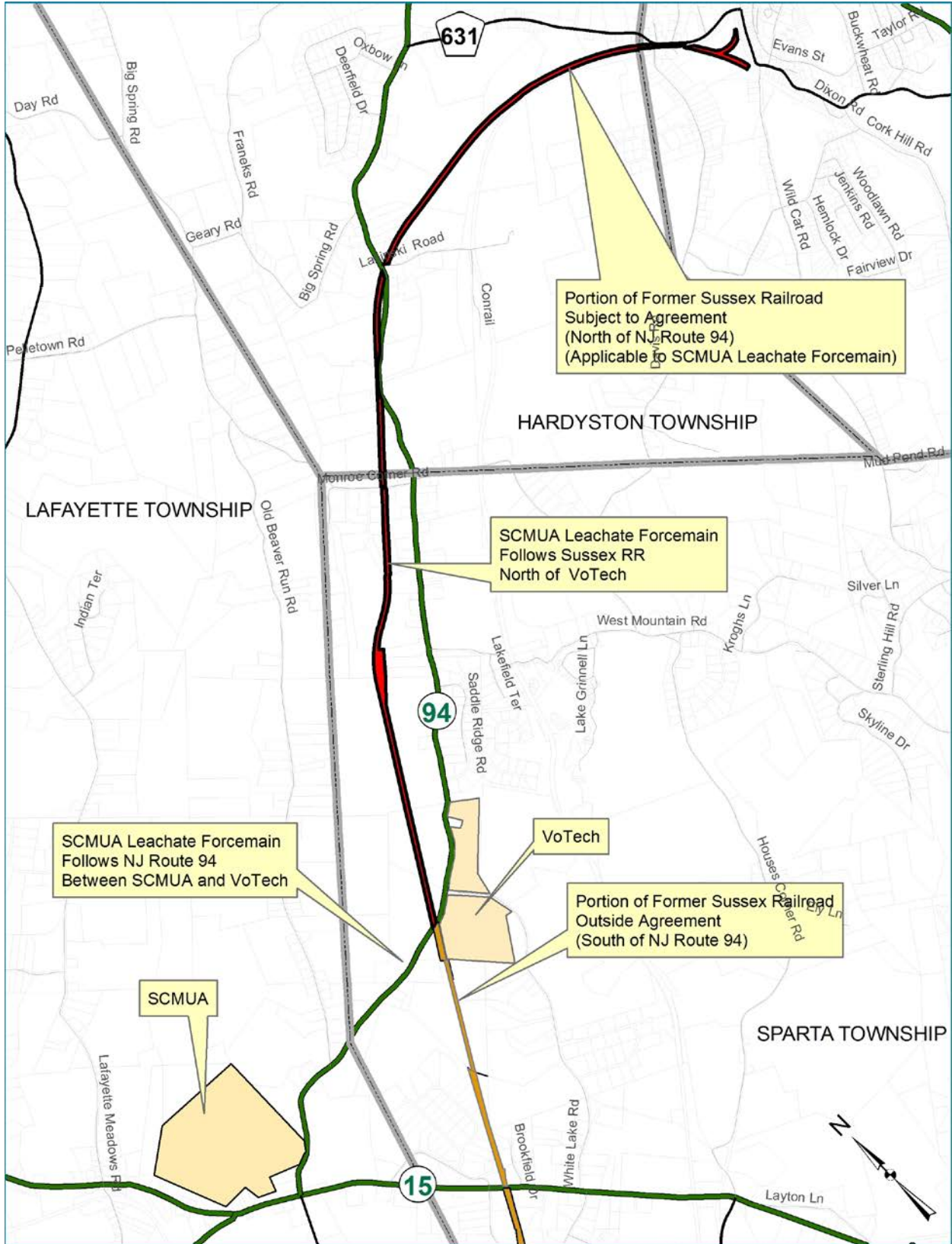
Jonathan M. Rose
Freeholder Director

Dated

ATTEST FIX SEAL: SUSSEX COUNTY MUNICIPAL UTILITIES AUTHORITY -
LICENSEE

Dated

DRAFT
SCHEDULE A



RESOLUTION RE: AUTHORIZATION TO PROVIDE FOR THE PURCHASE OF STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS FROM ACRO SERVICE CORP. FOR THE DIVISION OF SOCIAL SERVICES AND THE OFFICE OF RECORDS MANAGEMENT UNDER A NATIONAL COOPERATIVE CONTRACT PROVIDED BY US COMMUNITIES IN AN AMOUNT OF \$220,000.00 FROM JUNE 1, 2018 UNTIL MAY 31, 2019

WHEREAS, the Sussex County Division of Social Services and Office of Records Management have a need to employ temporary staffing in order to fulfill the needs of the County's eContent Management in the most cost efficient way possible while allowing for the flexibility for future staffing reductions; and

WHEREAS, the Board of Chosen Freeholders have allocated certain budget monies for the employment of Temporary Staffing for both the Division of Social Services and the Office of Records Management; and

WHEREAS, upon recommendation of the Records Manager, the purchase of Staffing Services and Related Services and Solutions has been requested through a US Communities contract; and

WHEREAS, the County of Sussex intends to utilize the US Communities awarded contract for Staffing Services and Related Services and Solutions for use by the Division of Social Services and the Office of Records Management for the purpose of eContent management services; and

WHEREAS, ACRO Service Corp. is an authorized supplier on Contract 16111 approved by US Communities, thereby affording the County the opportunity of direct purchase without competitive bidding; and

WHEREAS, ACRO Service Corp. has provided all the necessary documentation (attached), as per the State requirements from Local Finance Notice 2012-10; and

WHEREAS, the County of Sussex has performed their due diligence in reaching a determination of cost savings in utilizing the US Communities contract. The Records Manager and the Purchasing Agent have provided the attached documentation in compliance with Local Finance Notice 2012-10.

WHEREAS, pursuant to Local Finance Notice 2012-10, the County has advertised its intent to award this contract on April 27, 2018 and allowed for a comment period ending on May 9, 2018.

NOW, THEREFORE, BE IT RESOLVED that the Board of Chosen Freeholders does hereby authorize the execution of the necessary purchase orders in the approximate total amount of \$220,000.00 (requisitions #81896, 81873, 81907) by the Sussex County Office of Purchasing to permit the purchase of Staffing Services and Related Services and Solutions for the Division of Social Services and the Office of Records Management; and

BE IT FURTHER RESOLVED that upon receipt, inspection and approval of voucher therefore by the using agency, payment, pursuant to said purchase order, is hereby authorized with the same to be charged against funds established in the appropriate account for said purpose; and

BE IT FURTHER RESOLVED that a certified copy of this Resolution be forwarded to ACRO Service Corp., 39209 West Six Mile Road, Suite 250, Livonia, MI 48152.

Certified as a true copy of the
Resolution adopted by the
Board of Chosen Freeholders
on the 23rd day of May, 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

CERTIFICATION RE: BUDGET APPROPRIATION FOR AWARDING OF CONTRACT

I, Robert J. Maikis, Jr., Treasurer, County of Sussex hereby certify to the Clerk, Board of Chosen Freeholders that there are adequate funds appropriated in the following 2018 County Budgets for the 2018 portion, in the appropriation(s) entitled:

2018 Social Services Budget
Consultant and Special Services
72-201-27-345-129
\$77,200.00
Requisition #81896

With the balance of \$52,300.00 to be charged to the 2019 Social Services Budget, subject to adequate funds being appropriated in the 2019 Social Services Budget.

	2018 County Budget Records Management	
01-201-20-142-430	Temporary Outside Services	\$28,421.00
01-201-20-142-434	Unclassified Services	\$12,000.00

Requisition #81873

Trust Fund – Self-Insured
Reserve for Self-Insurance – Records
03-278-56-000-004
\$13,579.00
Requisition #81907

With the balance of \$36,500.00 to be charged to the 2019 Current Fund Budget, subject to adequate funds being appropriated in the 2019 Current Fund Budget and remaining balance available in the Trust Fund Reserve.

For a total amount not to exceed \$220,000.00

For awarding of a Contract for: The purchase of Temporary Staffing for both the Division of Social Services and the Office of Records Management, from June 1, 2018 through May 31, 2019.

TO: ACRO Service Corp.
39209 West Six Mile Road, Suite 250
Livonia, MI 48152.

Robert J. Maikis, Jr., County Treasurer

Dated: May 23, 2018

Resolution Summary
Other

RESOLUTION RE: AUTHORIZATION TO PROVIDE FOR THE PURCHASE OF STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS FROM ACRO SERVICE CORP. FOR THE DIVISION OF SOCIAL SERVICES AND THE OFFICE OF RECORDS MANAGEMENT UNDER A NATIONAL COOPERATIVE CONTRACT PROVIDED BY US COMMUNITIES IN AN AMOUNT OF \$220,000.00 FROM JUNE 1, 2018 UNTIL MAY 31, 2019

Description of Resolution:

This resolution is for authorization to purchase Temporary Staffing for both the Division of Social Services and the Office of Records Management.

Temporary Staffing Services will be provided through U.S. Communities using the awarded contract for ACRO Service Corp.



DEPARTMENT OF CENTRAL & SHARED SERVICES
 Div. of IT – Office of Records Management
 Sussex County Administrative Center
 83 Spring Street, Suite 103 / Newton, N.J. 07860
 Tel. 973-579-0350 ext 1145
 FAX 973- 579-0355
 E-mail: dfreed@sussex.nj.us
 Dan A. Freed - Records Manager

County of Sussex



Date: April 2, 2018
From: Dan Freed
To: Victoria Forgiore
CC: File

Subject: Temporary Staff – Cost Benefit Assessment

The Office of Records Management has been using temporary staff as an essential element of our management strategy since 2010. The following is a summary of our key business drivers how we make use of this resource to ensure we are able to meet our business obligations to the County, in the most efficient and cost effective way.

My group provides a broad range of eContent management services that include the management, configuration, deployment, and support of our enterprise Electronic Document Management System (EDMS/ OnBase). This system now houses over 12,000,000 document pages, in the form of eDocuments. The bulk of these document pages have been individually scanned and indexed by the Records Management temp staff. The OnBase system also provides the functionality for implementing Workflow and Data Management solutions, which allow the RM Staff to support all County Departments with the development of new business process solutions. The staff now doing these highly skilled technical tasks all started as temp staff, and have grown into their full time positions through personal motivation and technical training we have provided.

I currently have 3 full time staff working in the RM group. Each of these individuals were originally hired as temp staff. They were offered a full time position, only after an extensive period during which they demonstrated their skills and commitment to meeting our quality and performance standards.

In addition to managing and deploying the OnBase technology, the RM Group is responsible for two document scanning operations. One group of 3 temp staff do all the document scanning and indexing for the County Departments. The second group of 3 temp staff do all the document scanning for the Social Services Department via a State managed EDMS.

Using temp staff for the scanning and indexing tasks provides the County with needed flexibility to adjust staffing levels as need, based on production backlog. It also allows us to plan for future staffing requirements as the effort to complete the back-file conversion process is completed. At that point we expect fewer staff will be needed for this activity. The other important benefit of our use of temp staff, is that it provides an ideal opportunity to assess each individuals capability over an extend period, which allows us to have a ready pool of qualified people to take on other assignments as needed.

Cost Impact

We are currently paying our Scanning/Indexing Clerks \$14.42/hr. At an average of 35hr/week = \$25,000/ year. In contrast, the cost of a full time employee with benefits is over \$40,000.

As another metric, the County’s imaging group is processing approximately 800,000 document pages per year. The commercial cost to duplicate this service to purge, scan, and index would be over double the cost of our temp staff and management resources.

Small Format -> 664,000 pg/y x \$0.28/pg = \$185,920

Large Format -> 136,000 pg/y x \$1.28/pg = \$170,000

Total/year \$355,920

Acro Contract Employee

Wage Rate	Bill Rate	Hours / Week	Weekly Rate	Annual Rate	Last Name	First Name	Start Date	Position Title	Division	Labor Category	Job Title
\$10.75	\$14.42	40	\$ 576.80	\$ 29,993.60	Butkovich	Stephanie	3/12/2018	Clerk	Social Services	General Administrative	Clerk
\$10.75	\$14.42	40	\$ 576.80	\$ 29,993.60	Dailey	Sheila	1/4/2016	Clerk	Records Mgmt	General Administrative	Clerk
\$10.73	\$14.39	40	\$ 575.60	\$ 29,931.20	Gillis	Stefanie	7/5/2016	Clerk	Records Mgmt	General Administrative	Clerk
\$12.00	\$14.62	40	\$ 584.80	\$ 30,409.60	Hunsicker	Karen	8/3/2015	Clerk	Records Mgmt	General Administrative	Clerk
\$10.73	\$14.39	40	\$ 575.60	\$ 29,931.20	Kasabian	Sylvia	6/3/2016	Clerk	Records Mgmt	General Administrative	Clerk
\$16.32	\$21.69	35	\$ 759.15	\$ 39,475.80	Osmani	Linda	7/28/2015	Fiscal Technician	Social Services	Accounting / Finance	Fiscal Technician
\$10.75	\$14.42	40	\$ 576.80	\$ 29,993.60	Principato	Nicole	9/21/2017	Clerk	Records Mgmt	General Administrative	Clerk

County Employee

Wage Rate	Wage Rate + Fringe Benefit	Hours / Week	Weekly Rate	Annual Rate	Start Date	Position Title	Division	Labor Category	Job Title
\$13.04	\$19.80	40	\$ 791.89	\$ 41,178.44	3/12/2018	Clerk	Social Services	General Administrative	Clerk
\$13.04	\$19.80	40	\$ 791.89	\$ 41,178.44	1/4/2016	Clerk	Records Mgmt	General Administrative	Clerk
\$13.04	\$19.80	40	\$ 791.89	\$ 41,178.44	7/5/2016	Clerk	Records Mgmt	General Administrative	Clerk
\$13.04	\$19.80	40	\$ 791.89	\$ 41,178.44	8/3/2015	Clerk	Records Mgmt	General Administrative	Clerk
\$13.04	\$19.80	40	\$ 791.89	\$ 41,178.44	6/3/2016	Clerk	Records Mgmt	General Administrative	Clerk
\$22.84	\$34.68	35	\$ 1,213.65	\$ 63,109.75	7/28/2015	Fiscal Technician	Social Services	Accounting / Finance	Fiscal Technician
\$13.04	\$19.80	40	\$ 791.89	\$ 41,178.44	9/21/2017	Clerk	Records Mgmt	General Administrative	Clerk

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

Checklist

The following documents are required for any expenditure over \$17,500.00 with the exception of formal bid proposals or formal RFP's. These forms need to be completed when requesting quotes for goods/services or construction projects along with the three quote requirement, or when preparing a Professional Service Agreement.

Omission of any of the required documents will automatically disqualify your proposal for consideration:

	Requested Documents	Initial each entry and submit document
1.	W-9 (Copy attached is available for completion)	
2.	Business Registration Certificate (Issued by the State of NJ)	
3.	Affirmative Action Regulations	
4.	Statement of Ownership Disclosure	
5.	Chapter 25 of the Laws of 2012 (N.J.S.A. 52:32-55 et seq.)	
6.	Americans with Disabilities Act	
7.	Certificate of Insurance: (Coverage by service) <input checked="" type="checkbox"/> Goods/Services <input type="checkbox"/> Professional Services <input type="checkbox"/> Construction	
8.	Pay to Play	
9.	Respondent Signature	

Request for Taxpayer Identification Number and Certification

Give Form to the
requester. Do not
send to the IRS.

Print or type See Specific Instructions on page 2.	1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank. Acro Service Corp	
	2 Business name/disregarded entity name, if different from above	
	3 Check appropriate box for federal tax classification; check only one of the following seven boxes: <input type="checkbox"/> Individual/sole proprietor or single-member LLC <input type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=partnership) ▶ _____ Note. For a single-member LLC that is disregarded, do not check LLC; check the appropriate box in the line above for the tax classification of the single-member owner. <input type="checkbox"/> Other (see instructions) ▶ _____	
	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from FATCA reporting code (if any) _____ <small>(Applies to accounts maintained outside the U.S.)</small>	
	5 Address (number, street, and apt. or suite no.) 39209 West Six Mile Road	Requester's name and address (optional)
	6 City, state, and ZIP code Livonia, MI 48152	
	7 List account number(s) here (optional)	

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I Instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Note. If the account is in more than one name, see the instructions for line 1 and the chart on page 4 for guidelines on whose number to enter.

Social security number	
[] [] [] - [] [] - [] [] [] []	
or	
Employer identification number	
3 8 - 2 4 1 3 6 2 9	

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions on page 3.

Sign Here	Signature of U.S. person ▶	Date ▶ 3-12-2017
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. Information about developments affecting Form W-9 (such as legislation enacted after we release it) is at www.irs.gov/hv9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following:

- Form 1099-INT (interest earned or paid)
- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)

- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
 - Form 1099-C (canceled debt)
 - Form 1099-A (acquisition or abandonment of secured property)
- Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.
- If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See *What is backup withholding?* on page 2.
- By signing the filled-out form, you:
- Certify that the TIN you are giving is correct (or you are waiting for a number to be issued).
 - Certify that you are not subject to backup withholding, or
 - Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income, and
 - Certify that FATCA code(s) entered on this form (if any) indicating that you are exempt from the FATCA reporting, is correct. See *What is FATCA reporting?* on page 2 for further information.



STATE OF NEW JERSEY BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name: ACRO SERVICE CORP.
Trade Name:
Address: 820 BEAR TAVERN ROAD
WEST TRENTON, NJ 08628
Certificate Number: 0955732
Effective Date: December 12, 2002
Date of Issuance: April 06, 2017

For Office Use Only:
20170406091442179

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

AFFIRMATIVE ACTION REGULATIONS

ALL RESPONDENTS MUST SUBMIT AFFIRMATIVE ACTION EVIDENCE. Stipulate below if such evidence shall be in the form of a Federal Certificate of Approval, N.J. Affirmative Action Certificate of Approval or an Affirmative Action Employee Information Report (Form AA302). If Form AA302 is to be used, then it must be completed and returned within ten (10) calendar days after receipt of notification of intent to award contract. An affirmative action plan approved by the Federal Government or the N.J. Affirmative Action Office is an acceptable alternate. In the space provided below indicate which requirement has been met.

_____ A Federal Certificate of Approval has been received.

_____ A N.J. Affirmative Action Certificate of Approval has been received.

Intend to complete the Affirmative Action Information Report form AA302. The AA302 form is available online at www.state.nj.us/treasury/contract_compliance/forms.shtml. One copy of the form should be sent to the State for processing along with your check and another copy should be sent to the County of Sussex.

For Construction Contracts:

_____ Intend to complete the Affirmative Action Initial Project Workforce Report form AA201. The AA201 form is available online at www.state.nj.us/treasury/contract_compliance/forms.shtml

STATE OF NEW JERSEY
Division of Purchase & Property
Contract Compliance Audit Unit
EEO Monitoring Program

EMPLOYEE INFORMATION REPORT

IMPORTANT-READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING FORM. FAILURE TO PROPERLY COMPLETE THE ENTIRE FORM AND TO SUBMIT THE REQUIRED \$150.00 FEE MAY DELAY ISSUANCE OF YOUR CERTIFICATE. DO NOT SUBMIT EEO-1 REPORT FOR SECTION B, ITEM 11. For Instructions on completing the form, go to: http://www.state.nj.us/treasury/contract_compliance/pdf/aa302Ins.pdf

SECTION A - COMPANY IDENTIFICATION

1. FID. NO. OR SOCIAL SECURITY 38-2413629	2. TYPE OF BUSINESS <input type="checkbox"/> 1. MFG <input checked="" type="checkbox"/> 2. SERVICE <input type="checkbox"/> 3. WHOLESALE <input type="checkbox"/> 4. RETAIL <input type="checkbox"/> 5. OTHER	3. TOTAL NO. EMPLOYEES IN THE ENTIRE COMPANY 169
4. COMPANY NAME Acro Service Corp		
5. STREET 39209 W Six Mile Rd, Suite 250	CITY Livonia	COUNTY Wayne
STATE MI	ZIP CODE 48152	
6. NAME OF PARENT OR AFFILIATED COMPANY (IF NONE, SO INDICATE) Same		
7. CHECK ONE: IS THE COMPANY: <input checked="" type="checkbox"/> SINGLE-ESTABLISHMENT EMPLOYER <input type="checkbox"/> MULTI-ESTABLISHMENT EMPLOYER		
8. IF MULTI-ESTABLISHMENT EMPLOYER, STATE THE NUMBER OF ESTABLISHMENTS IN NJ		
9. TOTAL NUMBER OF EMPLOYEES AT ESTABLISHMENT WHICH HAS BEEN AWARDED THE CONTRACT		
10. PUBLIC AGENCY AWARDED CONTRACT		
CITY	COUNTY	STATE
ZIP CODE		

Official Use Only	DATE RECEIVED	INAUG. DATE	ASSIGNED CERTIFICATION NUMBER


SECTION B - EMPLOYMENT DATA

11. Report all permanent, temporary and part-time employees ON YOUR OWN PAYROLL. Enter the appropriate figures on all lines and in all columns. Where there are no employees in a particular category, enter a zero. Include ALL employees, not just those in minority/non-minority categories, in columns 1, 2, & 3. **DO NOT SUBMIT AN EEO-1 REPORT.**

JOB CATEGORIES	ALL EMPLOYEES			PERMANENT MINORITY/NON-MINORITY EMPLOYEE BREAKDOWN										
	COL. 1 TOTAL (Cols. 2 & 3)	COL. 2 MALE	COL. 3 FEMALE	***** MALE *****					***** FEMALE *****					
				BLACK	HISPANIC	AMER. INDIAN	ASIAN	NON MIN.	BLACK	HISPANIC	AMER. INDIAN	ASIAN	NON MIN.	
Officials/ Managers	32	7	15				7	10		1			3	11
Professionals	88	31	57	1	3		4	23	3	8			6	40
Technicians														
Sales Workers														
Office & Clerical	49	6	43	3				3	9	2			3	29
Craftworkers (Skilled)														
Operatives (Semi-skilled)														
Laborers (Unskilled)														
Service Workers														
TOTAL	169	54	115	4	3		11	36	12	11			12	80
Total employment From previous Report (if any)														
Temporary & Part-Time Employees	The data below shall NOT be included in the figures for the appropriate categories above.													

12. HOW WAS INFORMATION AS TO RACE OR ETHNIC GROUP IN SECTION B OBTAINED <input type="checkbox"/> 1. Visual Survey <input checked="" type="checkbox"/> 2. Employment Record <input type="checkbox"/> 3. Other (Specify)	14. IS THIS THE FIRST Employee Information Report Submitted? 1. YES <input type="checkbox"/> 2. NO <input checked="" type="checkbox"/>	15. IF NO, DATE LAST REPORT SUBMITTED MO. DAY YEAR
13. DATES OF PAYROLL PERIOD USED From: 2/26/18 To: 2/26/18		

SECTION C - SIGNATURE AND IDENTIFICATION

16. NAME OF PERSON COMPLETING FORM (Print or Type) Staci Dodson/sq	SIGNATURE 	TITLE VP of HR	DATE MO DAY YEAR 2 26 18
17. ADDRESS NO. & STREET 39209 W Six Mile Rd, Suite 250	CITY Livonia	COUNTY Waybe	STATE MI
ZIP CODE 48152	PHONE (AREA CODE, NO., EXTENSION) 734 - 632 - 4230		

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

Affirmative Action Certificate Sample

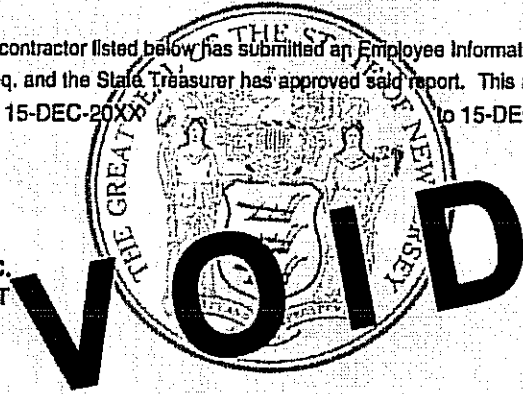
Certification 111XX

CERTIFICATE OF EMPLOYEE INFORMATION REPORT

INITIAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of 15-DEC-20XX to 15-DEC-20XX

**SAMPLE COMPANY, INC.
33 WEST STATE STREET
TRENTON, NJ 08625**



State Treasurer

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of

Organization:

ACRO SERVICE CORP

Organization

Address:

39209 W SIX MILE, SUITE 250, LIVONIA MI 48152

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
 Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
 For-Profit Corporation (any type) Limited Liability Company (LLC)
 Partnership Limited Partnership Limited Liability Partnership (LLP)
 Other (be specific): _____

Part II

The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
RON SHINDHI	39204 W SIX MILE, SUITE 250 LIVONIA MI 48152

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s
N/A	

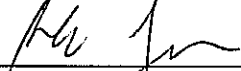
Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II other than for any publicly traded parent entities referenced above. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the **County of Sussex** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **County of Sussex** to notify the **County of Sussex** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the **County of Sussex** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Richard Faber	Title:	Exec. Vice Pres
Signature:		Date:	4/6/18

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

CHAPTER 25 OF THE LAWS OF 2012 (N.J.S.A. 52:32-55 et seq.)

All government contracting units in New Jersey are now required to receive certification that the person or entity submitting a bid, proposal or accepting any renewal of contract awarded pursuant to a bid or proposal shall complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any of its parents, subsidiaries, or affiliates, is identified on the Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The Chapter 25 list is found on the Division's website at www.state.nj.us/treasury/purchase/pdf/chapter25list.pdf. Respondent must review this list prior to completing the below certification. Failure to complete this certification will render a bid or proposal non-responsive.

PLEASE CHECK THE APPROPRIATE BOX:

I certify, pursuant to Public Law 2012, c. 25, that neither the respondent listed below nor any of the respondent's parents, subsidiaries, or affiliates is listed on the N.J. Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 (Chapter 25 List). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. I will skip Part 2 and sign and complete the Certification below.

OR

I am unable to certify as above because the respondent and/or one or more of its parents, subsidiaries, or affiliates is listed on the Department's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below and sign and complete the Certification below. Failure to provide such will result in the proposal being rendered as nonresponsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

=====

PART 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN

You must provide a detailed, accurate and precise description of the activities of the bidding person/entity, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the information below.

PLEASE PROVIDE THOROUGH ANSWERS TO EACH QUESTION. IF YOU NEED TO MAKE ADDITIONAL ENTRIES PLEASE ADD ADDITIONAL PAGES.

Name _____ Relationship to Respondent _____

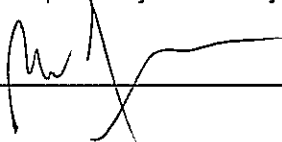
Description of Activities _____

Duration of Engagement _____ Anticipation Cessation Date _____

Respondent Contact Name _____ Phone # _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity. I acknowledge that the State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the State to notify the State in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the State of New Jersey and that the State at its option may declare any contract(s) resulting from this certification void and unenforceable.

Signed _____



Company _____

Acro Service Corp

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

AMERICANS WITH DISABILITIES ACT

Mandatory Americans with Disabilities Act of 1990 Language (42 U.S.C. S121 01 et seq.) the act prohibits discrimination on the basis of disability by public entities in all services, programs and activities provided or made available by public entities.

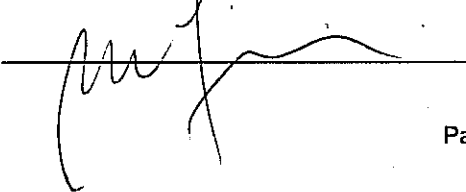
**APPENDIX A
AMERICANS WITH DISABILITIES ACT OF 1990
Equal Opportunity for Individuals with Disability**

The respondent and the County of Sussex, (hereafter "owner") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") (42 U.S.C. S121 01 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, and activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the owner pursuant to this contract, the respondent agrees that the performance will be in strict compliance with the Act. In the event that the respondent, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the respondent will defend the owner in any action or administrative proceeding commenced pursuant to this Act. The respondent will indemnify, protect, and save harmless the owner, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The respondent will, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the owner's grievance procedure, the respondent agrees to abide by any decision of the owner which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the owner, or if the owner incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the respondent will satisfy and discharge the same at its own expense.

The owner will, as soon as practicable after a claim has been made against it, give written notice thereof to the respondent along with full and complete particulars of the claim. If any action or administrative proceeding is brought against the owner or any of its agents, servants, and employees, the *owner will* expeditiously forward or have forwarded to the respondent every demand, complaint, notice, summons, pleading, or other process received by the owner or its representatives.

It is expressly agreed and understood that any approval by the owner of the services provided by the respondent pursuant to this contract will not relieve the respondent of the obligation to comply with the Act and to defend, indemnify, protect, and save harmless the owner pursuant to this paragraph.

It is further agreed and understood that the owner assumes no obligation to indemnify or save harmless the respondent, its agents, servants, employees and subcontractors for any claim which may arise out of their performance of this Agreement. Furthermore, the respondent expressly understands and agrees that the provisions of this indemnification clause will in no way limit the respondent's obligations assumed in this Agreement, nor will they be construed to relieve the respondent from any liability, nor preclude the owner from taking any other actions available to it under any other provisions of the Agreement or otherwise at law.

Signed  Company Acro Service Corp



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
3/27/2018

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement.

PRODUCER: Arthur J. Gallagher Risk Management Services, Inc.
CONTACT NAME: Marsha Toman
PHONE: 616-233-0910
INSURER(S) AFFORDING COVERAGE: Zurich American Insurance Company
INSURED: ACROSER-01, ACRO SERVICE CORP

COVERAGES CERTIFICATE NUMBER: 1382376703 REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES.

Table with columns: INSR LTR, TYPE OF INSURANCE, ADDL(SUBR INSD) WVD, POLICY NUMBER, POLICY EFF (MM/DD/YYYY), POLICY EXP (MM/DD/YYYY), LIMITS. Includes rows for Commercial General Liability, Automobile Liability, Umbrella Liab, and Workers Compensation.

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER CANCELLATION

County of Sussex
One Spring Street
Newton NJ 07860

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE [Signature]

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

271 POLITICAL CONTRIBUTION DISCLOSURE FORM


Required Pursuant To N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit
no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:	ACRO SERVICE CORP		
Address:	39709 W SIX MILE RD, SUITE 250		
City:	LIVONIA	State:	MI
		Zip:	48152

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

	Richard Faber	Executive Vice President
Signature	Printed Name	Title

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than \$300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
N/A	N/A	N/A	\$ N/A

Check here if the information is continued on subsequent page(s)

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

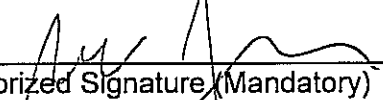
RESPONDENT SIGNATURE (REQUIRED)

The respondent **must** sign and date this document for their proposal to be considered.

Respectfully submitted,

Acro Service Corp
Company/Corporation

Richard Faber
Name of Respondent (typed or printed)


Authorized Signature (Mandatory)

Executive Vice President
Title of Person Signing

39209 W. Six Mile Rd #250
Address

Livonia MI 48152
City and State Zip Code

734-632-4279
Telephone Number

4/6/18
Date

RFaber@Acrocorp.com
Email (Person signing Contract)



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
03/27/2018

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER 626-795-9921 Supple-Merrill & Driscoll Inc. Insurance Agents and Brokers P. O. Box 2408 Pasadena, CA 91102 Thomas V. Allread		CONTACT NAME: Thomas V. Allread PHONE (A/C, No, Ext): 626-795-9921 FAX (A/C, No): 626-577-6656 E-MAIL ADDRESS:																						
INSURED Acro Service/Acro Staffing Inc Anchor, Pyramid Staffing Inc. Pinnacle, Unified Staffing Inc Acro HR Solutions Inc.,Avedis Acro Service Canada Corp 39209 Six Mile Rd. #250 Livonia, MI 48152		<table border="1"> <thead> <tr> <th colspan="2">INSURER(S) AFFORDING COVERAGE</th> <th>NAIC #</th> </tr> </thead> <tbody> <tr> <td>INSURER A :</td> <td>Travelers Indemnity Co. of CT</td> <td>25682</td> </tr> <tr> <td>INSURER B :</td> <td>Travelers Ind. Co. of Am</td> <td>25666</td> </tr> <tr> <td>INSURER C :</td> <td>Travelers Prop Cas Co of AM</td> <td>25674</td> </tr> <tr> <td>INSURER D :</td> <td>Westchester Fire Ins Co</td> <td>10030</td> </tr> <tr> <td>INSURER E :</td> <td>Travelers Casualty And Surety</td> <td>31194</td> </tr> <tr> <td>INSURER F :</td> <td></td> <td></td> </tr> </tbody> </table>		INSURER(S) AFFORDING COVERAGE		NAIC #	INSURER A :	Travelers Indemnity Co. of CT	25682	INSURER B :	Travelers Ind. Co. of Am	25666	INSURER C :	Travelers Prop Cas Co of AM	25674	INSURER D :	Westchester Fire Ins Co	10030	INSURER E :	Travelers Casualty And Surety	31194	INSURER F :		
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COVERAGES CERTIFICATE NUMBER: REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY	Y		H6307204P710	01/01/2018	01/01/2019	EACH OCCURRENCE \$ 2,000,000	
	<input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000	
	<input checked="" type="checkbox"/> PUBLIC LIABILITY						MED EXP (Any one person) \$ 10,000	
	<input checked="" type="checkbox"/> CONTRACTUAL LIAB						PERSONAL & ADV INJURY \$ 2,000,000	
GEN'L AGGREGATE LIMIT APPLIES PER:								
<input checked="" type="checkbox"/> POLICY	<input type="checkbox"/> PRO-JECT	<input type="checkbox"/> LOC					GENERAL AGGREGATE \$ 4,000,000	
OTHER:						PRODUCTS - COMP/OP AGG \$ 2,000,000		
						STOP GAM \$ INCLUDED		
B	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY	Y		BA7204P710	01/01/2018	01/01/2019	COMBINED SINGLE LIMIT (Ea accident) \$ 2,000,000	
	<input checked="" type="checkbox"/> ANY AUTO						BODILY INJURY (Per person) \$	
	<input checked="" type="checkbox"/> OWNED AUTOS ONLY						<input type="checkbox"/> SCHEDULED AUTOS	BODILY INJURY (Per accident) \$
	<input checked="" type="checkbox"/> HIRED AUTOS ONLY						<input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY	PROPERTY DAMAGE (Per accident) \$
<input checked="" type="checkbox"/> COMP \$100	<input checked="" type="checkbox"/> COLL \$500					\$		
C	<input checked="" type="checkbox"/> UMBRELLA LIAB	Y		HSMCUP7204P710	01/01/2018	01/01/2019	EACH OCCURRENCE \$ 16,000,000	
	<input type="checkbox"/> EXCESS LIAB						AGGREGATE \$ 16,000,000	
	<input checked="" type="checkbox"/> RETENTION \$ 10,000						EXCESS EL \$ FOLLO FORM	
C	<input checked="" type="checkbox"/> WORKERS COMPENSATION AND EMPLOYERS' LIABILITY	N/A		HAUB5D07410-STAFFING USL&H INCLUDED	01/01/2018	01/01/2019	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)						E.L. EACH ACCIDENT \$ 1,000,000	
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE \$ 1,000,000	
							E.L. DISEASE - POLICY LIMIT \$ 1,000,000	
D	<input checked="" type="checkbox"/> PROF/TECH/STAFFING			G21996725011 CLAIMS MADE	01/01/2018	01/01/2019	CLAIM/AGG 5,000,000	
E	<input checked="" type="checkbox"/> CRIME			105807782-1ST & 3RD PARTY	01/01/2018	01/01/2019	OCC/AGG 5,000,000	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
THE COUNTY OF SUSSEX, AND ITS OFFICERS, AGENTS, ENGINEER, ATTORNEY, EMPLOYEES, AND SERVANTS ARE AN ADDITIONAL INSURED ON A PRIMARY AND NON CONTRIBUTORY BASIS(SEE NOTE PAD)

CERTIFICATE HOLDER COUNTY OF SUSSEX ONE SPRING STREET NEWTON, NJ 07860	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE

Cross-Liability, waiver of any subrogation rights under all required coverages except Fidelity Blanket Crime(as required by contract) Primary & non contributory coverages applies to all coverages as required by contract. It's agreed that such insurance as is afforded by these policies for the liability arising out of the named insureds operations and any other insurance maintained by the additional insured shall be primary and non-contributory per Liability form CGD4250708, auto form CAT4420216 with the insurance provided hereunder. The blanket additional insured applies to general liability CGD4170112 & CGD2460805 includes coverage for independent contractors, waiver of subrogation, umbrella liability, auto liability CAT3530310. Contractual liability included CG00011001-102. 30 DAYS NOTICE OF CANCELLATION ON ALL POLICIES Professional/Staffing Liability(claims made) retroactive date 1-1-2005, Privacy identity theft network security retroactive date 1-1-10, retention \$25,000 each claim. (ADDITIONAL PERIOD 12 MONTHS- PAGE 2 POLICY)

Workers compensation policy includes an alternate employer endorsement WC000301(A)-001 and waiver of subrogation WC000313(00)-01 as required in the contract with Acro Staffing Inc.(incl all states except monopolistic)

Solicitation 16111-RFP

**STAFFING SERVICES AND RELATED SERVICES AND
SOLUTIONS**

Bid Designation: Public

Maricopa County

Bid 16111-RFP STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS

Bid Number **16111-RFP**
 Bid Title **STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS**

Bid Start Date **May 19, 2016 11:30:04 AM MST**
 Bid End Date **Jul 14, 2016 2:00:00 PM MST**
 Question & Answer
 End Date **May 20, 2016 7:00:00 AM MST**

Bid Contact **Steve Dahle**
 Strategic Team Manager
 602-506-3450
 Sdahle@mail.maricopa.gov

Pre-Bid Conference **Jun 21, 2016 9:00:00 AM MST**
Attendance is mandatory
Location: THERE WILL BE A MANDATORY PRE-PROPOSAL CONFERENCE ON JUNE 21, 2016 AT 9:00 AM ARIZONA TIME, AT THE MARICOPA COUNTY OFFICE OF PROCUREMENT SERVICES, 320 WEST LINCOLN STREET, PHOENIX, ARIZONA 85003. (DUE TO SPACE LIMITATIONS VENDORS LIMIT ATTENDANCE TO NO MORE THAN TWO (2) PEOPLE).

Addendum # 1

New Documents	16111-Solicitation Addendum 1 05-24-16.doc 16111-Attachment A.xlsx
Removed Documents	16111-Solicitation.doc
Changes were made to the following items: STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS	

Addendum # 2

New Documents	16111-Solicitation Addendum 2 06-28-16.doc 16111-Attachment A-1 ADMINIISTRATIVE Addendum 2.xlsx
Removed Documents	16111-Attachment A-1 ADMINIISTRATIVE.xlsx 16111-Solicitation Addendum 1 05-24-16.doc
Changes were made to the following items: STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS	

Addendum # 3

New Documents	16111-Solicitation Addendum 3 06-30-16.doc
Removed Documents	16111-Solicitation Addendum 2 06-28-16.doc
Changes were made to the following items:	

STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS

Description

THE FIRST RELEASE DID NOT CONTAIN THE ATTACHEMENTS

This solicitation is to establish a nationwide purchasing requirements agreement with one or more Staffing Services providers to provide all services in Section 2.0 of the document. This should include any proposed management tools available (see Section 2.13). Proposers are to propose the broadest possible selection of STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS they offer. The intent of this solicitation is to provide Participating Public Agencies with a comprehensive offering of products and services to meet their various needs. Therefore, the Proposers should have demonstrated experience in providing the Products and Services as defined in this RFP, including but not limited to:

Staffing Services – The complete portfolio of staffing services available by Proposer including administrative staffing (administrative, professional, laborer, technical, trades, etc.), information technology staffing, medical staffing, and any other staffing services offered by Proposer.

Managed Service Provider Solutions – The complete portfolio of managed service provider solutions such as contingent workforce management strategy development, strategic vendor management technology, risk mitigation methods, employment compliance methods, rate and spend management (cost savings), efficient standard processes and workflow, staffing vendor selection and management, workforce utilization trends, in-depth program reporting and analytics, and any other managed service provider solutions offered by Proposer.

Related Services and Solutions – The complete range of related services and solutions offered by Proposer such as temporary-to-hire services, direct hire services, outsourcing solutions, career management consulting, independent contractor compliance/risk management, onsite management programs, recruitment process outsourcing, outplacement services, payroll services, and any other services and solutions offered by Proposer.

Added on May 24, 2016:

ADDENDUM 1, DATED 5/24/16 ADDED ATTACHMENT A, VENDOR INFORMATION

Added on Jun 28, 2016:

ADDENDUM 2

ADDENDUM #2, (DTD. 6/28/16) SEE CHANGES IN SECTIONS 1.5, 5.6.7, AND 5.7.2, REVISED ATTACHMENT A-1 (ADMINISTRATIVE PRICING), REVISED EXHIBIT 2, QUESTIONS AND ANSWERS, PRE-PROPOSAL ATTENDEE LIST

Added on Jun 30, 2016:

ADDENDUM #3, (DTD. 6/30/16) SEE CHANGES IN QUESTIONS AND ANSWERS (Question #1)

Addendum # 1

Addendum # 2

Addendum # 3

ADDENDUM #3, (DTD. 6/30/16) SEE CHANGES IN QUESTIONS AND ANSWERS (Question #1)
ADDENDUM #2, (DTD. 6/28/16) SEE CHANGES IN SECTIONS 1.5, 5.6.7, AND 5.7.2, REVISED ATTACHMENT A-1
(ADMINISTRATIVE PRICING), REVISED EXHIBIT 2, QUESTIONS AND ANSWERS, PRE-PROPOSAL ATTENDEE LIST
ADDENDUM 1, DATED 5/24/16 ADDED ATTACHMENT A, VENDOR INFORMATION



NOTICE OF SOLICITATION

SERIAL 16111-RFP

REQUEST FOR PROPOSAL FOR: STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS

Notice is hereby given sealed proposals will be received by the Office of Procurement Services, 320 West Lincoln Street, Phoenix, Arizona 85003-2494, **until 2:00 P.M. Arizona time on July 14, 2016** for the furnishing of the following services for Maricopa County. Proposals will be opened by the Chief Procurement Officer (or designated representative) at an open, public meeting at the above time and place.

All Proposals must be signed, sealed and addressed to the Office of Procurement Services, 320 West Lincoln Street, Phoenix, Arizona 85003-2494, and marked **“SERIAL 16111 REQUEST FOR PROPOSAL FOR STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS.”**

The Maricopa County Procurement Code (“The Code”) governs this procurement and is incorporated by this reference. Any protest concerning this Request for Proposal must be filed with the Procurement Officer in accordance with Section MC1-905 of the Code.

ALL ADMINISTRATIVE INFORMATION CONCERNING THIS REQUEST FOR PROPOSAL CAN BE LOCATED AT <http://www.maricopa.gov/procurement/> ANY ADDENDA TO THIS REQUEST FOR PROPOSAL WILL BE POSTED ON THE MARICOPA COUNTY OFFICE OF PROCUREMENT SERVICES WEB SITE UNDER THE SOLICITATION SERIAL NUMBER.

PROPOSAL ENVELOPES WITH INSUFFICIENT POSTAGE WILL NOT BE ACCEPTED BY THE MARICOPA COUNTY OFFICE OF PROCUREMENT SERVICES

DIRECT ALL INQUIRIES TO:
 STEVE DAHLE
 PROCUREMENT OFFICER
 TELEPHONE: (602) 506-3450
 EMAIL: SDAHLE@mail.maricopa.gov

THERE WILL BE A MANDATORY PRE-PROPOSAL CONFERENCE ON JUNE 21, 2016 AT 9:00 AM ARIZONA TIME, AT THE MARICOPA COUNTY OFFICE OF PROCUREMENT SERVICES, 320 WEST LINCOLN STREET, PHOENIX, ARIZONA 85003. (DUE TO SPACE LIMITATIONS VENDORS LIMIT ATTENDANCE TO NO MORE THAN TWO (2) PEOPLE).

NOTE: MARICOPA COUNTY PUBLISHES ITS SOLICITATIONS ONLINE AND THEY ARE AVAILABLE FOR VIEWING AND/OR DOWNLOADING AT THE FOLLOWING INTERNET ADDRESS:

<http://www.maricopa.gov/procurement/solicitation.aspx>

VENDORS MUST ACKNOWLEDGE RECEIPT OF THIS ADDENDUM WITH THEIR ITN

Signature: _____

Date: _____

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SERIAL 16111-RFP**REQUEST FOR PROPOSAL FOR STAFFING AND RELATED SERVICES****1.0 INTRODUCTION, BACKGROUND AND INTENT:****1.1 MASTER AGREEMENT**

Maricopa County, AZ (herein "Lead Public Agency") on behalf of itself and all states, local governments, school districts, and higher education institutions in the United States of America, and other government agencies and nonprofit organizations (herein "Participating Public Agencies") is soliciting proposals from qualified suppliers to enter into a Master Agreement for a complete line of Staffing Services and Related Services and Solutions (herein "Products and Services").

1.2 OBJECTIVES

- A. Provide a comprehensive competitively solicited Master Agreement offering Products and Services to Participating Public Agencies;
- B. Establish the Master Agreement as a Supplier's primary offering to Participating Public Agencies;
- C. Achieve cost savings for Suppliers and Participating Public Agencies through a single competitive solicitation process that eliminates the need for multiple bids or proposals;
- D. Combine the volumes of Participating Public Agencies to achieve cost effective pricing;
- E. Reduce the administrative and overhead costs of Suppliers and Participating Public Agencies through state of the art ordering and delivery systems;
- F. Provide Participating Public Agencies with environmentally responsible products and services.

1.3 GENERAL DEFINITION OF PRODUCTS AND/OR SERVICES

Respondents are to propose the broadest possible selection of STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS they offer. The intent of this solicitation is to provide Participating Public Agencies with a comprehensive offering of products and services to meet their various needs. Therefore, the Proposers should have demonstrated experience in providing the Products and Services as defined in this RFP, including but not limited to:

- 1.3.1 **Staffing Services** – The complete portfolio of staffing services available by Proposer including administrative staffing (administrative, professional, laborer, technical, trades, etc.), information technology staffing, medical staffing, and any other staffing services offered by Proposer.
- 1.3.2 **Managed Service Provider Solutions** – The complete portfolio of managed service provider solutions such as contingent workforce management strategy development, strategic vendor management technology, risk mitigation methods, employment compliance methods, rate and spend management (cost savings), efficient standard processes and workflow, staffing vendor selection and management, workforce utilization trends, in-depth program reporting and analytics, and any other managed service provider solutions offered by Proposer.
- 1.3.3 **Related Services and Solutions** – The complete range of related services and solutions offered by Proposer such as temporary-to-hire services, direct hire services, outsourcing solutions, career management consulting, independent contractor compliance/risk management, onsite management programs, recruitment process outsourcing, outplacement services, payroll services, and any other services and solutions offered by Proposer.

SERIAL 16111-RFP**1.4 U.S. COMMUNITIES**

U.S. Communities Government Purchasing Alliance (herein "U.S. Communities") assists Participating Public Agencies to reduce the cost of purchased goods through strategic sourcing that combines the volumes and the purchasing power of public agencies nationwide. This is accomplished through an award of competitively solicited contracts for high quality products and services by large and well recognized public agencies (herein "Lead Public Agencies"). The contracts provide for use by not only the respective Lead Public Agency, but also by other Participating Public Agencies.

1.4.1 National Sponsors

U.S. Communities is jointly sponsored by the National Association of Counties (NACo), the National League of Cities (NLC), the Association of School Business Officials International (ASBO), the United States Conference of Mayors (USCM) and the National Governors Association (NGA) (herein "National Sponsors").

1.4.2 Advisory Board

The U.S. Communities Advisory Board is made up of key government purchasing officials from across the United States.

Each Advisory Board Member is expected to actively participate in product bids and selection, participate in policy direction, and share expertise and purchasing innovations.

Current U.S. Communities Advisory Board Members

Auburn University, AL	Hennepin County, MN
City and County of Denver, CO	Los Angeles County, CA
City of Chicago, IL	Maricopa County, AZ
City of Houston, TX	Miami-Dade County, FL
City of Kansas City, MO	Nassau BOCES, NY
City of Los Angeles, CA	North Carolina State University, NC
City of Seattle, WA	Ocean City, NJ
Cobb County, GA	Onondaga County, NY
Denver Public Schools, CO	Port of Portland, OR
Emory University, GA	Prince William County Schools, VA
Fairfax County, VA	Salem-Keizer School District, OR
Fresno Unified School District, CA	San Diego Unified School District, CA
Great Valley School District, PA	State of Iowa
Harford County Public Schools, MD	The School District of Collier County, FL

1.4.3 Participating Public Agencies

Today more than 55,000 public agencies utilize U.S. Communities contracts and suppliers to procure over \$2.0 Billion Dollars in products and services annually. Each month more than 500 new public agencies register to participate. The continuing rapid growth of public agency participation is fueled by the program's proven track record of providing public agencies unparalleled value.

The Supplier(s) must communicate directly with any Participating Public Agency concerning the placement of orders, issuance of the purchase order, contractual disputes, invoicing, and payment.

Maricopa County is acting as "Contracting Agent" for the Participating Public Agencies and shall **not** be held liable for any costs, damages, expenses, fees, liabilities, etc. incurred by any other Participating Public Agency.

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Each Participating Public Agency enters into a Master Intergovernmental Cooperative Purchasing Agreement (MICPA) outlining the terms and conditions that allow access to the Lead Public Agencies' Master Agreements. Under the terms of the MICPA, the procurement by the Participating Public Agency shall be construed to be in accordance with, and governed by, the laws of the state in which the Participating Public Agency resides. A copy of the MICPA is attached as Exhibit 6.

1.4.4 Estimated Volume

The estimated dollar volume of Products and Services purchased under the proposed Master Agreement is \$150 Million Dollars annually. This estimate is based on the anticipated volume of the Lead Public Agency, the U.S. Communities Advisory Board members, and current sales within the U.S. Communities program. While there is no minimum quantity of products required to be purchased under the proposed Master Agreement, Maricopa County and the U.S. Communities Advisory Board Members are committed to utilizing the Master Agreement. The Advisory Board members shall determine if the Master Agreement is of value to their agency, and will promote the Master Agreement among other public agencies nationwide and internationally. The Advisory Board in 2015 purchased more than \$160 Million Dollars of products and services from existing U.S. Communities contracts.

1.4.5 Marketing Support

U. S. Communities provides marketing support for each Supplier's products through the following:

- National Sponsors as referenced above.
- State Associations of Counties, Schools and Municipal Leagues.
- Administrative and marketing personnel that directly promote the U.S. Communities Suppliers to Participating Public Agencies through public agency meetings, direct mail, email, online and print advertising, social media, articles, and exhibiting and presenting at national and local trade shows.
- U.S. Communities provides Suppliers government sales training, and a host of online marketing and sales management tools to effectively increase sales through U.S. Communities.

1.4.6 Marketplace

U.S. Communities has developed an online Marketplace, which gives Participating Public Agencies the ability to purchase from many U.S. Communities contracts directly from our website. The Marketplace makes it easier for Participating Public Agencies to access many contracts through a single login and place orders using a procurement card, credit card or purchase order. Suppliers have the ability to add their products to the Marketplace at no cost.

1.4.7 Evaluation of Proposals

Proposals will be evaluated by the Lead Public Agency in accordance with, and subject to, the relevant statutes, ordinances, rules and regulations that govern its procurement practices.

U.S. Communities Advisory Board members and other Participating Public Agencies will assist the Lead Public Agency in evaluating proposals. The Supplier(s) that respond(s) affirmatively meets the requirements of this Request for Proposal and provides the best overall value will be eligible for a contract award. U.S. Communities reserves the right

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to make available or not make available Master Agreements awarded by a Lead Public Agency to Participating Public Agencies.

1.5 INTENT:

This solicitation is to establish a nationwide purchasing requirements agreement with one or more Staffing Services providers to provide all services in Section 2.0 of this document. This should include any proposed management tools available (see Section ~~2.13~~ **2.14**).

The intent is for each Proposer to submit its complete Services offering so that Participating Public Agencies may utilize a wide array of services as appropriate for their needs.

Other governmental entities under agreement with the County may have access to services provided hereunder (see also Section 2.16 and Exhibit 6, MICPA).

The County reserves the right to add additional contractors, at the County's sole discretion, in cases where the currently listed contractors are of an insufficient number or skill-set to satisfy the County's needs or to ensure adequate competition on any project or task order work.

2.0 SCOPE OF WORK:**2.1 GENERAL DEFINITION OF PRODUCTS AND/OR SERVICES:**

Proposers are to propose the broadest possible selection of STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS they offer. The intent of this solicitation is to provide Participating Public Agencies with a comprehensive offering of products and services to meet their various needs. Therefore, the Proposers should have demonstrated experience in providing the Products and Services as defined in this RFP, including but not limited to:

2.1.1 Staffing Services – The complete portfolio of staffing services available by Proposer including administrative staffing (administrative, professional, laborer, technical, trades, etc.), information technology staffing, medical staffing, and any other staffing services offered by Proposer.

2.1.2 Managed Service Provider Solutions – **The complete portfolio of managed service provider** solutions such as contingent workforce management strategy development, strategic vendor management technology, risk mitigation methods, employment compliance methods, rate and spend management (cost savings), efficient standard processes and workflow, staffing vendor selection and management, workforce utilization trends, in-depth program reporting and analytics, and any other managed service provider solutions offered by Proposer.

2.1.3 Related Services and Solutions – The complete range of related services and solutions offered by Proposer such as temporary-to-hire services, direct hire services, outsourcing solutions, career management consulting, independent contractor compliance/risk management, onsite management programs, recruitment process outsourcing, outplacement services, payroll services, and any other services and solutions offered by Proposer.

2.2 SUBCONTRACTING AND TEAMING ARRANGEMENTS:

The Contractor shall agree that all subcontractors will be bound by the rules and regulations contained in this RFP and any subsequent contract.

2.2.1. Contractor may use Contractor's affiliates as subcontractors, or other subcontractors, to perform Contractor's services under this Contract, subject to Contractor remaining primarily responsible for its obligations under this Contract and ensuring that services are provided to the same extent that Contractor would have provided such services had Contractor performed those services without the use of an affiliate or subcontractor. The Contractor shall ensure that any subcontractor or agent agrees to the same restrictions,

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conditions, and requirements that apply through this Contract to such subcontractors and agents. The Contractor shall keep the County informed concerning the performance of all the subcontractors.

- 2.2.2. Contractor may not have exclusive teaming arrangements and/or other contractual provisions that result in limiting or preventing full and fair competition.

2.3 **CONTRACTOR RESPONSIBILITIES:**

Contractor's employees shall be required to adhere to all work policies, procedures, and standards established by the County. The Contractor's employees shall conform in all respects with regard to physical, fire and security / safety regulations while on the County's premises. Contractor shall be responsible for obtaining all rules, regulations, policies, etc. from the County. Contractor shall be responsible for the following:

- 2.3.1 Recruiting, hiring, and administering any evaluations and/or disciplinary actions, implementing any reassignments and/or terminations of contractor employees provided to the County by Contractor.
- 2.3.2 Maintaining a recruiting and hiring program that is in compliance with applicable federal and state employment laws and their implementing rules and regulations, including, but not limited to, Title VII of the Civil Rights Act of 1964 ("Title VII"), the Americans With Disabilities Act ("ADA"), the Age Discrimination in Employment Act ("ADEA"), the Fair Credit Reporting Act ("FCRA"), and the Arizona Employment Protection Act ("AEPA").
- 2.3.3 Performing background screening on all contractor employees provided to the County, to include screening of credentials, licensure, personal history, qualifications, work history, and references, as well as criminal background checks and fingerprinting as provided herein. Contractor shall ensure that all contractor employees possess all certifications and qualifications necessary to enable them to perform their assignments.
- 2.3.4 Administering periodic performance evaluations for each contractor employee provided under this contract.
- 2.3.5 Informing contractor employees that they are required to adhere to the policies and procedures of the County. Contractor and/or its designee shall promptly notify the applicable County agency of any human-resource-type issue raised by a contractor employee that may affect the County, such as threats of violence, harassment, discrimination or retaliation.
- 2.3.6 Providing contractor employees all of County's safety, drug/alcohol, work policies, anti-harassment, anti-discrimination and anti-retaliation policies and informing them that they are required to adhere to such policies. Contractor shall establish a complaint and/or reporting procedure for violations of policies and instruct contractor employees on the use of the procedure. Contractor shall obtain written acknowledgement from each contractor employee provided under this contract that she or he has read, understood and agrees to abide by those policies and procedures.
- 2.3.7 Providing harassment, discrimination, and retaliation training for all contractor employees provided under this contract. Contractor shall maintain a record of all such training.
- 2.3.8 Informing contractor employees in writing that they are employed by Contractor, not the County.
- 2.3.9 Notifying contractor employees in writing that the only benefits they will receive will be from Contractor, and that they are not entitled to any benefits from the County.

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- 2.3.10 Preparing and distributing an Employee Handbook to contractor employees that identifies and explains Contractor's policies and procedures that will be followed during the course of contractor employees' employment with Contractor.
- 2.3.11 Informing contractor employees in writing that job-related illness/injury reports are to be made to Contractor. Contractor and/or its designee shall notify the applicable County agency within 24 hours of receipt of any such reports.
- 2.3.12 Being solely responsible for, and holding County harmless from, all administrative employment matters regarding contractor employees including, but not limited to, all payroll and payroll income tax withholding matters; payment of workers' compensation premiums; funding of appropriate fringe benefit programs; and taking responsibility for and complying with (including offering coverage, if required) the Affordable Care Act with respect to its employees.
- 2.3.13 Paying contractor employees in compliance with applicable wage and hour laws including, but not limited to, the Fair Labor Standards Act ("FLSA") and Arizona Labor Code. Contractor shall maintain complete and accurate records of all wages paid to its employees assigned to provide services to County. Contractor shall be exclusively responsible for and will comply with applicable law governing the reporting and payment of wages, and payroll-related and unemployment taxes attributable to wages paid to its employees assigned to provide services to County. INTERVIEW OF PROSPECTIVE PERSONNEL:
- 2.4 The County shall have the right to interview all prospective personnel and to accept or reject any or all based upon the required skills and the background and experience of each individual. A resume may be required upon request prior to an interview.
- 2.5 TRAINING:
- Referred personnel shall be immediately productive, requiring minimal training and orientation. In the event that extended training (over four (4) hours) is required, such as for an extended project or for any particular skill set, the Contractor may be required to pay the employee for up to sixteen (16) hours (two (2) business days) of training as determined by the County.
- 2.6 HOURS OF WORK:
- The work week shall be Monday through Friday. Contractor shall verify work hours at the time order is placed. Work hours and holidays will vary dependent upon the County and position. Normal working hours are 8:00 a.m. to 5:00 p.m. Monday through Friday, excluding holidays. Refer to Exhibit 11 for a listing of County holidays.
- There may be requirements for evening, weekend, and overtime work. Weekend work shall be defined as Saturday and Sunday during the same week. Weekend work shall not be considered overtime unless in excess of forty (40) hours.
- Overtime shall be defined as hours worked in excess of forty (40) per week. Should a temporary employee works on a holiday, regular pay shall apply to all hours under forty (40), and time and a half shall apply for hours over forty (40). Overtime must be approved in writing, in advance, by the Agency in order to be reimbursable.
- Lunch periods will range from 30-60 minutes and will be determined by the County. No payments shall be made for lunch periods.
- Each temporary employee will receive one 15 minute break in the morning and one 15 minute break in the afternoon, exact time of the break will be agreed to by the employee and the County.

SERIAL 16111-RFP**2.7 TRANSPORTATION AND PARKING**

It will be the Contractor or the contractor's employee's responsibility to provide transportation to and from the required locations. Parking may or may not be provided and, if not, will be the responsibility of the Contractor or the contractor employee.

2.8 TEMPORARY PERSONNEL EXPENSES:

Contractor shall be responsible for temporary personnel expenses. Contractor may bill for certain travel expenses on a case-by-case basis. Contractor shall seek County approval before billing for any travel expenses. If approved by the Prospective Personnel, travel expenses shall be reimbursed in accordance with the County's Travel Policy. Original receipts for travel must be submitted for reimbursement of allowable direct costs (lodging, communications, etc.).

2.9 CONTRACTOR SINGLE POINT OF CONTACT:

Each Contractor shall designate a coordinator as a single, local point of contact (SPOC), as well as a backup, that will be accessible during normal work hours 8:00 a.m. until 5:00 p.m. Monday through Friday, with the exception of the designated holidays to receive employment requests, handle and assist in any and all inquiries regarding scheduling, billing, status of orders, availability, contract pricing, contract compliance requirements, reports, and problem solving. Contractor's SPOC shall be available via a toll free telephone number or email. The SPOC may have support staff that will serve as account managers for different County Agencies, or designated multiple points of contact in order to best provide service.

2.10 CONTRACTOR EMPLOYEE REQUIREMENTS:**2.10.1 Background Screening:**

A background check is required for all employees of Contractor's staff providing services to the County. The cost of this service shall be incurred by the County.

Certain contractor employees based on position may be subject to various criminal checks, fingerprinting, and background checks upon whose results the County may choose to base its decision to accept an individual for an assignment. The requirements of these background checks are explained in Attachments B, C and D under Screening Fees. Contractor to include pricing for these services as indicated. The cost of this service shall be incurred by the County.

2.10.2 Drug Testing:

Drug testing requirements will vary for individual Agencies throughout the County. The County will identify if there is a drug test requirement at the time the order is placed. The County will pay for these tests as pass-through costs. These tests are normally conducted randomly, on a random number of temporary employees, in safety-sensitive positions, and consist of a urine sample. If a contractor employee fails a drug test, the contractor employee will no longer be eligible to provide services to the County under this contract. The requirements of these tests are explained in Attachments B, C and D under Screening Fees. Contractor to include pricing for these services as indicated. The cost of this service shall be incurred by the County.

2.10.3 If driving is a requirement of a position, County Agencies will require a DMV check. The cost of this service shall be incurred by the County.

2.10.4 Additional Certification(s):

Certain positions may require additional types of certifications such as First Aid and CPR certification. Contractor employees shall have these certifications prior to applying for such positions. Contractor employees shall maintain and recertify these

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certifications at the contractors or their own expense.

2.10.5 Dress and Equipment:

Contractor employees shall report to job assignments dressed appropriately and with the equipment specified by the County as being required to perform work in the service categories covered under this contract. The County requires most field personnel to have safety shoes, at the expense of the temporary employee. The safety shoes must meet American National Standards Institute (ANSI) and Occupational Safety and Health Administration (OSHA) standards.

2.10.6 Communication Skills:

Unless otherwise requested, all contractor employees must be able to read, write, speak and comprehend the English language in accordance with the minimum requirements of the position description. Contractors that provide contractor employees that are unable to read, write, speak and comprehend the English language in accordance with the County's determination will refund any fees and wages incurred.

2.10.7 Courtesy and Cordiality Towards All Others:

Contractor employees shall be respectful of all people with whom they interact, including County employees and customers of the County.

2.10.8 County's Right of Refusal:

The Contractor will be given between four (4) business hours and one (1) business day to confirm availability of a contractor employee to fill a request. However, for "hard-to-fill" positions, the County may allow up to five (5) business days for Contractor to confirm availability of a contractor employee. In the event that the Contractor is unable to fill the job request, the County may cancel the request and place the request with another Contractor. The County reserves the right to simultaneously give all Contractors an opportunity to fill all "hard-to-fill" positions on a "first come" basis. In the event that all Contractors are unable to fill the request, the County may fill the requirement by soliciting pricing from other qualified sources.

2.11 SUPERVISION OF TEMPORARY EMPLOYEES:

Contractor's employees shall be supervised by the County. The County shall have direct control over the daily activities of the Contractor's employees. Work policies, procedures, and standards established by the County shall be followed at all times. The Contractor's employees shall conform in all respects with regard to physical, fire and security / safety regulations while on the County's premises. Contractor shall be responsible for obtaining all rules, regulations, policies, etc. from the County.

2.12 CONFIDENTIALITY OF COUNTY INFORMATION:

Contractor's employees may have access to confidential information. Under no circumstance will this information be given out to anyone without the express permission of County management.

2.12.1 The Parties acknowledge and agree that regardless of any provision in the Contract or this SOW to the contrary, the services to be provided by Contractor do not involve any access, use or disclosure by Contractor of any of the County's protected health information ("PHI"), as that term is defined in the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"). Contractor is not a "business associate" of the County, as defined in HIPAA. In the event PHI is inadvertently transmitted to Contractor, Contractor shall immediately inform the County and the Parties shall work cooperatively to take all necessary action to address compliance with HIPAA and state privacy laws.

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2.12.2 County shall provide Contractor a list identifying HIPAA covered departments of the County. For Contractor's employees assigned to any such department, employees will be required not to disclose or in any way reveal or disseminate PHI to Contractor or any other unauthorized parties. County shall instruct Contractor's employees concerning the confidentiality of medical information of County's patients, standard precautions, and the County's HIPAA policies and procedures. The Parties acknowledge and agree that for purposes of compliance with HIPAA, Contractor's employees shall be considered part of County's workforce as that term is defined in HIPAA, but shall otherwise not be considered workforce or employees of County for any other purposes, including by and not limited to tax or employment law.

2.13 **REPLACEMENT OF CONTRACTOR EMPLOYEES:**

In the event any contractor employee fails to adhere to the County's directions or security/safety regulations, or demonstrate that they are not qualified to perform the required duties, the County shall notify the Contractor who shall replace the employee immediately or as directed by the County at no cost to the County (including, but not limited to, training time, background checks, ID badges, drug testing, etc.).

This also applies to any contractor employee that leaves, for any reason, before the assignment is completed. When a contractor employee leaves, at any time, the Contractor shall be responsible for any unreturned keys, ID badges, etc. If such items are not returned to the County within five (5) working days the County shall send an invoice to the Contractor for the exact replacement cost. The Contractor shall pay this invoice within fourteen (14) days.

2.14 **MANAGEMENT SYSTEM REQUIREMENTS:**

The System should manage all processes required to procure contract employees, manage assignments, collect hours worked, consolidate invoicing and report on the contingent worker program for an organization. The basic implementation preloads job titles and descriptions, rates, vendors, users and business rules.

A key feature of the system should keep the users updated on the status of the order, and facilitates communication between all parties involved in the process. The System should utilize standard e mail applications to notify users when a task is required or has been completed. For example, a requesting manager is notified when their requisition has been distributed to vendors and in turn when the vendors have submitted resumes. The internal clock in the system should time stamps all activities and provide reports accordingly. The system should be a "collaborative e-commerce" platform connecting requestors, process managers, vendors and contract employees for communication and collaboration in one central platform.

The system should be workflow based application delivered in Software as a Service (SaaS) delivery model accessed via the internet utilizing a standard browser, therefore the user need not be in the office to complete required tasks. The system shall be configured specifically for each client utilizing business rules, user roles and internal routing. The system should be extensive application configuration tool that allows new users, vendors and job information to be added or updated easily.

2.14.1 **The system solution will should reduce costs and improves efficiency for Enterprise clients by automating the contingent staffing process through:**

- 2.14.1.1 Single point of contact - multiple vendor resources
- 2.14.1.2 Consolidation and standardization of the contingent workforce procurement processes
- 2.14.1.3 Automated order entry/distribution, candidate submittal, response and order fulfillment
- 2.14.1.4 Replaces paper intensive and manually managing progress
- 2.14.1.5 Replaces fax, e mail or telephone order distribution – no data capture

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- methods
 - 2.14.1.6 Addressing the unique requirements for Commercial and Light Industrial clients
 - 2.14.1.7 Quick fill process
 - 2.14.1.8 Visibility into weekly and daily resource loading schedules and ability to adjust
 - 2.14.1.9 Mobile Apps for shop floor usage
 - 2.14.1.10 Accommodates multiple shift differential methodologies
 - 2.14.1.11 Flagging applicants that require special review
 - 2.14.1.12 Provide additional information on applicant to assist hiring manager with evaluation
 - 2.14.1.13 Tracking history of all assignments at client location
 - 2.14.1.14 Providing collaborative features that reduce “telephone tag”
 - 2.14.2 **Streamlining** the approval and billing process using:
 - 2.14.2.1 Pre-established routing for approvals
 - 2.14.2.2 Desktop action list, Email notification
 - 2.14.2.3 Automatic approval proxies for manager absences
 - 2.14.2.4 Tracking of company property
 - 2.14.3 **Automating** time and expense capture/approval
 - 2.14.3.1 Eliminate paper intensive time capture
 - 2.14.3.2 Reduce audit requirements of time capture/invoice process
 - 2.14.3.3 Enterprise wide reporting: transactions, financial, and performance metric – Data to make sound business decisions
 - 2.14.3.4 Integration into financial, HRIS or eProcurement packages through standard API’s
 - 2.14.3.5 Allows for compliance to ERISA and co-employment time worked rules
 - 2.14.3.6 Provides usage data immediately after payroll
 - 2.14.4 Significant dollars are saved through reducing process inefficiencies, managing actual dollars spent and providing management decision reporting statistics and data.
- 2.15 SECURITY GUARD SERVICES:
- Required Uniformed Security services:
- 2.15.1 UNARMED SECURITY GUARD REQUIREMENT: Must be in possession of a valid State of Arizona security guard license as an unarmed security guard.
 - 2.15.2 ARMED SECURITY GUARD REQUIREMENTS: Must be in possession of a valid State of Arizona security guard license as an armed security guard.
 - 2.15.3 Current CPR and First Aid certification
 - 2.15.4 Contractor shall provide ALL uniforms required exclusive of work shoes/boots, socks and underwear. No athletic shoes are permitted. Uniform shall be in compliance with Arizona Revised Statutes Title 32, Chapter 26, Section 32-2601 et seq. and the SECURITY OFFICERS AGENCY UNIFORM GUIDELINES as published by the Arizona Department of Public Safety Licensing Unit.
 - 2.15.5 Duty belt should include OC spray, handcuffs and firearm (if armed security guard).
 - 2.15.6 Personnel activities shall be coordinated with the designated Manager or designee. To enforce policies and regulations, communicate all issues with Manager or designee.
 - 2.15.7 Complete daily activity reports and monthly reports and provide to customer accordingly.
 - 2.15.8 Conduct internal and external patrols, as required. Spot check building for safety hazards,

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monitor secured areas and be knowledgeable of staff access.

- 2.15.9 Escort visitors and vendors if requested.
- 2.15.10 Conduct monthly evaluations of safety equipment, including, but not limited to, fire extinguishers, exit signs and emergency lighting, and provide communication on any non-functioning equipment or broken facility equipment if requested from the County.
- 2.15.11 Contractor employees must be able to work with a diverse population in a professional and courteous manner and have experience with conflict resolution.
- 2.15.12 Assist staff with any related security issues that arise, including any difficult situations relating to staff and customers.
- 2.15.13 General Security Duties:

The following are a list of Standard Operating Procedures to be performed by assigned personnel. Assigned personnel shall become familiar with procedures and authorized persons associated with the location they are assigned to. Additional duties may be assigned by the Responsible Manager or assigned designee.

 - 2.15.13.1 Protect the safety of all persons on site.
 - 2.15.13.2 Be polite, courteous, respectful, and responsive to all individuals.
 - 2.15.13.3 Prohibit entry into secure areas by anyone other than authorized individuals as directed.
 - 2.15.13.4 Prevent fire, theft, vandalism, and trespassers on the property.
 - 2.15.13.5 Contractor for guard services must provide a procedure manual for responding to medical emergencies, bomb threats, riots, fires, disruptive persons, and other emergencies.
 - 2.15.13.6 Monitor security consoles (i.e. employee access control and alarm computer, CCTV video monitors, DVR's, etc.).
 - 2.15.13.7 Be familiar with and implement emergency fire or fire alarm including familiarity with floor plans and locations of fire alarm pull boxes, fire extinguishers, fire alarm monitoring panel and other life/safety systems.
 - 2.15.13.8 Be familiar with and implement emergency intrusion alarm procedures including the use of computer programs, closed circuit television monitors, voice intercom systems, alarms and alarm enunciator panels and other equipment required for monitoring and control of building access.
 - 2.15.13.9 Be responsible for all building and systems keys and access control cards in their possession and ability to account for the whereabouts of keys at all times. Should keys be lost or stolen, Responsible Manager shall be notified immediately. Contractor is responsible for the cost of replacement of lost, stolen or damaged keys and access cards.
 - 2.15.13.10 Patrol the interior and exterior of the facility and buildings:
 - 2.15.13.10.1 Monitor offices, classes, employees and customer areas without disruption.
 - 2.15.13.10.2 Patrol any common computer lab, if applicable; visually scan customer's computer monitors to ensure that there are no inappropriate websites being used, i.e. sexual content.

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- 2.15.13.10.3 Check for unauthorized open doors, i.e. exit and storage doors.
 - 2.15.13.10.4 Check for leaks or damages, and identify anything out of the ordinary.
 - 2.15.13.10.5 Patrol the interior of the building at the end of the work day to ensure all staff and visitors have left the building. Turn off all lights, lock all doors, and set alarm system, if applicable.
 - 2.15.13.10.6 Patrol the exterior of the facility as directed.
 - 2.15.13.10.7 Patrol prior to the arrival of staff at the beginning of the work day and after staff leaves, at the end of the work day.
 - 2.15.13.10.8 Monitor people entering the building for any type of prohibited weapon, food or drink.
 - 2.15.13.10.9 Check customer parking and employee parking areas, monitoring for any suspicious activity or vandalism. Report any unusual incidents or hazardous conditions.
 - 2.15.13.11 Maintain a daily log for each shift in accordance with all policies for the site (i.e. sign in and sign out requirements for visitors).
 - 2.15.13.12 Maintain a log of all security violations and report occurrences to Responsible Manage as quickly as possible considering the nature of the violation.
 - 2.15.13.13 Be familiar with procedures for receiving and forwarding requests for maintenance.
 - 2.15.13.14 Comply with all FCC rules and regulations when using assigned communication devices which must be supplied by the contracted guard service unless otherwise stated by the County.
 - 2.15.13.15 The use of cell phones is strictly prohibited, except as required to perform assigned duties.
 - 2.15.13.16 Personal electronic devices, portable electronic devices or reading materials not related to assigned duties are prohibited.
 - 2.15.13.17 Engaging in or conducting any personal business or business outside of the assigned responsibilities is strictly prohibited.
 - 2.15.13.18 Socializing is prohibited. No visitors are allowed in the building before or after work hours. Conversations with staff and customers are to remain cordial and brief.
- 2.16 **MINIMUM WAGE, LIVING WAGE AND MANDATORY HEALTH AND WELFARE BENEFITS:**
- 2.16.1 Contractor must meet all federal, state and local requirements regarding minimum wage, living wage and any mandatory health and welfare benefits.

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2.17 STRATEGIC ALLIANCE for VOLUME EXPENDITURES (\$AVE):

The County is a member of the \$AVE cooperative purchasing group. \$AVE includes the State of Arizona, many Phoenix metropolitan area municipalities, and many K-12 unified school districts. Under the \$AVE Cooperative Purchasing Agreement, and with the concurrence of the successful Respondent under this solicitation, a member of \$AVE may access a contract resulting from a solicitation issued by the County. If you **do not** want to grant such access to a member of \$AVE, **please so state** in your proposal. In the absence of a statement to the contrary, the County will assume that you do wish to grant access to any contract that may result from this Request for Proposal.

2.18 INTERGOVERNMENTAL COOPERATIVE PURCHASING AGREEMENTS (ICPA's):

County currently holds ICPA's with numerous governmental entities throughout the State of Arizona. These agreements allow those entities, with the approval of the Contractor, to purchase their requirements under the terms and conditions of the County Contract. Please indicate on Attachment A, your acceptance or rejection regarding such participation of other governmental entities.

3.0 PROCUREMENT REQUIREMENTS:

3.1 DELIVERY:

It shall be the Contractor's responsibility to meet the proposed delivery requirements. Maricopa County reserves the right to obtain services on the open market in the event the Contractor fails to make delivery and any price differential will be charged against the Contractor.

3.2 USAGE REPORT:

The Contractor shall furnish the County a usage report upon request delineating the acquisition activity governed by the Contract. The format of the report shall be approved by the County and shall disclose the quantity and dollar value of each contract item by individual unit.

3.3 BACKGROUND CHECK:

Respondents are advised that there may be multiple background checks (Sheriff's Office, County Attorney's Office, Courts as well as Maricopa County general government) to determine if the respondent is acceptable to do business with the County. This applies to (but is not limited to) the company, sub-contractors and employees and the failure to pass these checks shall deem the respondent non-responsible.

3.4 INVOICES AND PAYMENTS:

3.4.1 The Contractor shall submit one (1) legible copy of their detailed invoice before payment(s) can be made. Incomplete invoices will not be processed. At a minimum, the invoice must provide the following information:

- Company name, address and contact
- County bill-to name and contact information
- Contract Serial Number or
- County purchase order number
- Invoice number and date
- Payment terms
- Date of service or delivery
- Quantity (number of days or weeks)
- Contract Item number(s)
- Description of Purchase (product or services)
- Pricing per unit of purchase
- Extended price

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- Mileage w/rate (if applicable)
- Arrival and completion time (if applicable)
- Total Amount Due

3.4.2 Problems regarding billing or invoicing shall be directed to the using agency as listed on the Purchase Order.

3.4.3 Payment shall be made to the Contractor by Accounts Payable through the Maricopa County Vendor Express Payment Program. This is an Electronic Funds Transfer (EFT) process. After Contract Award the Contractor shall complete the Vendor Registration Form located on the County Department of Finance Vendor Registration Web Site (<http://www.maricopa.gov/Finance/Vendors.aspx>).

3.4.4 Discounts offered in the contract shall be calculated based on the date a properly completed invoice is received by the County (ROI).

3.4.5 EFT payments to the routing and account numbers designated by the Contractor will include the details on the specific invoices that the payment covers. The Contractor is required to discuss remittance delivery capabilities with their designated financial institution for access to those details.

3.5 **APPLICABLE TAXES:**

3.5.1 **Payment of Taxes:** The Contractor shall pay all applicable taxes. With respect to any installation labor on items that are not attached to real property performed by Contractor under the terms of this Contract, the installation labor cost and the gross receipts for materials provided shall be listed separately on the Contractor's invoices.

3.5.2 **State and Local Transaction Privilege Taxes:** Maricopa County is subject to all applicable state and local transaction privilege taxes. To the extent any state and local transaction privilege taxes apply to sales made under the terms of this contract_it is the responsibility of the seller to collect and remit all applicable taxes to the proper taxing jurisdiction of authority.

3.5.3 **Tax Indemnification:** Contractor and all subcontractors shall pay all Federal, state, and local taxes applicable to its operation and any persons employed by the Contractor. Contractor shall, and require all subcontractors to hold Maricopa County harmless from any responsibility for taxes, damages and interest, if applicable, contributions required under Federal, and/or state and local laws and regulations and any other costs including transaction privilege taxes, unemployment compensation insurance, Social Security and Worker's Compensation.

3.6 **TAX: (SERVICES)**

No tax shall be levied against labor. It is the responsibility of the Contractor to determine any and all taxes and include the same in proposal price.

3.7 **POST AWARD MEETING:**

The Contractor may be required to attend a post-award meeting with the Using Agency to discuss the terms and conditions of this Contract. This meeting will be coordinated by the Procurement Officer of the Contract.

4.0 **CONTRACTUAL AND SPECIAL TERMS & CONDITIONS:**

4.1 **DRAFT CONTRACT SEE EXHIBIT 4:**

SERIAL 16111-RFP**5.0 INSTRUCTIONS TO RESPONDENTS: (Please note that this Section does not become part of any resultant contract.)**

Bidders and Proposers are solely responsible for submitting bids, proposals, and any modifications or withdrawals, to be received at the time and designated location required by the solicitation (ITN, RFP, ROQ, or any other solicitation notice).

Any bid, proposal, modification, or withdrawal received after the designated time is "late" and will be rejected and not be evaluated per Paragraph MC1-320 of the Maricopa County Procurement Code.

5.1 SCHEDULE OF EVENTS:

Request for Proposals Issued: MAY 19, 2016

Pre-Proposal Conference: JUNE 21, 2016

Deadline for written questions is (2) business days after Pre-Proposal Conference. **Questions will *not* be accepted or responded to prior to the Pre-Proposal Conference or after the (2) business day deadline has elapsed.** All questions shall be sent to sdahle@mail.maricopa.gov and answers posted to www.bidsync.com as an addendum.

Proposals Opening Date: JULY 14, 2016

Deadline for submission of proposals is 2:00 P.M., Arizona Time, on JULY 14, 2016. All proposals must be received before 2:00 P.M., Arizona Time, on the above date at the Maricopa County Office of Procurement Services, 320 West Lincoln Street, Phoenix, Arizona 85003.

Proposed review of Proposals and short list decision: AUGUST 15, 2016

Proposed Respondent presentations: (if required) AUGUST 29, 2016

Proposed Best & Final (if required) SEPTEMBER 5, 2016

Proposed selection and negotiation: SEPTEMBER 12, 2016

Proposed award of Contract: OCTOBER 5, 2016

All responses to this Request for Proposal become the property of Maricopa County and (other than pricing) will be held confidential, to the extent permissible by law. The County will not be held accountable if material from proposal responses is obtained without the written consent of the Respondent by parties other than the County.

5.2 INQUIRIES AND NOTICES:

All inquiries concerning information herein shall be addressed to:

Maricopa County
Office of Procurement Services
ATTN: Contract Administration
320 West Lincoln Street
Phoenix, Arizona 85003

Administrative telephone inquiries shall be addressed to:

Steve Dahle, Procurement Officer, 602/506-3450
(sdahle@mail.maricopa.gov)

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Inquiries may be submitted by telephone but must be followed up in writing. No oral communication is binding on Maricopa County.

5.3 INSTRUCTIONS FOR PREPARING AND SUBMITTING PROPOSALS:

Respondents shall provide their proposals in accordance with Section 5.6 as follows:

- 5.3.1 Two (2) original hardcopy of all proposal documents.
- 5.3.2 Two (2) flash drives providing all proposal documents in Word, Excel (Attachment A) and then the entire proposal document in PDF format.
- 5.3.3 Six (6) flash drives providing the entire proposal in PDF format only.
- 5.3.4 Respondents shall address proposals identified with return address, serial number and title in the following manner:

Maricopa County
Office of Procurement Services
ATTN: Contract Administration
320 West Lincoln Street
Phoenix, Arizona 85003

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- 5.3.5 Proposals shall be signed by an owner, partner or corporate official who has been authorized to make such commitments. All prices shall be held firm for a period of one hundred fifty (150) days after the RFP closing date.

5.4 EXCEPTIONS TO THE SOLICITATION:

The Respondent shall identify and list all exceptions taken to all sections of 16111–RFP and list these exceptions referencing the section (paragraph) where the exception exists and identify the exceptions and the proposed wording for the Respondent’s exception under the heading, “Exception to the PROPOSAL Solicitation, SERIAL 16111-RFP.” **Exceptions that surface elsewhere and that do not also appear under the heading, “Exceptions to the PROPOSAL Solicitation, SERIAL 16111-RFP,” shall be considered invalid and void and of no contractual significance.**

The County reserves the right to reject, determine the proposal non-responsive, enter into negotiation on any of the Respondent exceptions, or accept them outright.

5.5 GENERAL CONTENT:

- 5.5.1 The Proposal should be specific and complete in every detail. It should be practical and provide a straightforward, concise delineation of capabilities to satisfactorily perform the Contract being sought.
- 5.5.2 The Respondent should not necessarily limit the proposal to the performance of the services in accordance with this Request for Proposal but should outline any additional services and their costs if the Respondent deems them necessary to accomplish the program.

5.6 FORMAT AND CONTENT:

To aid in the evaluation, it is desired that all proposals follow the same general format. The proposal hardcopy must be submitted in binders and have sections tabbed as below: (Responses are limited to 200 pages, single sided, 10 point font type).

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- 5.6.1 Table of Contents
- 5.6.2 Letter of Transmittal (Exhibit 2)
- 5.6.3 Executive Summary – This section shall contain an outline of the general approach utilized in the proposal.
- 5.6.4 Proposal – This section should contain a statement of all of the programs and services proposed, and Responses to section 2.0 through 3.0 of the RFP including conclusions and generalized recommendations. Proposals should be all-inclusive, detailing respondent’s best offer.
- 5.6.5 Qualifications – This section shall describe the respondent’s (firms) ability and experience related to the programs and services proposed. All project personnel, as applicable, shall be listed including a description of assignments and responsibilities, a resume of professional experience, an estimate of the time each would devote to this program, and other pertinent information.
- 5.6.6 Proposal exceptions
- 5.6.7 ~~Other data~~ **REDLINED CONTRACT (EXHIBIT 4) WITH PROPOSED LANGUAGE FOR ANY EXCEPTIONS FROM SECTION 5.6.6**
- 5.6.8 Attachment A (Pricing)
- 5.6.9 Attachment A -1 (Pricing Administrative)
- 5.6.10 Attachment A -2 (Pricing Medical)
- 5.6.11 Attachment A -3 (Pricing Technology)
- 5.6.12 Attachment B (Agreement Page)
- 5.6.13 Attachment C (References)
- 5.6.14 Attachment D SUPPLIER WORKSHEET
- 5.6.15 Attachment D SUPPLIER INFORMATION
- 5.6.16 EXHIBIT 7 U.S. COMMUNITIES ADMINISTRATION AGREEMENT, signed, unaltered

5.7 EVALUATION OF PROPOSAL – SELECTION FACTORS:

A Proposal Evaluation Committee shall be appointed, chaired by the Procurement Officer to evaluate each Proposal. At the County’s option, Respondents may be invited to make presentations to the Evaluation Committee. Best and Final Offers and/or Negotiations may be conducted, as needed, with the highest rated Respondent(s). Proposals will be evaluated on the following criteria which are listed descending order of importance.

- 5.7.1 Firms Qualifications (Including responses to the USC Attachment D and Exhibit 7)
- 5.7.2 Services proposed (responses to section 2.0 through 3.0) **INCLUDES PROPOSED MANAGEMENT TOOL**
- 5.7.3 Price

NOTE 1: RESPONDENTS ARE REQUIRED TO USE ATTACHED FORMS TO SUBMIT THEIR PROPOSAL.

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ATTACHMENT A

PRICING

SEE EXCEL FILE 16111-ATTACHMENT A PRICIGN

ATTACHMENT A-1

ATTACHMENT A-1 Addendum #2 06-28-16

ADMINISTRATIVE STAFFING PRICING

SEE EXCEL FILE 16111-ATTACHMENT A-1 ADMINISTRATIVE

ATTACHMENT A-2

MEDICAL STAFFING PRICING

SEE EXCEL FILE 16111-ATTACHMENT A-2 MEDICAL

ATTACHMENT A-3

TECHNOLOGY STAFFING PRICING

SEE EXCEL FILE 16111-ATTACHMENT A-3 TECHNOLOGY

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ATTACHMENT B

AGREEMENT

Respondent hereby certifies that Respondent has read, understands and agrees that acceptance by Maricopa County of the Respondent's Offer will create a binding Contract. Respondent agrees to fully comply with all terms and conditions as set forth in the Maricopa County Procurement Code, and amendments thereto, together with the specifications and other documentary forms herewith made a part of this specific procurement

BY SIGNING THIS PAGE THE SUBMITTING RESPONDENT CERTIFIES THAT RESPONDENT HAS REVIEWED THE ADMINISTRATIVE INFORMATION AND STANDARD CONTRACT'S TERMS AND CONDITIONS LOCATED AT <http://www.maricopa.gov/procurement> AND AGREE TO BE CONTRACTUALLY BOUND TO THEM.

RESPONDENT (FIRM) SUBMITTING PROPOSAL

FEDERAL TAX ID NUMBER

DUNS #

PRINTED NAME AND TITLE

AUTHORIZED SIGNATURE

ADDRESS

TELEPHONE

FAX #

CITY

STATE

ZIP

DATE

WEB SITE

EMAIL ADDRESS

ATTACHMENT C

RESPONDENT'S REFERENCES

RESPONDENT SUBMITTING PROPOSAL: _____

1. COMPANY NAME: _____

ADDRESS: _____

CONTACT PERSON: _____

TELEPHONE: _____ E-MAIL ADDRESS: _____

PROVIDE THE DOLLAR AMOUNT AND A DESCRIPTION OF THE SERVICES PROVIDED:

2. COMPANY NAME: _____

ADDRESS: _____

CONTACT PERSON: _____

TELEPHONE: _____ E-MAIL ADDRESS: _____

PROVIDE THE DOLLAR AMOUNT AND A DESCRIPTION OF THE SERVICES PROVIDED:

3. COMPANY NAME: _____

ADDRESS: _____

CONTACT PERSON: _____

TELEPHONE: _____ E-MAIL ADDRESS: _____

PROVIDE THE DOLLAR AMOUNT AND A DESCRIPTION OF THE SERVICES PROVIDED:

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4. COMPANY NAME: _____

ADDRESS: _____

CONTACT PERSON: _____

TELEPHONE: _____ E-MAIL ADDRESS: _____

PROVIDE THE DOLLAR AMOUNT AND A DESCRIPTION OF THE SERVICES PROVIDED:

5. COMPANY NAME: _____

ADDRESS: _____

CONTACT PERSON: _____

TELEPHONE: _____ E-MAIL ADDRESS: _____

PROVIDE THE DOLLAR AMOUNT AND A DESCRIPTION OF THE SERVICES PROVIDED:

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ATTACHMENT D

(U.S. COMMUNITIES SUPPLIER QUALIFICATION RESPONSE)**1.0 SUPPLIERS****1.0.1 Commitments**

U.S. Communities views the relationship with an awarded Supplier as an opportunity to provide maximum benefit to both the Participating Public Agencies and to the Supplier.

The successful foundation of the partnership requires commitments from both U.S. Communities and the Supplier. U.S. Communities requires the Supplier to make the four commitments set forth below (Corporate, Pricing, Economy, Sales) to ensure that Supplier is providing the highest level of public benefit to Participating Public Agencies:

1.0.2 Corporate Commitment.

- 1.0.2.1 The pricing, terms and conditions of the Master Agreement shall, at all times, be Supplier's primary contractual offering of Products and Services to Public Agencies. All of Supplier's direct and indirect marketing and sales efforts to Public Agencies shall demonstrate that the Master Agreement is Supplier's primary offering and not just one of Supplier's contract options.
- 1.0.2.2 Supplier's sales force (including inside, direct and/or authorized dealers, distributors and representatives) shall always present the Master Agreement when marketing Products or Services to Public Agencies.
- 1.0.2.3 Supplier shall advise all Public Agencies that are existing customers of Supplier as to the pricing and other value offered through the Master Agreement.
- 1.0.2.4 Upon authorization by a Public Agency, Supplier shall transition such Public Agency to the pricing, terms and conditions of the Master Agreement.
- 1.0.2.5 Supplier shall ensure that the U.S. Communities program and the Master Agreement are actively supported by Supplier's senior executive management.
- 1.0.2.6 Supplier shall provide a national/senior management level representative with the authority and responsibility to ensure that the Supplier's Commitments are maintained at all times. Supplier shall also designate a lead referral contact person who shall be responsible for receiving communications from U.S. Communities concerning new Participating Public Agency registrations and for ensuring timely follow-up by Supplier's staff to requests for contact from Participating Public Agencies. Supplier shall also provide the personnel necessary to implement and support a supplier-based internet web page dedicated to

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Supplier's U.S. Communities program and linked to U.S. Communities' website and shall implement and support such web page.

- 1.0.2.7 Supplier shall demonstrate in its procurement solicitation response and throughout the term of the Master Agreement that national/senior management fully supports the U.S. Communities program and its commitments and requirements. National/Senior management is defined as the executive(s) with companywide authority.
- 1.0.2.8 Where Supplier has an existing contract for Products and Services with a state, Supplier shall notify the state of the Master Agreement and transition the state to the pricing, terms and conditions of the Master Agreement upon the state's request. Regardless of whether the state decides to transition to the Master Agreement, Supplier shall primarily offer the Master Agreement to all Public Agencies located within the state.
- 1.0.3 **Pricing Commitment.**
- 1.0.3.1 Supplier represents to U.S. Communities that the pricing offered under the Master Agreement is the lowest overall available pricing (net to purchaser) on Products and Services that it offers to Public Agencies. Supplier's pricing shall be evaluated on either an overall project basis or the Public Agency's actual usage for more frequently purchased Products and Services.
- 1.0.3.2 **Contracts Offering Lower Prices.** If a pre-existing contract and/or a Public Agency's unique buying pattern provide one or more Public Agencies a lower price than that offered under the Master Agreement, Supplier shall match that lower pricing under the Master Agreement and inform the eligible Public Agencies that the lower pricing is available under the Master Agreement. If an eligible Public Agency requests to be transitioned to the Master Agreement, Supplier shall do so and report the Public Agency's purchases made under the Master Agreement going forward. The price match only applies to the eligible Public Agencies. Below are three examples of Supplier's obligation to match the pricing under Supplier's contracts offering lower prices.
- 1.0.3.2.1 Supplier holds a state contract with lower pricing that is available to all Public Agencies within the state. Supplier would be required to match the lower state pricing under the Master Agreement and make it available to all Public Agencies within the state.
- 1.0.3.2.2 Supplier holds a regional cooperative contract with lower pricing that is available only to the ten cooperative members. Supplier would be required to match the lower cooperative pricing under the Master Agreement and make it available to the ten cooperative members.

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- 1.0.3.2.3 Supplier holds a contract with an individual Public Agency. The Public Agency contract does not contain any cooperative language and therefore other Public Agencies are not eligible to utilize the contract. Supplier would be required to match the lower pricing under the Master Agreement and make it available only to the individual Public Agency.
- 1.0.3.3 Deviating Buying Patterns. Occasionally U.S. Communities and Supplier may interact with a Public Agency that has a buying pattern or terms and conditions that considerably deviate from the normal Public Agency buying pattern and terms and conditions, and causes Supplier's pricing under the Master Agreement to be higher than an alternative contract held by Supplier. This could be created by a unique end-user preference or requirements. In the event that this situation occurs, Supplier may address the issue by lowering the price under the Master Agreement on the item(s) causing the large deviation for that Public Agency. Supplier would not be required to lower the price for other Public Agencies.
- 1.0.3.4 Supplier's Options in Responding to a Third Party Procurement Solicitation. While it is the objective of U.S. Communities to encourage Public Agencies to piggyback on to the Master Agreement rather than issue their own procurement solicitations, U.S. Communities recognizes that for various reasons some Public Agencies will issue their own solicitations. The following options are available to Supplier when responding to a Public Agency solicitation:
- 1.0.3.4.1 Supplier may opt not to respond to the procurement solicitation. Supplier may make the Master Agreement available to the Public Agency as a comparison to its solicitation responses.
- 1.0.3.4.2 Supplier may respond with the pricing, terms and conditions of the Master Agreement. If Supplier is awarded the contract, the sales would be reported as sales under the Master Agreement.
- 1.0.3.4.3 If competitive conditions require pricing lower than the standard Master Agreement pricing, Supplier may submit lower pricing through the Master Agreement. If Supplier is awarded the contract, the sales would be reported as sales under the Master Agreement. Supplier would not be required to extend the lower price to other Public Agencies.
- 1.0.3.4.4 Supplier may respond to the procurement solicitation with pricing that is higher (net to buyer) than the pricing offered under the Master Agreement. If awarded a contract, Supplier shall still be bound by all obligations set forth in this Section 3.3, including, without limitation, the requirement to continue to advise the awarding Public

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Agency of the pricing, terms and conditions of the Master Agreement.

1.0.3.4.5 Supplier may respond to the procurement solicitation with pricing that is higher (net to buyer) than the pricing offered under the Master Agreement and if an alternative response is permitted, Supplier may offer the pricing under the Master Agreement as an alternative for consideration.

1.0.3.5 **Economy Commitment.** Supplier shall demonstrate the benefits, including the pricing advantage, of the Master Agreement over alternative options, including competitive solicitation pricing and shall proactively offer the terms and pricing under the Master Agreement to Public Agencies as a more effective alternative to the cost and time associated with such alternate bids and solicitations.

1.0.3.6 **Sales Commitment.** Supplier shall market the Master Agreement through Supplier's sales force or dealer network that is properly trained, engaged and committed to offering the Master Agreement as Supplier's primary offering to Public Agencies. Supplier's sales force compensation and incentives shall be greater than or equal to the compensation and incentives earned under other contracts to Public Agencies.

1.0.3.6.1 **Supplier Sales.** Supplier shall be responsible for proactive sales of Supplier's Products and Services to Public Agencies and the timely follow-up to sales leads identified by U.S. Communities. Use of product catalogs, targeted advertising, direct mail, online marketing and other sales initiatives are encouraged. All of Supplier's sales materials targeted towards Public Agencies shall include the U.S. Communities logo. U.S. Communities hereby grants to Supplier, during the term of this Agreement, a non-exclusive, revocable, non-transferable, license to use the U.S. Communities name, trademark, and logo solely to perform its obligations under this Agreement, and for no other purpose. Any goodwill, rights, or benefits derived from Supplier's use of the U.S. Communities name, trademark, or logo shall inure to the benefit of U.S. Communities. U.S. Communities shall provide Supplier with its logo and the standards to be employed in the use of the logo. During the term of the Agreement, the Supplier shall provide U.S. Communities with its logo and the standards to be employed in the use of the logo for purposes of reproducing and using Supplier's name and logo in connection with the advertising, marketing and promotion of the Master Agreement to Public Agencies. Supplier shall assist U.S. Communities by providing camera-ready logos and by participating in related trade shows and conferences. At a minimum, Supplier's sales initiatives shall communicate that (i) the Master Agreement was competitively solicited by the Lead Public Agency, (ii) the

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Master Agreement provides the Supplier's best overall pricing and value to eligible agencies, (iii) there is no cost to Participating Public Agencies, and (iv) the Master Agreement is a non-exclusive contract.

- 1.0.3.6.2 Branding and Logo Compliance. Supplier shall be responsible for complying with the U.S. Communities branding and logo standards and guidelines. Prior to use by Supplier, all U.S. Communities related marketing material must be submitted to U.S. Communities for review and approval.
- 1.0.3.6.3 Sales Force Training. Supplier shall train its national sales force on the Master Agreement and U.S. Communities program. U.S. Communities shall be available to train on a national, regional or local level and generally assist with the education of sales personnel.
- 1.0.3.7 Participating Public Agency Access. Supplier shall establish the following communication links to facilitate customer access and communication:
- 1.0.3.7.1 A dedicated U.S. Communities internet web-based homepage that is accessible from Supplier's homepage or main menu navigation containing:
- (1) U.S. Communities standard logo with Founding Co-Sponsors logos;
 - (2) Copy of original procurement solicitation;
 - (3) Copy of Master Agreement including any amendments;
 - (4) Summary of Products and Services pricing;
 - (5) Electronic link to U.S. Communities' online registration page; and
 - (6) Other promotional material as requested by U.S. Communities.
- 1.0.3.7.2 A dedicated toll-free national hotline for inquiries regarding U.S. Communities.
- 1.0.3.7.3 A dedicated email address for general inquiries in the following format: uscommunities@(name of supplier).com.
- 1.0.3.8 Electronic Registration. Supplier shall be responsible for ensuring that each Public Agency has completed U.S. Communities' online registration process prior to processing the Public Agency's first sales order.
- 1.0.3.9 Supplier's Performance Review. Upon request by U.S. Communities, Supplier shall participate in a performance review meeting with U.S.

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Communities to evaluate Supplier's performance of the covenants set forth in this Agreement.

- 1.0.3.10 **Supplier Content.** Supplier may, from time to time, provide certain graphics, media, and other content to U.S. Communities (collectively "Supplier Content") for use on U.S. Communities websites and for general marketing and publicity purposes. During the term of the Agreement, Supplier hereby grants to U.S. Communities and its affiliates a non-exclusive, worldwide, free, transferrable, license to reproduce, modify, distribute, publically perform, publically display, and use Supplier Content in connection with U.S. Communities websites and for general marketing and publicity purposes, with the right to sublicense each and every such right. Supplier warrants that: (a) Supplier is the owner of or otherwise has the unrestricted right to grant the rights in and to Supplier Content as contemplated hereunder; and (b) the use of Supplier Content and any other materials or services provided to U.S. Communities as contemplated hereunder will not violate, infringe, or misappropriate the intellectual property rights or other rights of any third party.

1.0.3.11 **U.S. Communities Administration Agreement Information**

The Agreement outlines the Supplier's general duties and responsibilities in implementing the U.S. Communities contract.

The Supplier is required to execute the U.S. Communities Administration Agreement unaltered (attached hereto as Exhibit 7) and submit with the supplier's proposal without exception or alteration. Failure to do so will result in disqualification.

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ATTACHMENT D

SUPPLIER WORKSHEET FOR NATIONAL PROGRAM CONSIDERATION

Suppliers are required to meet specific qualifications. Please respond in the spaces provided after each qualification statement below:

- A. State if pricing for all Products/Services offered will be the most competitive pricing offered by your organization to Participating Public Agencies nationally.
 YES____ NO____

- B. Does your company have the ability to provide service to any Participating Public Agencies in the contiguous 48 states, and the ability to deliver service in Alaska and Hawaii?
 YES____ *NO____
 (*If no, identify the states where you have the ability to provide service to Participating Public Agencies.)

- C. Does your company have a national sales force, dealer network or distributor with the ability to call on Participating Public Agencies in at least 35 U.S. states?
 YES____ *NO____
 (*If no, identify the states where you have the ability to call on Participating Public Agencies.)

- D. Check which applies for your company sales last year in the United States:
 ____ Sales between \$0 and \$25,000,000
 ____ Sales between \$25,000,001 and \$50,000,000
 ____ Sales between \$50,000,001 and \$100,000,000
 ____ Sales greater than \$100,000,001

- E. Does your company have existing capacity to provide electronic and ecommerce ordering and billing?
 YES____ NO____

- F. Will your company assign a dedicated Senior Management level Account Manager to support the resulting U.S. Communities program contract?
 YES____ NO____

- G. Does your company agree to respond to all agency referrals from U.S. Communities within 2 business days?
 YES____ NO____

- H. Does your company maintain records of your overall Participating Public Agencies' sales that you can and will share with U.S. Communities to monitor program implementation progress?
 YES____ NO____

- I. Will your company commit to the following program implementation schedule?
 YES____ NO____

- J. Will the U.S. Communities program contract be your lead public offering to Participating Public Agencies?
 YES____ NO____

Submitted by:

 (Printed Name)

 (Signature)

 (Title)

 (Date)

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New Supplier Implementation Checklist		Target Completion After Award
1. First Conference Call		One Week
Initial Kick Off Call to discuss expectations		
Establish initial contact people & roles/responsibilities		
Supplier Log-In Credentials established		
2. Executed Legal Documents		One Week
U.S. Communities Admin Agreement		
Lead Public Agency Agreement signed		
3. Program Contact Requirements		One Week
Supplier contacts communicated to U.S. Communities Staff		
Dedicated email		
Dedicated toll free number		
Dedicated fax number		
4. Second Conference Call		Two Weeks
Set Contract Launch Date & Outline Kick Off Plan		
Establish WebEx Training Dates		
Review Contract Commitments		
Complete Supplier Set Up Form		
Complete User Account and User ID Form		
Identify Dates for Senior Management Meeting		
5. Marketing Kick Off Call		Two Weeks
Overview of Marketing Requirements		
Establish Timeline for Marketing Deliverables		
Set Weekly Marketing Call		
6. Initial NAM & Staff Training Meetings		Three Weeks
Discuss expectations, roles & responsibilities		
Introduce and review web-based tools		
Review process & expectations of Lead Referral contact with NAM & identified LRC		
7. Senior Management Meeting		Four Weeks
Implementation Process Progress Report		
U.S. Communities & Vendor Organizational Overview		
Supplier Manager to review & further discuss commitments		
8. Review Top Joint Target Opportunities		Five Weeks
Top 10 Local Contracts		
Review top U.S. Communities PPA's		
9. Web Development		
Initiate IT contact		Two Weeks
Initiate E-Commerce Conversation		Two Weeks

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Product Upload to U.S. Communities site	Five Weeks
10. Sales Training & Roll Out	
Program Manager briefing - Coordinate with NAM	Five Weeks
Initial remote WebEx training for all sales - Coordinate with NAM	Four Weeks
Initiate contact with Advisory Board (AB) members	Six Weeks
Determine PM & Local Metro teams strategy sessions	Six Weeks

SERIAL 16111-RFP**ATTACHMENT D****SUPPLIER INFORMATION**

Please respond to the following requests for information about your company:

National Commitments

Proposer shall provide a written narrative of its understanding and acceptance of the Supplier Qualifications Commitments in Attachment D.

Company

1. Provide the total number and location of sales persons employed by your company in the United States.

Example:

NUMBER OF SALES REPRESENTATIVES	CITY	STATE
13	Phoenix	AZ
6	Tucson	AZ
10	Los Angeles	CA
12	San Francisco	CA
6	San Diego	CA
5	Sacramento	CA
3	Fresno	CA
	Etc.	Etc.
Total: 366		

2. Describe how the above sales persons would be utilized in selling this contract, including the time commitment each sales person will devote to selling this contract.

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3. Provide the company annual total sales for 2013, 2014 and 2015 in the United States; Sales reporting should be segmented into the following categories:

SUPPLIER ANNUAL SALES IN THE UNITED STATE FOR 2013, 2014, AND 2015			
Segment	2013 Sales	2014 Sales	2015 Sales
Cities			
Counties			
K-12 (Pubic/Private)			
Higher Education (Public/Private)			
States			
Other Public Sector and Nonprofits			
Federal			
Private Sector			
Total Supplier Sales			

4. Provide annual sales for 2013, 2014 and 2015 in the United States for the proposed Products and/or Services; Sales reporting should be segmented into the following categories:

SUPPLIER ANNUAL SALES IN THE UNITED STATE FOR 2013, 2014, AND 2015			
Segment	2013 Sales	2014 Sales	2015 Sales
Cities			
Counties			
K-12 (Pubic/Private)			
Higher Education (Public/Private)			
States			
Other Public Sector and Nonprofits			
Federal			
Private Sector			
Total Supplier Sales			

5. Submit your current Federal Identification Number and latest Dun & Bradstreet report.
6. Provide a list with contact information of your company’s ten largest public agency customers.

Services

1. Provide a description of the Services to be provided by the major categories set forth in Section 2.0 of the RFP. The primary objective is for each Supplier to provide its complete offering of services so that Participating Public Agencies may utilize as appropriate for their needs.
2. Provide a description of any related Service and Solutions Proposer wishes to be considered as set forth in Section 2.0 of the RFP.
3. Describe your company’s Managed Service Provider program and its benefits to a Participating Public Agency, including the vendor management system utilized. Additionally, please note if the program is outsourced or in-house.

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4. Describe your company's methods of sourcing, recruiting and assessing candidates by job class (i.e. clerical/administrative, technical, professional).
5. What methods do you use to establish local wage levels and how often are these levels re-evaluated?
6. Describe your company's pre-employment requirements, including drug testing and background checks.
7. Describe the benefits you offer temporary employees.
8. Describe your company's client follow-through process for finding an employee and follow-through during employee's assignment.
9. Describe your company's methods for solving particularly challenging staffing assignments/large orders/emergency requests.
10. What are your normal company business hours? If an emergency arises outside of these hours, describe your processes for servicing Participating Public Agencies.
11. Describe your turnaround time after receiving an order.
12. Describe your on-time fill ratio overall and by job classification as set forth in Attachments A-1, A-2 and A-3.
13. How do you define and measure turnover? What is your current turnover rate by job category?
14. Describe how you prepare your employees for their assignments.
15. What training opportunities do you offer to temporary employees?
16. Describe any programs in place to reward and retain employees.
17. Describe any special programs that your company offers that will improve customers' ability to access Services or other innovative strategies.
18. Describe the capacity of your company to broaden the scope of the contract and keep the service offerings current and ensure that latest standards and technology for staffing services.

Quality

1. Describe your customer satisfaction feedback mechanisms.
2. What is your current overall customer satisfaction rating? What programs do you have in place to improve your overall performance?
3. Describe your processes for evaluating the performance of your temporary employees.
4. Describe your problem escalation process.
5. How are customer complaints measured and categorized? What processes are in place to know that a problem has been resolved?

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6. What performance metrics do you believe will help your company and Participating Public Agencies be successful?
7. How do you create and manage service levels across all locations?
8. What service guarantees will you offer Participating Public Agencies?

Subcontractors

1. Do you plan to use subcontractors? If yes, please identify in detail how you plan to use subcontractors.
2. Describe your subcontractor selection strategy.
3. Describe how you monitor subcontractor performance.
4. If applicable, describe your company's ability to do business with manufacturer/dealer/distribution organizations that are either small or MWBE businesses as defined by the Small Business Administration.
 - a. If applicable, describe other ways your company can be sensitive to a Participating Public Agency's desire to utilize local and/or MWBE companies, such as number of local employees and offices in a particular geographic area, companies your firm is using that may be local (i.e. local delivery truck company), your company's diversity of owner employees, etc.
 - b. If applicable, provide details on any products or services being offered by your company where the manufacturer or service provider is either a small or MWBE business as defined by the Small Business Administration. Provide product/service name, company name and small/MWBE designation.

Marketing

1. Outline your company's plan for marketing the Products to state and local government agencies nationwide.
2. Explain how your company will educate its national sales force about the Master Agreement.
3. Explain how your company will market and transition the Master Agreement into the primary offering to Participating Public Agencies.
4. Explain how your company plans to market the Master Agreement to existing government customers and transition these customers to the Master Agreement. Please provide the amount of purchases of existing public agency clients that your company will transition to the U.S. Communities contract for the initial three years of the contract in the following format within your proposal.
 - a. \$_____.00 will be transitioned in year one.
 - b. \$_____.00 will be transitioned in year two.
 - c. \$_____.00 will be transitioned in year three.

National Staffing Plan

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1. A staffing plan is required which describes the Offeror's proposed staff distribution to implement and manage this contract throughout the term of the contract. At a minimum, this plan should include the following:
 - a. Identify the key personnel who will lead and support the implementation period of the contract outlined in Attachment D, New Supplier Implementation Checklist, along with the amount of time to be devoted to implementation;
 - b. Identify the key personnel who are to be engaged in this contract throughout the term of the contract and their relationship to the contracting organization;
 - c. Provide a chart that shows 1) the time commitment of each professional staff member that will be devoted to the contract, 2) each member's role in maintaining and growing the contract; and 3) a timeline of each member's involvement throughout the contract.
2. Provide an organizational chart of your company.
3. Submit the resumes of the below personnel:
 - a. The person your company proposes to serve as the National Accounts Manager,
 - b. Each person that will be dedicated full time to U.S. Communities account management, and
 - c. Key executive personnel that will be supporting the program.

Administration

1. Describe your company's normal order processing procedure from point of customer contact through delivery and billing. Additionally, please provide the following:
 - a. In what formats do you accept orders (telephone, ecommerce, etc.)?
 - b. Please state if you use a single system or platform for all phases of ordering, processing, delivery and billing.
2. State which forms of ordering allow the use of a procurement card and the accepted banking (credit card) affiliation.
3. Describe your company's ecommerce capabilities:
 - a. Include details about your company's ability to create punch out sites and accept orders electronically (cXML, OCI, etc.).
 - b. Provide detail on where your company has integrated with a public agency's ERP (Oracle, Infor Lawson, SAP, etc.) system in the past and include some details about the resources you have in place to support these integrations. List, by ERP provider, the following information: name of public agency, ERP system used, "go live" date, net sales per calendar year since "go live", and percentage of agency sales being processed through this connection.
4. Describe any existing multi-state cooperative purchasing programs, including the entity's name(s), contact person(s), contact information and annual volume.

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5. Describe the capacity of your company to report monthly sales under the Master Agreement by Participating Public Agency within each U.S. state.
6. Describe the capacity of your company to provide management reports, i.e. commodity histories, procurement card histories, green spend, etc. for each Participating Public Agency.
7. Please provide any suggested improvements and alternatives for doing business with your company that will make this arrangement more cost effective for your company and Participating Public Agencies.

Financial Statements

The Supplier shall include an audited income statement and balance sheet from the two most recent reporting years in its proposal.

Environmental

Provide a brief description of any company environmental initiatives, including your company's environmental strategy, your investment in being an environmentally preferable product leader, and any resources dedicated to your environmental strategy.

Additional Information

Please use this opportunity to describe any/all other features, advantages and benefits of your organization that you feel will provide additional value and benefit to a Participating Public Agency.

SERIAL 16111-RFP**EXHIBIT 1****VENDOR REGISTRATION PROCEDURES**

BidSync.com Registration is FREE and REQUIRED for all vendors.

Register On-line at <https://www.bidsync.com>

Select Free Registration. Upon completion of your on-line registration, you are responsible for updating any changes to your information. Please retain your Login ID and Password for future use.

For assistance, please contact BidSync Vendor Support Department via phone or email, during regular business hours: 1-800-990-9339 or agencysupport@BidSync.com

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EXHIBIT 2

SAMPLE TRANSMITTAL LETTER

(To be typed on the letterhead of Offeror)

Maricopa County
Office of Procurement Services
320 West Lincoln Street
Phoenix, Arizona 85003-2494

Re: RFP Number – 16111

To Whom It May Concern:

(NAME OF COMPANY) (Herein referred to as the "RESPONDENT"), hereby submits its response to your Request for Proposal dated _____, and agrees to perform as proposed in their proposal, if awarded the contract. The Respondent shall thereupon be contractually obligated to carry out its responsibilities respecting the services proposed.

Kindly advise this in writing on or before _____ if you should desire to accept this proposal.

Very truly yours,

NAME (please print)

SIGNATURE

TITLE (please print)

WE ARE PROPOSING FOR THE FOLLOWING (PLEASE INDICATE BELOW.):

- | | YES | NO |
|---|------------|-----------|
| 1. ADMINISTRATIVE POSITIONS (ATTACHMENT A-1) | _____ | _____ |
| 2. MEDICAL STAFFING (ATTACHMENT A-2) | _____ | _____ |
| 3. TECHNOLOGY RELATED (ATTACHMENT A-3) | _____ | _____ |
| 4. ALL OF THE ABOVE | _____ | _____ |

SERIAL 16111-RFP**EXHIBIT 3****OFFICE OF PROCUREMENT SERVICES CONTRACTOR TRAVEL AND PER DIEM POLICY**

- 1.0 All contract-related travel plans and arrangements shall be prior-approved by the County Contract Administrator.
- 2.0 Lodging, per diem and incidental expenses incurred in performance of Maricopa County/Special District (County) contracts shall be reimbursed based on current U.S. General Services Administration (GSA) domestic per diem rates for Phoenix, Arizona. Contractors must access the following internet site to determine rates (no exceptions): www.gsa.gov
 - 2.1 Additional incidental expenses (i.e., telephone, fax, internet and copying charges) shall not be reimbursed. They should be included in the contractor's hourly rate as an overhead charge.
 - 2.2 The County will not (under no circumstances) reimburse for Contractor guest lodging, per diem or incidentals.
- 3.0 Commercial air travel shall be reimbursed as follows:
 - 3.1 Coach airfare will be reimbursed by the County. Business class airfare may be allowed only when preapproved in writing by the County Contract Administrator as a result of the business need of the County when there is no lower fare available.
 - 3.2 The lowest direct flight airfare rate from the Contractors assigned duty post (pre-defined at the time of contract signing) will be reimbursed. Under no circumstances will the County reimburse for airfares related to transportation to or from an alternate site.
 - 3.3 The County will not (under no circumstances) reimburse for Contractor guest commercial air travel.
- 4.0 Rental vehicles may only be used if such use would result in an overall reduction in the total cost of the trip, not for the personal convenience of the traveler. Multiple vehicles for the same set of travelers for the same travel period will not be permitted without prior written approval by the County Contract Administrator.
 - 4.1 Purchase of comprehensive and collision liability insurance shall be at the expense of the contractor. The County will not reimburse contractor if the contractor chooses to purchase these coverage.
 - 4.2 Rental vehicles are restricted to sub-compact, compact or mid-size sedans unless a larger vehicle is necessary for cost efficiency due to the number of travelers. (NOTE: contractors shall obtain pre-approval in writing from the County Contract Administrator prior to rental of a larger vehicle.)
 - 4.3 County will reimburse for parking expenses if free, public parking is not available within a reasonable distance of the place of County business. All opportunities must be exhausted prior to securing parking that incurs costs for the County. Opportunities to be reviewed are the DASH; shuttles, etc. that can transport the contractor to and from County buildings with minimal costs.
 - 4.4 County will reimburse for the lowest rate, long-term uncovered (e.g. covered or enclosed parking will not be reimbursed) airport parking only if it is less expensive than shuttle service to and from the airport.
 - 4.5 The County will not (under no circumstances) reimburse the Contractor for guest vehicle rental(s) or other any transportation costs.
- 5.0 Contractor is responsible for all costs not directly related to the travel except those that have been pre-approved by the County Contract Administrator. These costs include (but not limited to) the following: in-room movies, valet service, valet parking, laundry service, costs associated with storing luggage at a hotel,

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fuel costs associated with non-County activities, tips that exceed the per diem allowance, health club fees, and entertainment costs. Claims for unauthorized travel expenses will not be honored and are not reimbursable.

- 6.0 Travel and per diem expenses shall be capped at 15% of project price unless otherwise specified in individual contracts.
- 7.0 Contractor shall provide, (upon request) with their invoice(s), copies of receipts supporting travel and per diem expenses, and if applicable with a copy of the written consent issued by the Contract Administrator. No travel and per diem expenses shall be paid by County without copies of the written consent as described in this policy and copies of all receipts.

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EXHIBIT 4

DRAFT CONTRACT

SEE WORD FILE 16111-EXHIBIT 4 DRAFT CONTRACT

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EXHIBIT 5

INSURANCE CERTIFICATE EXAMPLE

CERTIFICATE OF LIABILITY INSURANCE						DATE (MM/DD/YYYY)												
<p>THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.</p>																		
<p>IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).</p>																		
PRODUCER		<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td colspan="2">CONTACT NAME:</td> </tr> <tr> <td>PHONE (A/C, No, Ext):</td> <td>FAX (A/C, No):</td> </tr> <tr> <td colspan="2">E-MAIL ADDRESS:</td> </tr> <tr> <td colspan="2" style="text-align: center;">INSURER(S) AFFORDING COVERAGE</td> </tr> <tr> <td colspan="2" style="text-align: center;">NAIC #</td> </tr> </table>					CONTACT NAME:		PHONE (A/C, No, Ext):	FAX (A/C, No):	E-MAIL ADDRESS:		INSURER(S) AFFORDING COVERAGE		NAIC #			
CONTACT NAME:																		
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COVERAGES		CERTIFICATE NUMBER:		REVISION NUMBER:														
<p>THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.</p>																		
INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVR	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS											
	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC <input type="checkbox"/> OTHER:						EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMP/OP AGG \$ \$											
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> NON-OWNED AUTOS						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$											
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED: RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ \$											
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below						PER STATUTE OTH-ER E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$											
DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)																		
CERTIFICATE HOLDER				CANCELLATION														
				SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.														
				AUTHORIZED REPRESENTATIVE														

SERIAL 16111-RFP**EXHIBIT 6****MASTER INTERGOVERNMENTAL COOPERATIVE PURCHASING AGREEMENT**

This Master Intergovernmental Cooperative Purchasing Agreement (“Agreement”) is made between certain government agencies that execute a Lead Public Agency Certificate (collectively, “Lead Public Agencies”) to be appended and made a part hereof and other government agencies (“Participating Public Agencies”) that agree to the terms and conditions hereof through the U.S. Communities registration process and made a part hereof.

RECITALS

WHEREAS, after a competitive solicitation and selection process by Lead Public Agencies, in compliance with their own policies, procedures, rules and regulations, a number of suppliers (each, a “Contract Supplier”) have entered into Master Agreements with Lead Public Agencies to provide a variety of goods, products and services based on national and international volumes (herein “Products and Services”);

WHEREAS, Master Agreements are made available by Lead Public Agencies through U.S. Communities and provide that Participating Public Agencies may purchase Products and Services on the same terms, conditions and pricing as the Lead Public Agency, subject to any applicable local purchasing ordinances and the laws of the State of purchase;

WHEREAS, the parties desire to comply with the requirements and formalities of any intergovernmental cooperative act, if applicable, to the laws of the State of purchase;

WHEREAS, the parties hereto desire to conserve resources and reduce procurement cost;

WHEREAS, the parties hereto desire to improve the efficiency, effectiveness and economy of the procurement of necessary Products and Services;

NOW, THEREFORE, in consideration of the mutual promises contained in this Agreement, and of the mutual benefits to result, the parties agree as follows:

1. That each party will facilitate the cooperative procurement of Products and Services.
2. That the procurement of Products and Services subject to this Agreement shall be conducted in accordance with and subject to the relevant statutes, ordinances, rules and regulations that govern each party’s procurement practices.
3. That the cooperative use of solicitations obtained by a party to this Agreement shall be in accordance with the terms and conditions of the solicitation, except as modification of those terms and conditions is otherwise allowed or required by applicable law.
4. That the Lead Public Agencies will make available, upon reasonable request and subject to convenience, information which may assist in improving the effectiveness, efficiency and economy of Participating Public Agencies’ procurement of Products and Services.
5. That the Participating Public Agency will make timely payments to the Contract Supplier for Products and Services received in accordance with the terms and conditions of the procurement. Payment, inspections and acceptance of Products and Services ordered by the Participating Public Agency shall be the exclusive obligation of such Participating Public Agency. Disputes between the Participating Public Agency and Contract Supplier are to be resolved in accord with the law and venue rules of the State of purchase.
6. The Participating Public Agency shall not use this Agreement as a method for obtaining additional concessions or reduced prices for similar products or services.
7. The Participating Public Agency is solely responsible for ordering, accepting, and paying and any other action, inaction or decision regarding the Products and Services obtained under this Agreement. A Lead Public Agency shall not be liable in any manner for any action or inaction or decisions taken by a Participating Public Agency. The Participating

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Public Agency shall, to the extent permitted by applicable law, hold the Lead Public Agency harmless from any liability that may arise from action or inaction of the Participating Public Agency.

8. The exercise of any rights or remedies by the Participating Public Agency shall be the exclusive obligation of such Participating Public Agency.
9. This Agreement shall remain in effect until termination by a party giving thirty (30) days prior written notice to U.S. Communities at 2999 Oak Road, Suite 710, Walnut Creek, CA 94597.
10. This Agreement shall become effective after execution of the Lead Public Agency Certificate or Participating Public Agency registration, as applicable.

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EXHIBIT 7**ADMINISTRATION AGREEMENT**

This ADMINISTRATION AGREEMENT (“Agreement”) is made as of _____, by and between U.S. COMMUNITIES GOVERNMENT PURCHASING ALLIANCE (“U.S. Communities”) and _____ (“Supplier”).

RECITALS

WHEREAS, _____ (“Lead Public Agency”) has entered into a certain Master Agreement dated as of even date herewith, referenced as Agreement No. _____, by and between Lead Public Agency and Supplier (as amended from time to time in accordance with the terms thereof, the “Master Agreement”) for the purchase of _____ (the “Products and Services”);

WHEREAS, the Master Agreement provides that any state, county, city, special district, local government, school district, private K-12 school, technical or vocational school, higher education institution (including community colleges, colleges and universities, both public and private), other government agency or nonprofit organization (each a “Public Agency” and collectively, “Public Agencies”) may purchase Products and Services at the prices indicated in the Master Agreement upon prior registration with U.S. Communities, in which case the Public Agency becomes a “Participating Public Agency”;

WHEREAS, U.S. Communities has the administrative and legal capacity to administer purchases under the Master Agreement to Participating Public Agencies;

WHEREAS, U.S. Communities serves in an administrative capacity for Lead Public Agency and other lead public agencies in connection with other master agreements offered by U.S. Communities;

WHEREAS, Lead Public Agency desires U.S. Communities to proceed with administration of the Master Agreement on the same basis as other master agreements;

WHEREAS, “U.S. Communities Government Purchasing Alliance” is a trade name licensed by U.S. Communities Purchasing & Finance Agency; and

WHEREAS, U.S. Communities and Supplier desire to enter into this Agreement to make available the Master Agreement to Participating Public Agencies.

NOW, THEREFORE, in consideration of the mutual covenants contained in this Agreement, U.S. Communities and Supplier hereby agree as follows:

ARTICLE I**GENERAL TERMS AND CONDITIONS**

1.1 The Master Agreement, attached hereto as Exhibit A and incorporated herein by reference as though fully set forth herein, and the terms and conditions contained therein shall apply to this Agreement except as expressly changed or modified by this Agreement.

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1.2 U.S. Communities shall be afforded all of the rights, privileges and indemnifications afforded to Lead Public Agency under the Master Agreement, and such rights, privileges and indemnifications shall accrue and apply with equal effect to U.S. Communities under this Agreement including, without limitation, Supplier's obligation to provide insurance and indemnifications to Lead Public Agency.

1.3 Supplier shall perform all duties, responsibilities and obligations required under the Master Agreement.

1.4 U.S. Communities shall perform all of its duties, responsibilities and obligations as administrator of purchases under the Master Agreement as set forth herein, and Supplier acknowledges that U.S. Communities shall act in the capacity of administrator of purchases under the Master Agreement.

1.5 With respect to any purchases made by Lead Public Agency or any Participating Public Agency pursuant to the Master Agreement, U.S. Communities (a) shall not be construed as a dealer, re-marketer, representative, partner, or agent of any type of Supplier, Lead Public Agency or such Participating Public Agency, (b) shall not be obligated, liable or responsible (i) for any orders made by Lead Public Agency, any Participating Public Agency or any employee of Lead Public Agency or a Participating Public Agency under the Master Agreement, or (ii) for any payments required to be made with respect to such order, and (c) shall not be obligated, liable or responsible for any failure by a Participating Public Agency to (i) comply with procedures or requirements of applicable law or ordinance, or (ii) obtain the due authorization and approval necessary to purchase under the Master Agreement. U.S. Communities makes no representations or guaranties with respect to any minimum purchases required to be made by Lead Public Agency, any Participating Public Agency, or any employee of Lead Public Agency or a Participating Public Agency under the Master Agreement.

ARTICLE II**TERM OF AGREEMENT**

2.1 This Agreement is effective as of _____ and shall terminate upon termination of the Master Agreement or any earlier termination in accordance with the terms of this Agreement, provided, however, that the obligation to pay all amounts owed by Supplier to U.S. Communities through the termination of this Agreement and all indemnifications afforded by Supplier to U.S. Communities shall survive the term of this Agreement.

ARTICLE III**REPRESENTATIONS AND COVENANTS**

3.1 U.S. Communities views the relationship with Supplier as an opportunity to provide benefits to the Lead Public Agency, Public Agencies and Supplier. The successful foundation of the relationship requires certain representations and covenants from both U.S. Communities and Supplier.

3.2 U.S. Communities' Representations and Covenants.

(a) Marketing. U.S. Communities shall proactively market the Master Agreement to Public Agencies using resources such as a network of major sponsors including the National League of Cities (NLC), National Association of Counties (NACo), United States Conference of Mayors (USCM),

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and the Association of School Business Officials (ASBO) (collectively, the “Founding Co-Sponsors”) and individual national, regional and state-level sponsors. In addition, the U.S. Communities staff shall make best efforts to enhance Supplier’s marketing efforts through meetings with Public Agencies, participation in key events and tradeshow and other marketing activity such as advertising, articles and promotional campaigns.

(b) Training and Knowledge Management Support. U.S. Communities shall provide support for the education, training and engagement of Supplier’s sales force as provided herein. Through its staff (each, a “Program Manager” and collectively, the “Program Managers”), U.S. Communities shall, with scheduling assistance from Supplier, conduct training sessions and conduct calls jointly with Supplier to Public Agencies. U.S. Communities shall also provide Supplier with access to U.S. Communities’ private intranet website which provides presentations, documents and information to assist Supplier’s sales force in effectively promoting the Master Agreement.

3.3 Supplier’s Representations and Covenants. Supplier hereby represents and covenants as follows in order to ensure that Supplier is providing the highest level of public benefit to Participating Public Agencies (such representations and covenants are sometimes referred to as “Supplier’s Commitments” and are comprised of the Corporate Commitment, Pricing Commitment, Economy Commitment and Sales Commitment):

(a) Corporate Commitment.

(i) The pricing, terms and conditions of the Master Agreement shall, at all times, be Supplier’s primary contractual offering of Products and Services to Public Agencies. All of Supplier’s direct and indirect marketing and sales efforts to Public Agencies shall demonstrate that the Master Agreement is Supplier’s primary offering and not just one of Supplier’s contract options.

(ii) Supplier’s sales force (including inside, direct and/or authorized dealers, distributors and representatives) shall always present the Master Agreement when marketing Products or Services to Public Agencies.

(iii) Supplier shall advise all Public Agencies that are existing customers of Supplier as to the pricing and other value offered through the Master Agreement.

(iv) Upon authorization by a Public Agency, Supplier shall transition such Public Agency to the pricing, terms and conditions of the Master Agreement.

(v) Supplier shall ensure that the U.S. Communities program and the Master Agreement are actively supported by Supplier’s senior executive management.

(vi) Supplier shall provide a national/senior management level representative with the authority and responsibility to ensure that the Supplier’s Commitments are maintained at all times. Supplier shall also designate a lead referral contact person who shall be responsible for receiving communications from U.S. Communities concerning new Participating Public Agency registrations and for ensuring timely follow-up by Supplier’s staff to requests for contact from Participating Public Agencies. Supplier shall also provide the personnel necessary to implement and support a supplier-based internet web page dedicated to Supplier’s U.S. Communities program and linked to U.S. Communities’ website and shall implement and support such web page.

(vii) Supplier shall demonstrate in its procurement solicitation response and throughout the term of the Master Agreement that national/senior management fully supports the U.S.

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Communities program and its commitments and requirements. National/Senior management is defined as the executive(s) with companywide authority.

(viii) Where Supplier has an existing contract for Products and Services with a state, Supplier shall notify the state of the Master Agreement and transition the state to the pricing, terms and conditions of the Master Agreement upon the state's request. Regardless of whether the state decides to transition to the Master Agreement, Supplier shall primarily offer the Master Agreement to all Public Agencies located within the state.

(b) **Pricing Commitment.**

(i) Supplier represents to U.S. Communities that the pricing offered under the Master Agreement is the lowest overall available pricing (net to purchaser) on Products and Services that it offers to Public Agencies. Supplier's pricing shall be evaluated on either an overall project basis or the Public Agency's actual usage for more frequently purchased Products and Services.

(ii) **Contracts Offering Lower Prices.** If a pre-existing contract and/or a Public Agency's unique buying pattern provide one or more Public Agencies a lower price than that offered under the Master Agreement, Supplier shall match that lower pricing under the Master Agreement and inform the eligible Public Agencies that the lower pricing is available under the Master Agreement. If an eligible Public Agency requests to be transitioned to the Master Agreement, Supplier shall do so and report the Public Agency's purchases made under the Master Agreement going forward. The price match only applies to the eligible Public Agencies. Below are three examples of Supplier's obligation to match the pricing under Supplier's contracts offering lower prices.

(A) Supplier holds a state contract with lower pricing that is available to all Public Agencies within the state. Supplier would be required to match the lower state pricing under the Master Agreement and make it available to all Public Agencies within the state.

(B) Supplier holds a regional cooperative contract with lower pricing that is available only to the ten cooperative members. Supplier would be required to match the lower cooperative pricing under the Master Agreement and make it available to the ten cooperative members.

(C) Supplier holds a contract with an individual Public Agency. The Public Agency contract does not contain any cooperative language and therefore other Public Agencies are not eligible to utilize the contract. Supplier would be required to match the lower pricing under the Master Agreement and make it available only to the individual Public Agency.

(iii) **Deviating Buying Patterns.** Occasionally U.S. Communities and Supplier may interact with a Public Agency that has a buying pattern or terms and conditions that considerably deviate from the normal Public Agency buying pattern and terms and conditions, and causes Supplier's pricing under the Master Agreement to be higher than an alternative contract held by Supplier. This could be created by a unique end-user preference or requirements. In the event that this situation occurs, Supplier may address the issue by lowering the price under the Master Agreement on the item(s) causing the large deviation for that Public Agency. Supplier would not be required to lower the price for other Public Agencies.

(iv) **Supplier's Options in Responding to a Third Party Procurement Solicitation.** While it is the objective of U.S. Communities to encourage Public Agencies to piggyback on to the Master Agreement rather than issue their own procurement solicitations, U.S. Communities recognizes that for various reasons some Public Agencies will issue their own solicitations. The

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following options are available to Supplier when responding to a Public Agency solicitation:

(A) Supplier may opt not to respond to the procurement solicitation. Supplier may make the Master Agreement available to the Public Agency as a comparison to its solicitation responses.

(B) Supplier may respond with the pricing, terms and conditions of the Master Agreement. If Supplier is awarded the contract, the sales would be reported as sales under the Master Agreement.

(C) If competitive conditions require pricing lower than the standard Master Agreement pricing, Supplier may submit lower pricing through the Master Agreement. If Supplier is awarded the contract, the sales would be reported as sales under the Master Agreement. Supplier would not be required to extend the lower price to other Public Agencies.

(D) Supplier may respond to the procurement solicitation with pricing that is higher (net to buyer) than the pricing offered under the Master Agreement. If awarded a contract, Supplier shall still be bound by all obligations set forth in this Section 3.3, including, without limitation, the requirement to continue to advise the awarding Public Agency of the pricing, terms and conditions of the Master Agreement.

(E) Supplier may respond to the procurement solicitation with pricing that is higher (net to buyer) than the pricing offered under the Master Agreement and if an alternative response is permitted, Supplier may offer the pricing under the Master Agreement as an alternative for consideration.

(c) **Economy Commitment.** Supplier shall demonstrate the benefits, including the pricing advantage, of the Master Agreement over alternative options, including competitive solicitation pricing and shall proactively offer the terms and pricing under the Master Agreement to Public Agencies as a more effective alternative to the cost and time associated with such alternate bids and solicitations.

(d) **Sales Commitment.** Supplier shall market the Master Agreement through Supplier's sales force or dealer network that is properly trained, engaged and committed to offering the Master Agreement as Supplier's primary offering to Public Agencies. Supplier's sales force compensation and incentives shall be greater than or equal to the compensation and incentives earned under other contracts to Public Agencies.

(i) **Supplier Sales.** Supplier shall be responsible for proactive sales of Supplier's Products and Services to Public Agencies and the timely follow-up to sales leads identified by U.S. Communities. Use of product catalogs, targeted advertising, direct mail, online marketing and other sales initiatives are encouraged. All of Supplier's sales materials targeted towards Public Agencies shall include the U.S. Communities logo. U.S. Communities hereby grants to Supplier, during the term of this Agreement, a non-exclusive, revocable, non-transferable, license to use the U.S. Communities name, trademark, and logo solely to perform its obligations under this Agreement, and for no other purpose. Any goodwill, rights, or benefits derived from Supplier's use of the U.S. Communities name, trademark, or logo shall inure to the benefit of U.S. Communities. U.S. Communities shall provide Supplier with its logo and the standards to be employed in the use of the logo. During the term of the Agreement, the Supplier shall provide U.S. Communities with its logo and the standards to be employed in the use of the logo for purposes of reproducing and using Supplier's name and logo in connection with the advertising, marketing and promotion of the Master Agreement to Public Agencies. Supplier shall assist U.S. Communities by providing camera-ready logos and by participating in related trade shows and conferences. At a minimum, Supplier's sales initiatives shall communicate that (i) the Master Agreement

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was competitively solicited by the Lead Public Agency, (ii) the Master Agreement provides the Supplier's best overall pricing and value to eligible agencies, (iii) there is no cost to Participating Public Agencies, and (iv) the Master Agreement is a non-exclusive contract.

(ii) Branding and Logo Compliance. Supplier shall be responsible for complying with the U.S. Communities branding and logo standards and guidelines. Prior to use by Supplier, all U.S. Communities related marketing material must be submitted to U.S. Communities for review and approval.

(iii) Sales Force Training. Supplier shall train its national sales force on the Master Agreement and U.S. Communities program. U.S. Communities shall be available to train on a national, regional or local level and generally assist with the education of sales personnel.

(iv) Participating Public Agency Access. Supplier shall establish the following communication links to facilitate customer access and communication:

(A) A dedicated U.S. Communities internet web-based homepage that is accessible from Supplier's homepage or main menu navigation containing:

- (1) U.S. Communities standard logo with Founding Co-Sponsors logos;
- (2) Copy of original procurement solicitation;
- (3) Copy of Master Agreement including any amendments;
- (4) Summary of Products and Services pricing;
- (5) Electronic link to U.S. Communities' online registration page; and
- (6) Other promotional material as requested by U.S. Communities.

(B) A dedicated toll-free national hotline for inquiries regarding U.S. Communities.

(C) A dedicated email address for general inquiries in the following format: uscommunities@(name of supplier).com.

(v) Electronic Registration. Supplier shall be responsible for ensuring that each Public Agency has completed U.S. Communities' online registration process prior to processing the Public Agency's first sales order.

(vi) Supplier's Performance Review. Upon request by U.S. Communities, Supplier shall participate in a performance review meeting with U.S. Communities to evaluate Supplier's performance of the covenants set forth in this Agreement.

(vii) Supplier Content. Supplier may, from time to time, provide certain graphics, media, and other content to U.S. Communities (collectively "Supplier Content") for use on U.S. Communities websites and for general marketing and publicity purposes. During the term of the Agreement, Supplier hereby grants to U.S. Communities and its affiliates a non-exclusive, worldwide, free, transferrable, license to reproduce, modify, distribute, publically perform, publically display, and use Supplier Content in connection with U.S. Communities websites and for general marketing and publicity purposes, with the right to sublicense each and every such right. Supplier warrants that: (a) Supplier is the owner of or otherwise has the unrestricted right to grant the rights in and to Supplier Content as

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contemplated hereunder; and (b) the use of Supplier Content and any other materials or services provided to U.S. Communities as contemplated hereunder will not violate, infringe, or misappropriate the intellectual property rights or other rights of any third party

3.4 Breach of Supplier's Representations and Covenants. The representations and covenants set forth in this Agreement are the foundation of the relationship between U.S. Communities and Supplier. If Supplier is found to be in violation of, or non-compliance with, one or more of the representations and covenants set forth in this Agreement, Supplier shall have ninety (90) days from the notice of default to cure such violation or non-compliance and, if Supplier fails to cure such violation or non-compliance within such notice period, it shall be deemed a cause for immediate termination of the Master Agreement at Lead Public Agency's sole discretion or this Agreement at U.S. Communities' sole discretion.

3.5 Indemnity. Supplier hereby agrees to indemnify and defend U.S. Communities, and its parent companies, subsidiaries, affiliates, shareholders, member, manager, officers, directors, employees, agents, and representatives from and against any and all claims, costs, proceedings, demands, losses, damages, and expenses (including, without limitation, reasonable attorney's fees and legal costs) of any kind or nature, arising from or relating to, any actual or alleged breach of any of Supplier's representations, warranties, or covenants in this Agreement.

ARTICLE IV**PRICING AUDITS**

4.1 Supplier shall, at Supplier's sole expense, maintain an accounting of all purchases made by Lead Public Agency and Participating Public Agencies under the Master Agreement. U.S. Communities and Lead Public Agency each reserve the right to audit the accounting for a period of three (3) years from the time such purchases are made. This audit right shall survive termination of this Agreement for a period of one (1) year from the effective date of termination. U.S. Communities shall have the authority to conduct random audits of Supplier's pricing that is offered to Participating Public Agencies at U.S. Communities' sole cost and expense. Notwithstanding the foregoing, in the event that U.S. Communities is made aware of any pricing being offered to three (3) or more Participating Public Agencies that is materially inconsistent with the pricing under the Master Agreement, U.S. Communities shall have the ability to conduct a reasonable audit of Supplier's pricing at Supplier's sole cost and expense during regular business hours upon reasonable notice. U.S. Communities may conduct the audit internally or may engage a third-party auditing firm on a non-contingent basis. Supplier shall solely be responsible for the cost of the audit. In the event of an audit, the requested materials shall be provided in the format and at the location where kept in the ordinary course of business by Supplier.

ARTICLE V**FEES & REPORTING**

5.1 Administrative Fees. Supplier shall pay to U.S. Communities a monthly administrative fee based upon the total sales price of all purchases shipped and billed pursuant to the Master Agreement, excluding taxes, in the amount of two percent (2%) of aggregate purchases made during each calendar month (individually and collectively, "Administrative Fees"). Supplier's annual sales shall be measured on a calendar year basis. All Administrative Fees shall be payable in U.S. Dollars and shall be made by wire to U.S. Communities, or its designee or trustee as may be directed in writing by U.S. Communities. Administrative Fees shall be due and payable within thirty (30) days of the end of each calendar month

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for purchases shipped and billed during such calendar month. U.S. Communities agrees to pay to Lead Public Agency five percent (5%) of all Administrative Fees received from Supplier to help offset Lead Public Agency's costs incurred in connection with managing the Master Agreement nationally.

5.2 Sales Reports. Within thirty (30) days of the end of each calendar month, Supplier shall deliver to U.S. Communities an electronic accounting report, in the format prescribed by Exhibit B, attached hereto, summarizing all purchases made under the Master Agreement during such calendar month ("Sales Report"). All purchases indicated in the Sales Report shall be denominated in U.S. Dollars. All purchases shipped and billed pursuant to the Master Agreement for the applicable calendar month shall be included in the Sales Report. Submitted reports shall be verified by U.S. Communities against its registration database. Any data that is inconsistent with the registration database shall be changed prior to processing. U.S. Communities reserves the right upon reasonable advance notice to Supplier to change the prescribed report format to accommodate the distribution of the Administrative Fees to its program sponsors and state associations.

5.3 Exception Reporting/Sales Reports Audits. U.S. Communities or its designee may, at its sole discretion, compare Supplier's Sales Reports with Participating Public Agency records or other sales analysis performed by Participating Public Agencies, sponsors, advisory board members or U.S. Communities staff. If there is a material discrepancy between the Sales Report and such records or sales analysis as determined by U.S. Communities, U.S. Communities shall notify Supplier in writing and Supplier shall have thirty (30) days from the date of such notice to resolve the discrepancy to U.S. Communities' reasonable satisfaction. Upon resolution of the discrepancy, Supplier shall remit payment to U.S. Communities' trustee within fifteen (15) calendar days. Any questions regarding an exception report should be directed to U.S. Communities in writing to reporting@uscommunities.org. If Supplier does not resolve the discrepancy to U.S. Communities' reasonable satisfaction within thirty (30) days, U.S. Communities shall have the right to engage outside services to conduct an independent audit of Supplier's reports. Supplier shall solely be responsible for the cost of the audit.

5.4 Online Reporting. Within forty-five (45) days of the end of each calendar month, U.S. Communities shall provide online reporting to Supplier containing Supplier's sales reporting for such calendar month. Supplier shall have access to various reports through the U.S. Communities intranet website. Such reports are useful in resolving reporting issues and enabling Supplier to better manage its Master Agreement.

5.5 Usage Reporting. Within thirty (30) days of the end of each contract year, Supplier shall deliver to U.S. Communities an electronic usage report of all sales under the Master Agreement, including:

- (i) Supplier's Product Number
- (ii) Product Description
- (iii) Manufacturer Name
- (iv) Manufacturer Number
- (v) Unit of Measure
- (vi) U.S. Communities Price
- (vii) Number of times ordered
- (viii) Units sold
- (ix) Sales by Manufacturer

5.6 Supplier's Failure to Provide Reports or Pay Administrative Fees. Failure to provide a Sales Report or pay Administrative Fees within the time and in the manner specified herein shall be regarded as a material breach under this Agreement and if not cured within thirty (30) days of written

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notice to Supplier, shall be deemed a cause for termination of the Master Agreement at Lead Public Agency’s sole discretion or this Agreement at U.S. Communities’ sole discretion. All Administrative Fees not paid within thirty (30) days of the end of the previous calendar month shall bear interest at the rate of one and one-half percent (1.5%) per month until paid in full.

ARTICLE VI

MISCELLANEOUS

6.1 Entire Agreement. This Agreement supersedes any and all other agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof, and no other agreement, statement, or promise relating to the subject matter of this Agreement which is not contained herein shall be valid or binding.

6.2 Assignment.

(a) Supplier. Neither this Agreement nor any rights or obligations hereunder shall be assignable by Supplier without prior written consent of U.S. Communities, and any assignment without such consent shall be void.

(b) U.S. Communities. This Agreement and any rights or obligations hereunder may be assigned by U.S. Communities in U.S. Communities’ sole discretion, to an existing or newly established legal entity that has the authority and capacity to perform U.S. Communities’ obligations hereunder.

6.3 Notices. All reports, notices or other communications given hereunder shall be delivered by first-class mail, postage prepaid, or overnight delivery requiring signature on receipt to the addresses as set forth below. U.S. Communities may, by written notice delivered to Supplier, designate any different address to which subsequent reports, notices or other communications shall be sent.

U.S. Communities: U.S. Communities
2999 Oak Road, Suite 710
Walnut Creek, California 94597
Attn: Program Manager Administration

Supplier: _____

Attn: U.S. Communities Program Manager

6.4 Severability. If any provision of this Agreement shall be deemed to be, or shall in fact be, illegal, inoperative or unenforceable, the same shall not affect any other provision or provisions herein contained or render the same invalid, inoperative or unenforceable to any extent whatever.

6.5 Waiver. Any failure of a party to enforce, for any period of time, any of the provisions under this Agreement shall not be construed as a waiver of such provisions or of the right of said party thereafter to enforce each and every provision under this Agreement.

6.6 Counterparts. This Agreement may be executed in several counterparts, each of which shall be an original and all of which shall constitute but one and the same instrument.

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6.7 Modifications. This Agreement may not be effectively amended, changed, modified, altered or terminated without the prior written consent of the parties hereto.

6.8 Governing Law; Arbitration. This Agreement will be governed by and interpreted in accordance with the laws of the State of California without regard to any conflict of laws principles. Any dispute, claim, or controversy arising out of or relating to this Agreement or the breach, termination, enforcement, interpretation or validity thereof, including the determination of the scope or applicability of this dispute resolution clause, shall be determined by arbitration in Walnut Creek, California, before one (1) arbitrator. The arbitration shall be administered by JAMS pursuant to its Comprehensive Arbitration Rules and Procedures. Judgment on the award may be entered in any court having jurisdiction. This clause shall not preclude parties from seeking provisional remedies in aid of arbitration from a court of appropriate jurisdiction. The prevailing party will be entitled to recover its reasonable attorneys' fees and arbitration costs from the other party. The arbitration award shall be final and binding. Each party commits that prior to commencement of arbitration proceedings, the parties shall submit the dispute to JAMS for mediation. The parties will cooperate with JAMS and with one another in selecting a mediator from JAMS panel of neutrals, and in promptly scheduling the mediation proceedings. The parties covenant that they will participate in the mediation in good faith, and that they will share equally in its costs. The mediation will be conducted by each party designating a duly authorized officer or other representative to represent the party with the authority to bind the party, and that the parties agree to exchange informally such information as is reasonably necessary and relevant to the issues being mediated. All offers, promises, conduct, and statements, whether oral or written, made in the course of the mediation by any of the parties, their agents, employees, experts, and attorneys, and by the mediator or any JAMS employees, are confidential, privileged, and inadmissible for any purpose, including impeachment, in any arbitration or other proceeding involving the parties, provided that evidence that is otherwise admissible or discoverable shall not be rendered inadmissible or non-discoverable as a result of its use in the mediation. If the dispute is not resolved within thirty (30) days from the date of the submission of the dispute to mediation (or such later date as the parties may mutually agree in writing), the administration of the arbitration shall proceed. The mediation may continue, if the parties so agree, after the appointment of the arbitrator. Unless otherwise agreed by the parties, the mediator shall be disqualified from serving as arbitrator in the case. The pendency of a mediation shall not preclude a party from seeking provisional remedies in aid of the arbitration from a court of appropriate jurisdiction, and the parties agree not to defend against any application for provisional relief on the ground that a mediation is pending.

6.9 Successors and Assigns. This Agreement shall inure to the benefit of and shall be binding upon U.S. Communities, Supplier and any successor and assign thereto; subject, however, to the limitations contained herein.

[Remainder of Page Intentionally Left Blank – Signatures Follow]

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IN WITNESS WHEREOF, U.S. Communities has caused this Agreement to be executed in its name and Supplier has caused this Agreement to be executed in its name, all as of the date first written above.

U.S. Communities:

U.S. COMMUNITIES GOVERNMENT PURCHASING ALLIANCE

By _____

Name: _____

Title: _____

Supplier:

By _____

Name: _____

Title: _____

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ATTACHMENT A

MASTER AGREEMENT

(Lead Public Agency Master Agreement/Contract to be attached at time of award.)

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ATTACHMENT B

SALES REPORT FORMAT

Appendix B - US (Data Format)													
Sales Report Template													
TIN	Supplier ID	Account No.	Agency Name	Dept Name	Address	City	State	Zip	Agency Type	Year	Qtr	Month	Amount
956000735	160	89518997	CITY OF LA/MGMT EMPL SVCS	Purchasing	555 RAMIREZ ST STE 312	LOS ANGELES	CA	90012	20	2012	2	5	1525.50
956000222	160	34868035	LOS ANGELES COUNTY	Facilities	350 S FIGUEROA ST STE 700	LOS ANGELES	CA	90071	30	2012	2	5	1603.64
956000735	160	89496461	CITY OF LA/ENVIRON AFFAIR	Purchasing	555 RAMIREZ ST STE 312	LOS ANGELES	CA	90012	20	2012	2	5	1625.05
956000735	160	89374835	CITY OF LA/COMMUNITY DEV	Purchasing	555 RAMIREZ ST STE 312	LOS ANGELES	CA	90012	20	2012	2	5	45090.79
066002010	160	328NA0001053	GROTON TOWN OF PUBLIC WORKS	Water	123 A St	GROTON	CT	06340	20	2012	2	5	318.00
066001854	160	328NA0001051	GROTON CITY OF	Administration	123 A St	GROTON	CT	06340	20	2012	2	5	212.00
SALES REPORT DATA FORMAT													
Column Name	Required	Data Type	Length	Example	Comment								
TIN	Optional	Text	9	956000735	No Dash, Do not omit leading zero.								
Supplier ID	Yes	Number	3	111	See Supplier ID Table Below								
Account No.	Optional	Text	25 max		Depends on supplier account no.								
Agency Name	Yes	Text	255 max		Los Angeles County								
Dept Name	Optional	Text	255 max		Purchasing Dept								
Address	Yes	Text	255 max										
City	Yes	Text	255 max	Los Angeles	Must be a valid City name								
State	Yes	Text	2	CA									
Zip	Yes	Text	5	90071	No Dash, Do not omit leading zero, Valid zip code								
Agency Type	Yes	Number	2	30	See Agency Type Table Below								
Year	Yes	Number	4	2010									
Qtr	Yes	Number	1	4									
Month	Yes	Number	2	12									
Amount	Yes	Number	variable	45090.79	Two digit decimal point, no \$ sign or commas								
Agency Type Table													
Agency Type ID	Agency Type Description												
10	K-12												
11	Community College												
12	College and University												
20	City												
21	City Special District												
22	Consolidated City/County												
30	County												
31	County Special District												
40	Federal												
41	Crown Corporations												
50	Housing Authority												
80	State Agency												
81	Independent Special District												
82	Non-Profit												
84	Other												

EXHIBIT 8

STATE NOTICE ADDENDUM

Pursuant to certain state notice provisions the following public agencies and political subdivisions of the referenced public agencies are eligible to access the contract award made pursuant to this solicitation. Public agencies and political subdivisions are hereby given notice of the foregoing request for proposal for purposes of complying with the procedural requirements of said statutes:

Nationwide:

http://www.usa.gov/Agencies/Local_Government/Cities.shtml

Other states:

State of Oregon, State of Hawaii, State of Washington

State: HI	Hawi
	Hickam AFB
Account Type: HI Counties, Cities, Colleges	Hilo
Hawaii County	Holualoa
Honolulu County	Honaunau
Kauai County	Honokaa
Maui County	Honolulu
Kalawao County	Honomu
Aiea	Hoolehua
Anahola	Kaaawa
Barbers Point N A S	Kahuku
Camp H M Smith	Kahului
Captain Cook	Kailua
Eleele	Kailua Kona
Ewa Beach	Kalaheo
Fort Shafter	Kalaupapa
Haiku	Kamuela
Hakalau	Kaneohe
Haleiwa	Kapaa
Hana	Kapaau
Hanalei	Kapolei
Hanamaulu	Kaumakani
Hanapepe	Kaunakakai
Hauula	Kawela Bay
Hawaii National Park	Keaau
Hawaiian Ocean View	Kealakekua
	Kealia

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Keauhou	Pepeekeo
Kekaha	Princeville
Kihei	Pukalani
Kilauea	Puunene
Koloa	Schofield Barracks
Kualapuu	Tripler Army Medical Center
Kula	Volvano
Kunia	Wahiawa
Kurtistown	Waialua
Lahaina	Waianae
Laie	Waikoloa
Lanai City	Wailuku
Laupahoehoe	Waimanalo
Lawai	Waimea
Lihue	Waipahu
M C B H Kaneohe Bay	Wake Island
Makawao	Wheeler Army Airfield
Makaweli	Brigham Young University - Hawaii
Maunaloa	Chaminade University of Honolulu
Mililani	Hawaii Business College
Mountain View	Hawaii Pacific University
Naalehu	Hawaii Technology Institute
Ninole	Heald College - Honolulu
Ocean View	Remington College - Honolulu Campus
Ookala	University of Phoenix - Hawaii Campus
Paauhau	Hawaii Community College
Paauilo	Honolulu Community College
Pahala	Kapiolani Community College
Pahoa	Kauai Community College
Paia	Leeward Community College
Papaaloa	Maui Community College
Papaikou	University of Hawaii at Hilo
Pearl City	University of Hawaii at Manoa
Pearl Harbor	Windward Community College

State: HI (131 records)

Account Type: K-12 (17 records)

SERIAL 16111-RFP

Malama Honua Public Charter School
 ST JOHN THE BAPTIST
 Waimanalo Elementary and Intermediate
 School
 Kailua High School
 PACIFIC BUDDHIST ACADEMY
 HAWAII TECHNOLOGY ACADEMY
 CONGREGATION OF CHRISTIAN BROTHERS OF
 HAWAII, INC.
 MARYKNOLL SCHOOL
 ISLAND SCHOOL
 STATE OF HAWAII, DEPT. OF EDUCATION
 KE KULA O S. M. KAMAKAU
 KAMEHAMEHA SCHOOLS
 HANAHAU`OLI SCHOOL
 KIHEI CHARTER SCHOOL
 EMMANUAL LUTHERAN SCHOOL
 School Lunch Program
 Our Savior Lutheran School

Account Type: County (5 records)

BOARD OF WATER SUPPLY
 MAUI COUNTY COUNCIL
 Kauai County Council
 Honolulu Fire Department
 COUNTY OF MAUI

Account Type: Non-Profit (74 records)

Lanai Community Health Center
 Maui High Band Booster Club
 Kumulani Chapel
 Naalehu Assembly of God
 outrigger canoe club
 One Kalakaua
 Native Hawaiian Hospitality Association
 St. Theresa School
 Hawaii Peace and Justice
 Kauai Youth Basketball Association
 NA HALE O MAUI
 LEEWARD HABITAT FOR HUMANITY
 WAIANAE COMMUNITY OUTREACH
 NA LEI ALOHA FOUNDATION
 HAWAII FAMILY LAW CLINIC DBA ALA KUOLA

BUILDING INDUSTRY ASSOCIATION OF HAWAII
 UNIVERSITY OF HAWAII FEDERAL CREDIT
 UNION
 LANAKILA REHABILITATION CENTER INC.
 POLYNESIAN CULTURAL CENTER
 CTR FOR CULTURAL AND TECH INTERCHNG
 BETW EAST AND WEST
 BISHOP MUSEUM
 ALOCHOLIC REHABILITATION SVS OF HI INC
 DBA HINA MAUKA
 ASSOSIATION OF OWNERS OF KUKUI PLAZA
 MAUI ECONOMIC DEVELOPMENT BOARD
 NETWORK ENTERPRISES, INC.
 HONOLULU HABITAT FOR HUMANITY
 ALOHACARE
 ORI ANUENUE HALE, INC.
 IUPAT, DISTRICT COUNCIL 50
 GOODWILL INDUSTRIES OF HAWAII, INC.
 HAROLD K.L. CASTLE FOUNDATION
 MAUI ECONOMIC OPPORTUNITY, INC.
 EAH, INC.
 PARTNERS IN DEVELOPMENT FOUNDATION
 HABITAT FOR HUMANITY MAUI
 W. M. KECK OBSERVATORY
 HAWAII EMPLOYERS COUNCIL
 HAWAII STATE FCU
 MAUI COUNTY FCU
 PUNAHOU SCHOOL
 YMCA OF HONOLULU
 EASTER SEALS HAWAII
 AMERICAN LUNG ASSOCIATION
 Pohaha I Ka Lani
 Hawaii Area Committee
 Tri-Isle RC&D
 Lanai Federal Credit Union
 Aloha United Way
 READ TO ME INTERNATIONAL FOUNDATION
 MAUI FAMILY YMCA
 WAILUKU FEDERAL CREDIT UNION
 ST. THERESA CHURCH
 HALE MAHAOLU
 West Maui Community Federal Credit Union
 Hawaii Island Humane Society

SERIAL 16111-RFP

Western Pacific Fisheries Council
 Kama'aina Care Inc
 International Archaeological Research
 Institute, Inc.
 Community Empowerment Resources
 Tutu and Me Traveling Preschool
 First United Methodist Church
 AOA Royal Capitol Plaza
 Kumpang Lanai
 Child and Family Service
 MARINE SURF WAIKIKI, INC.
 Hawaii Health Connector
 Hawaii Carpenters Market Recovery Program
 Fund
 Puu Heleakala Community Association
 Saint Louis School
 Kailua Racquet Club, Ltd.
 Homewise Inc.
 Hawaii Baptist Academy
 Kroc Center Hawaii
 Kupu

Account Type: College and University (8 records)

University of the Nations
 ARGOSY UNIVERSITY
 HAWAII PACIFIC UNIVERSITY
 UNIVERSITY OF HAWAII AT MANOA
 RESEARCH CORPORATION OF THE UNIVERSITY
 OF HAWAII
 BRIGHAM YOUNG UNIVERSITY - HAWAII
 University Clinical Research and Association
 CHAMINADE UNIVERSITY OF HONOLULU

Account Type: Other

Hawaii Information Consortium
 Leeward Community Church
 E Malama In Keiki O Lanai
 Keawala'i Congregational Church
 Lanai Community Hospital
 Angels at Play Preschool & Kindergarten
 Queen Emma Gardens AOA

Account Type: Community College (2 records)

Honolulu Community College
 COLLEGE OF THE MARSHALL ISLANDS

Account Type: State Agency (11 records)

DOT Airports Division Hilo International Airport

Judiciary - State of Hawaii
 ADMIN. SERVICES OFFICE
 SOH- JUDICIARY CONTRACTS AND PURCH
 STATE DEPARTMENT OF DEFENSE
 HAWAII CHILD SUPPORT ENFORCEMENT
 AGENCY
 HAWAII HEALTH SYSTEMS CORPORATION
 HAWAII AGRICULTURE RESEARCH CENTER
 STATE OF HAWAII
 Third Judicial Circuit - State of Hawaii
 Office of the Governor

Account Type: Consolidated City/County (2 records)

CITY AND COUNTY OF HONOLULU
 Lanai Youth Center

Account Type: Federal (4 records)

US Navy
 Defense Information System Agency
 84th Engineer Battalion
 Department of Veterans Affairs

State: OR (1,395 records)**Account Type: K-12 (235 records)**

Central School District 13J (Polk County,
 Oregon)
 Milton-Freewater Unified School District No 7

Warrenton Hammond School
 Columbia Academy
 VALLEY CATHOLIC SCHL
 CROOK COUNTY SCHOOL DISTRICT
 CORBETT SCHL DIST #39
 Trinity Lutheran Church and School
 Bethel School District #52
 Ppmc Education Committee
 Stayton Christian School

SERIAL 16111-RFP

South Columbia Family School	SOUTHERN OREGON EDUCATION SERVICE DISTRICT
Sunrise Preschool	SILVER FALLS SCHOOL DISTRICT
St. Therese Parish/School	St Helens School District
Portland YouthBuilders	DAYTON SCHOOL DISTRICT NO.8
Wallowa County ESD	Amity School District 4-J
Fern Ridge School District 28J	SCAPPOOSE SCHOOL DISTRICT 1J
Knova Learning	REEDSPORT SCHOOL DISTRICT
New Horizon Christian School	FOREST GROVE SCHOOL DISTRICT
MOLALLA RIVER ACADEMY	DAVID DOUGLAS SCHOOL DISTRICT
HIGH DESERT EDUCATION SERVICE DISTRICT	LOWELL SCHOOL DISTRICT NO.71
SOUTHWEST CHARTER SCHOOL	TIGARD-TUALATIN SCHOOL DISTRICT
WHITEAKER MONTESSORI SCHOOL	SHERWOOD SCHOOL DISTRICT 88J
CASCADES ACADEMY OF CENTRAL OREGON	RAINIER SCHOOL DISTRICT
NEAH-KAH-NIE DISTRICT NO.56	NORTH CLACKAMAS SCHOOL DISTRICT
INTER MOUNTAIN ESD	MONROE SCHOOL DISTRICT NO.1J
STANFIELD SCHOOL DISTRICT	CHILDPEACE MONTESSORI
LA GRANDE SCHOOL DISTRICT	HEAD START OF LANE COUNTY
CASCADE SCHOOL DISTRICT	HARNEY COUNTY SCHOOL DIST. NO.3
DUFUR SCHOOL DISTRICT NO.29	NESTUCCA VALLEY SCHOOL DISTRICT NO.101
hillsboro school district	
GASTON SCHOOL DISTRICT 511J	ARCHBISHOP FRANCIS NORBERT BLANCHET SCHOOL
BEAVERTON SCHOOL DISTRICT	LEBANON COMMUNITY SCHOOLS NO.9
COUNTY OF YAMHILL SCHOOL DISTRICT 29	MT.SCOTT LEARNING CENTERS
WILLAMINA SCHOOL DISTRICT	SEVEN PEAKS SCHOOL
MCMINNVILLE SCHOOL DISTRICT NO.40	DE LA SALLE N CATHOLIC HS
Sheridan School District 48J	MULTISENSORY LEARNING ACADEMY
THE CATLIN GABEL SCHOOL	MITCH CHARTER SCHOOL
NORTH WASCO CTY SCHOOL DISTRICT 21 - CHENOWITH	REALMS CHARTER SCHOOL
CENTRAL CATHOLIC HIGH SCHOOL	BAKER SCHOOL DISTRICT 5-J
CANYONVILLE CHRISTIAN ACADEMY	PHILOMATH SCHOOL DISTRICT
OUR LADY OF THE LAKE SCHOOL	CLACKAMAS EDUCATION SERVICE DISTRICT
NYSSA SCHOOL DISTRICT NO. 26	CANBY SCHOOL DISTRICT
ARLINGTON SCHOOL DISTRICT NO. 3	OREGON TRAIL SCHOOL DISTRICT NO.46
LIVINGSTONE ADVENTIST ACADEMY	WEST LINN WILSONVILLE SCHOOL DISTRICT
Santiam Canyon SD 129J	MOLALLA RIVER SCHOOL DISTRICT NO.35
WEST HILLS COMMUNITY CHURCH	ESTACADA SCHOOL DISTRICT NO.108
BANKS SCHOOL DISTRICT	GLADSTONE SCHOOL DISTRICT
WILLAMETTE EDUCATION SERVICE DISTRICT	ASTORIA SCHOOL DISTRICT 1C
BAKER COUNTY SCHOOL DIST. 16J - MALHEUR ESD	SEASIDE SCHOOL DISTRICT 10
HARNEY EDUCATION SERVICE DISTRICT	NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT
GREATER ALBANY PUBLIC SCHOOL DISTRICT	VERNONIA SCHOOL DISTRICT 47J
LAKE OSWEGO SCHOOL DISTRICT 7J	

SERIAL 16111-RFP

SOUTH COAST EDUCATION SERVICE DISTRICT

COOS BAY SCHOOL DISTRICT NO.9

COOS BAY SCHOOL DISTRICT

NORTH BEND SCHOOL DISTRICT 13

COQUILLE SCHOOL DISTRICT 8

MYRTLE POINT SCHOOL DISTRICT NO.41

BANDON SCHOOL DISTRICT

BROOKING HARBOR SCHOOL DISTRICT NO.17-C

REDMOND SCHOOL DISTRICT

DESCHUTES COUNTY SD NO.6 - SISTERS SD

DOUGLAS EDUCATION SERVICE DISTRICT

ROSEBURG PUBLIC SCHOOLS

GLIDE SCHOOL DISTRICT NO.12

SOUTH UMPQUA SCHOOL DISTRICT #19

YONCALLA SCHOOL DISTRICT NO.32

ELKTON SCHOOL DISTRICT NO.34

DOUGLAS COUNTY SCHOOL DISTRICT 116

HOOD RIVER COUNTY SCHOOL DISTRICT

PHOENIX-TALENT SCHOOL DISTRICT NO.4

CENTRAL POINT SCHOOL DISTRICT NO. 6

JACKSON CO SCHOOL DIST NO.9

ROGUE RIVER SCHOOL DISTRICT NO.35

MEDFORD SCHOOL DISTRICT 549C

CULVER SCHOOL DISTRICT NO.

JEFFERSON COUNTY SCHOOL DISTRICT 509-J

GRANTS PASS SCHOOL DISTRICT 7

LOST RIVER JR/SR HIGH SCHOOL

KLAMATH FALLS CITY SCHOOLS

LANE COUNTY SCHOOL DISTRICT 4J

SPRINGFIELD SCHOOL DISTRICT NO.19

CRESWELL SCHOOL DISTRICT

SOUTH LANE SCHOOL DISTRICT 45J3

LANE COUNTY SCHOOL DISTRICT 69

SIUSLAW SCHOOL DISTRICT

SWEET HOME SCHOOL DISTRICT NO.55

LINN CO. SCHOOL DIST. 95C - SCIO SD

ONTARIO MIDDLE SCHOOL

GERVAIS SCHOOL DIST. #1

NORTH SANTIAM SCHOOL DISTRICT 29J

JEFFERSON SCHOOL DISTRICT

SALEM-KEIZER PUBLIC SCHOOLS

MT. ANGEL SCHOOL DISTRICT NO.91

MARION COUNTY SCHOOL DISTRICT 103 -
WASHINGTON ES

MORROW COUNTY SCHOOL DISTRICT

MULTNOMAH EDUCATION SERVICE DISTRICT

GRESHAM-BARLOW SCHOOL DISTRICT

DALLAS SCHOOL DISTRICT NO. 2

CENTRAL SCHOOL DISTRICT 13J

St. Mary Catholic School

CROSSROADS CHRISTIAN SCHOOL

ST. ANTHONY SCHOOL

Pedee School

HERITAGE CHRISTIAN SCHOOL

BEND-LA PINE SCHOOL DISTRICT

GLENDALE SCHOOL DISTRICT

LINCOLN COUNTY SCHOOL DISTRICT

PORTLAND PUBLIC SCHOOLS

REYNOLDS SCHOOL DISTRICT

CENTENNIAL SCHOOL DISTRICT

NOBEL LEARNING COMMUNITIES

St. Stephen's Academy

McMinnville Adventist Christian School

Salem-Keizer 24J

McKay High School

Pine Eagle Charter School

Waldo Middle School

OAKLAND SCHOOL DISTRICT 001

hermiston school district

Clear Creek Middle School

Marist High School

Victory Academy

Vale School District No. 84

St. Mary School

Junction City High School

Three Rivers School District

Fern Ridge School District

JESUIT HIGH SCHL EXEC OFC

LASALLE HIGH SCHOOL

Southwest Christian School

Willamette Christian School

Westside Christian High School

CS LEWIS ACADEMY

Portland America School

Forest Hills Lutheran School

Mosier Community School

SERIAL 16111-RFP

Koreducators Lep High
 Warrenton Hammond School District
 Sutherlin School District
 Malheur Elementary School District
 Ontario School District
 Parkrose School District 3
 Riverdale School District 51J
 Tillamook School District
 Madeleine School
 Union School District
 Helix School District
 Riddle School District
 Molalla River School District
 Corvallis School District 509J
 Falls City School District #57
 Portland Christian Schools
 LUCKIAMUTE VALLEY CHARTER SCHOOLS
 Deer Creek Elementary School
 Yamhill Carlton School District
 HARRISBURG SCHL DIST
 CENTRAL CURRY SCHL DIST#1
 BNAI BRITH CAMP
 OREGON FOOD BANK
 HOSANNA CHRISTIAN SCHL
 ABIQUA SCHL
 Salem keizar school district
 Athena Weston School District 29RJ
 Butte Falls School District
 Bend International School
 Imbler School District #11
 monument school
 PENDLETON SCHOOL DISTRICT #16R
 Ohara Catholic School
 Reynolds High School
 St. Paul School District
 Sabin-Schellenberg Technical Center
 St Paul Parish School
 Joseph School District
 EagleRidge High School
 Grant Community School
 Hope chinese charter
 Northwest Academy
 Sunny Wolf Charter School
 MCKENZIE SCHOOL DISTRICT 068
 L'Etoiile French Immersion School

LA GRANDE SCHOOL DISTRICT 001
 Marist Catholic High School
 Springfield Public Schools
 Elgin school dist.
 PLEASANT HILL SCH DIST #1
 Ukiah School District 80R
 North Powder Charter School
 Siletz Valley School
 French American School
 Mastery Learning Institute
 North Lake School District 14
 Early College High School

Account Type: County (53 records)

GILLIAM COUNTY OREGON
 UMATILLA COUNTY, OREGON
 DOUGLAS ELECTRIC COOPERATIVE, INC.
 MULTNOMAH LAW LIBRARY
 clackamas county
 CLATSOP COUNTY
 COLUMBIA COUNTY, OREGON
 coos county
 CROOK COUNTY ROAD DEPARTMENT
 CURRY COUNTY OREGON
 DESCHUTES COUNTY
 GILLIAM COUNTY
 GRANT COUNTY, OREGON
 HARNEY COUNTY SHERIFFS OFFICE
 HOOD RIVER COUNTY
 jackson county
 josephine county
 klamath county
 LANE COUNTY
 LINN COUNTY
 MARION COUNTY , SALEM, OREGON
 MULTNOMAH COUNTY
 SHERMAN COUNTY
 WASCO COUNTY
 YAMHILL COUNTY
 WALLOWA COUNTY
 ASSOCIATION OF OREGON COUNTIES
 NAMI LANE COUNTY
 BENTON COUNTY
 DOUGLAS COUNTY
 JEFFERSON COUNTY

SERIAL 16111-RFP

LAKE COUNTY
 LINCOLN COUNTY
 POLK COUNTY
 UNION COUNTY
 WASHINGTON COUNTY
 MORROW COUNTY
 Mckenzie Personnel Services
 Washington County Facilities & Park Services

NORCOR Juvenile Detention
 Tillamook County Estuary
 Job Council
 BAKER CNTY GOVT
 TILLAMOOK CNTY
 Multnomah County Dept of County Assets
 Wheeler County
 Resource Connections of Oregon
 Lane County Sheriff's Office
 Clatsop County Sheriff's Office
 Harney County Community Corrections
 Clackamas County Juvenile Dept
 Columbia Basin Care Facility
 City of Seaside Police Department

Account Type: Non-Profit (664 records)

Tamarack Aquatic Center
 Seven Feathers Casino
 Oliver P Lent PTA
 Willamette Valley Rehab Center
 St Paul Baptist Church
 Long Tom Watershed Council
 San Martin Deporres Catholic Church
 Portland Parks Foundation
 Cedar Hills Baptist Church
 Unitarian Universalist Church in Eugene
 Emmanuel Bible Church
 La Pine Chamber of Commerce
 Farmworkers Housing Development Corporation
 World Forestry Center
 Oregon Farm Bureau
 Mt Emily Safe Center
 Salem First Presbyterian Church
 Rolling Hills Baptist Church
 Baker Elks

Gates Community Church of Christ
 PIP Corps LLC
 Turtle Ridge Wildlife Center
 Grande Ronde Model Watershed Foundation

 Western Environmental Law Center
 Oregon District 7 Little League
 Mercy Flights, Inc.
 Metropolitan Contractor Improvement Partnership
 The Christian Church of Hillsboro Oregon
 Congregation Neveh Shalom
 My Fathers House
 Step Forward Activities Inc
 HHoly Trinity Greek Orthodox Cathedral
 MECOP Inc.
 Workforce Northwest Inc
 Lane Arts Council
 Intergral Youth Services
 Children Center At Trinity
 Beaverton Christians Church
 Oregon Humanities
 St. Pius X School
 Community Connection of Northeast Oregon, Inc.
 St Mark Presbyterian Church
 Living Opportunities, Inc.
 Coos Art Museum
 OETC
 Blanchet House of Hospitality
 Garten Services Inc
 Merchants Exchange of Portland, Oregon
 Coalition for a Livable Future
 West Salem United Methodist
 Central Oregon Visitors Association
 Soroptimist International of Gold Beach, OR
 Real Life Christian Church
 Dayton Christian Church
 Delphian School
 AVON
 EPUD-Emerald People's Utility District
 Human Solutions, Inc.
 The Wallace Medical Concern
 Boys & Girls Club of Salem, Marion & Polk Counties

SERIAL 16111-RFP

The Ross Ragland Theater and Cultural Center	HOUSING AUTHORITY OF LINCOLN COUNTY
Cascade Health Solutions	RENEWABLE NORTHWEST PROJECT
Umpqua Community Health Center	INTERNATIONAL SUSTAINABLE DEVELOPMENT FOUNDATION
ALZHEIMERS NETWORK OF OREGON	CONSERVATION BIOLOGY INSTITUTE
NATIONAL WILD TURKEY FEDERATION	THE NATIONAL ASSOCIATION OF CREDIT MANAGEMENT-OREGON, INC.
TILLAMOOK ESTUARIES PARTNERSHIP	BLACHLY LANE ELECTRIC COOPERATIVE
LIFEWORKS NW	MORNING STAR MISSIONARY BAPTIST CHURCH
Independent Development Enterprise Alliance	NORTHWEST FOOD PROCESSORS ASSOCIATION
MID-WILLAMETTE VALLEY COMMUNITY ACTION AGENCY, INC	INDEPENDENT INSURANCE AGENTS AND BROKERS OF OREGON
HALFWAY HOUSE SERVICES, INC.	OREGON EDUCATION ASSOCIATION
REDMOND PROFICIENCY ACADEMY	HEARING AND SPEECH INSTITUTE INC
OHSU FOUNDATION	SALEM ELECTRIC
SHELTERCARE	MORRISON CHILD AND FAMILY SERVICES
PRINGLE CREEK SUSTAINABLE LIVING CENTER	JUNIOR ACHIEVEMENT
PACIFIC INSTITUTES FOR RESEARCH	CENTRAL BIBLE CHURCH
Mental Health for Children, Inc.	MID COLUMBIA MEDICAL CENTER-GREAT 'N SMALL
The Dreaming Zebra Foundation	TRILLIUM FAMILY SERVICES, INC.
LAUREL HILL CENTER	YWCA SALEM
THE OREGON COMMUNITY FOUNDATION	PORTLAND ART MUSEUM
OCHIN	SAINT JAMES CATHOLIC CHURCH
WE CARE OREGON	SOUTHERN OREGON HUMANE SOCIETY
SE WORKS	VOLUNTEERS OF AMERICA OREGON
ENTERPRISE FOR EMPLOYMENT AND EDUCATION	CENTRAL DOUGLAS COUNTY FAMILY YMCA
OMNIMEDIX INSTITUTE	METROPOLITAN FAMILY SERVICE
PORTLAND BUSINESS ALLIANCE	OREGON MUSUEM OF SCIENCE AND INDUSTRY
GATEWAY TO COLLEGE NATIONAL NETWORK	
FOUNDATIONS FOR A BETTER OREGON	FIRST UNITARIAN CHURCH
GOAL ONE COALITION	ST. ANTHONY CHURCH
ATHENA LIBRARY FRIENDS ASSOCIATION	Good Shepherd Medical Center
Coastal Family Health Center	Salem Academy
CENTER FOR COMMUNITY CHANGE	GEN CONF OF SDA CHURCH WESTERN OR
STAND FOR CHILDREN	PORTLAND ADVENTIST ACADEMY
ST. VINCENT DEPAUL OF LANE COUNTY	ST VINCENT DE PAUL
EAST SIDE FOURSQUARE CHURCH	OUTSIDE IN
CORVALLIS MOUNTAIN RESCUE UNIT	UNITED CEREBRAL PALSY OF OR AND SW WA
InventSuccess	
SHERIDAN JAPANESE SCHOOL FOUNDATION	WILLAMETTE VIEW INC.
The Blosser Center for Dyslexia Resources	PORTLAND HABILITATION CENTER, INC.
MOSAIC CHURCH	

SERIAL 16111-RFP

OREGON STATE UNIVERSITY ALUMNI
 ASSOCIATION
 ROSE VILLA, INC.
 NORTHWEST LINE JOINT APPRENTICESHIP &
 TRAINING COMMITTEE
 BOYS AND GIRLS CLUBS OF PORTLAND
 METROPOLITAN AREA
 ROGUE FEDERAL CREDIT UNION
 Oregon Research Institute
 WILLAMETTE LUTHERAN HOMES, INC
 LANE MEMORIAL BLOOD BANK
 PORTLAND JEWISH ACADEMY
 LANECO FEDERAL CREDIT UNION
 GRANT PARK CHURCH
 ST. MARYS OF MEDFORD, INC.
 US CONFERENCE OF MENONNITE BRETHREN
 CHURCHES
 FAITHFUL SAVIOR MINISTRIES
 OREGON CITY CHURCH OF THE NAZARENE
 OREGON COAST COMMUNITY ACTION
 EDUCATION NORTHWEST
 COMMUNITY ACTION TEAM, INC.
 EUGENE SYMPHONY ASSOCIATION, INC.
 STAR OF HOPE ACTIVITY CENTER INC.
 SPARC ENTERPRISES
 SOUTHERN OREGON CHILD AND FAMILY
 COUNCIL, INC.
 SALEM ALLIANCE CHURCH
 Lane Council of Governments
 FORD FAMILY FOUNDATION
 TRAILS CLUB
 NEWBERG FRIENDS CHURCH
 WOODBURN AREA CHAMBER OF COMMERCE

 CONTEMPORARY CRAFTS MUSEUM AND
 GALLERY
 CITY BIBLE CHURCH
 OREGON LIONS SIGHT & HEARING
 FOUNDATION
 PORTLAND WOMENS CRISIS LINE
 THE SALVATION ARMY - CASCADE DIVISION
 WILLAMETTE FAMILY
 WHITE BIRD CLINIC
 GOODWILL INDUSTRIES OF LANE AND SOUTH
 COAST COUNTIES

PLANNED PARENTHOOD OF SOUTHWESTERN
 OREGON
 HOUSING NORTHWEST
 OREGON ENVIRONMENTAL COUNCIL
 MEALS ON WHEELS PEOPLE, INC.
 FAITH CENTER
 Bob Belloni Ranch, Inc.
 GOOD SHEPHERD COMMUNITIES
 SACRED HEART CATHOLIC DAUGHTERS
 HELP NOW! ADVOCACY CENTER
 TENAS ILLAHEE CHILDCARE CENTER
 SUNRISE ENTERPRISES
 LOOKING GLASS YOUTH AND FAMILY SERVICES

 SERENITY LANE
 EAST HILL CHURCH
 LA GRANDE UNITED METHODIST CHURCH
 COAST REHABILITATION SERVICES
 Edwards Center Inc
 ALVORD-TAYLOR INDEPENDENT LIVING
 SERVICES
 NEW HOPE COMMUNITY CHURCH
 KLAMATH HOUSING AUTHORITY
 QUADRIPLIGICS UNITED AGAINST
 DEPENDENCY, INC.
 SPONSORS, INC.
 COLUMBIA COMMUNITY MENTAL HEALTH
 ADDICTIONS RECOVERY CENTER, INC
 METRO HOME SAFETY REPAIR PROGRAM
 OREGON SUPPORTED LIVING PROGRAM
 SOUTH COAST HOSPICE, INC.
 ALLFOURONE/CRESTVIEW CONFERENCE CTR.

 The International School
 REBUILDING TOGETHER - PORTLAND INC.
 PENDLETON ACADEMIES
 PACIFIC FISHERY MANAGEMENT COUNCIL
 DOGS FOR THE DEAF, INC.
 PUBLIC DEFENDER SERVICES OF LANE COUNTY,
 INC.
 EMMAUS CHRISTIAN SCHOOL
 DELIGHT VALLEY CHURCH OF CHRIST
 SAINT CATHERINE OF SIENA CHURCH
 PORT CITY DEVELOPMENT CENTER

SERIAL 16111-RFP

VIRGINIA GARCIA MEMORIAL HEALTH CENTER	LA CLINICA DEL CARINO FAMILY HEALTH CARE CENTER
CENTRAL CITY CONCERN	DECISION SCIENCE RESEARCH INSTITUTE, INC.
CANBY FOURSQUARE CHURCH	
EMERALD PUD	WESTERN STATES CENTER
VERMONT HILLS FAMILY LIFE CENTER	HIV ALLIANCE, INC
BENTON HOSPICE SERVICE	PARTNERSHIPS IN COMMUNITY LIVING, INC.
INTERNATIONAL SOCIETY FOR TECHNOLOGY IN EDUCATION	
COMMUNITY CANCER CENTER	FANCONI ANEMIA RESEARCH FUND INC.
OPEN MEADOW ALTERNATIVE SCHOOLS, INC.	BLIND ENTERPRISES OF OREGON
	OREGON BALLET THEATRE
	SMART
CASCADIA BEHAVIORAL HEALTHCARE	All God's Children International
WILD SALMON CENTER	FARMWORKER HOUSING DEV CORP
BROAD BASE PROGRAMS INC.	UMPQUA COMMUNITY DEVELOPMENT CORPORATION
SUNNYSIDE FOURSQUARE CHURCH	REGIONAL ARTS AND CULTURE COUNCIL
TRAINING EMPLOYMENT CONSORTIUM	THE EARLY EDUCATION PROGRAM, INC.
RELEVANT LIFE CHURCH	MACDONALD CENTER
211INFO	EVERGREEN AVIATION MUSEUM AND CAP.
SONRISE CHURCH	MICHAEL KING.
LIVING WAY FELLOWSHIP	SELF ENHANCEMENT INC.
Women's Safety & Resource Center	FRIENDS OF THE CHILDREN
SEXUAL ASSAULT RESOURCE CENTER	SOUTH LANE FAMILY NURSERY DBA FAMILY RELIEF NURSE
IRCO	COMMUNITY VETERINARY CENTER
NORTHWEST YOUTH CORPS	PORTLAND SCHOOLS FOUNDATION
TILLAMOOK CNTY WOMENS CRISIS CENTER	SUSTAINABLE NORTHWEST
SECURITY FIRST CHILD DEVELOPMENT CENTER	OREGON DEATH WITH DIGNITY
	BIRCH COMMUNITY SERVICES, INC.
CLASSROOM LAW PROJECT	BAY AREA FIRST STEP, INC.
YOUTH GUIDANCE ASSOC.	OSLC COMMUNITY PROGRAMS
PREGNANCY RESOUCE CENTERS OF GRETER PORTLAND	EN AVANT, INC.
ELMIRA CHURCH OF CHRIST	ASHLAND COMMUNITY HOSPITAL
JASPER MOUNTAIN	NORTHWEST ENERGY EFFICIENCY ALLIANCE
ACUMENTRA HEALTH	BONNEVILLE ENVIRONMENTAL FOUNDATION
WORKSYSTEMS INC	
COVENANT CHRISTIAN HOOD RIVER	SUMMIT VIEW COVENANT CHURCH
OREGON DONOR PROGRAM	SALMON-SAFE INC.
NAMI OREGON	BETHEL CHURCH OF GOD
OLIVET BAPTIST CHURCH	PROVIDENCE HOOD RIVER MEMORIAL HOSPITAL
SILVERTON AREA COMMUNITY AID	SAINT ANDREW NATIVITY SCHOOL
CONFEDERATED TRIBES OF GRAND RONDE	BARLOW YOUTH FOOTBALL
NEIGHBORIMPACT	SPOTLIGHT THEATRE OF PLEASANT HILL
CATHOLIC COMMUNITY SERVICES	
NEW AVENUES FOR YOUTH INC	

SERIAL 16111-RFP

FAMILIES FIRST OF GRANT COUNTY, INC.
TOUCHSTONE PARENT ORGANIZATION
CANCER CARE RESOURCES
CASCADIA REGION GREEN BUILDING COUNCIL

SHERMAN DEVELOPMENT LEAGUE, INC.
SCIENCEWORKS
WORD OF LIFE COMMUNITY CHURCH
SOCIAL VENTURE PARTNERS PORTLAND
OREGON PROGRESS FORUM
CENTER FOR RESEARCH TO PRACTICE
WESTERN RIVERS CONSERVANCY
UNITED WAY OF THE COLUMBIA WILLAMETTE

EUGENE BALLET COMPANY
EAST WEST MINISTRIES INTERNATIONAL
SISKIYOU INITIATIVE
EDUCATIONAL POLICY IMPROVEMENT CENTER

North Pacific District of Foursquare Churches

CATHOLIC CHARITIES
FIRST CHURCH OF THE NAZARENE
WESTSIDE BAPTIST CHURCH
Housing Development Center
Hoodview Christian Church
Little Promises Children's Program
UNION GOSPEL MISSION
GRACE BAPTIST CHURCH
COMMUNITY ACTION ORGANIZATION
OUTSIDE IN
MAKING MEMORIES BREAST CANCER
FOUNDATION, INC.

ELAW
COMMUNITY HEALTH CENTER, INC
Greater Portland INC
Eugene Builders Exchange
Boys & Girls Club of Corvallis
Southeast Uplift Neighborhood Coalition
First United Presbyterian Church
PDX Wildlife
Friends of the Opera House
Jackson-Josephine 4-C Council
North Coast Family Fellowship
P E C I

Childswork Learning Center
Portland Schools Alliance
New Artists Performing Arts Productions, Inc.

Relief Nursery
St. Mary's Episcopal Church
Viking Sal Senior Center
Boys and Girls Club of the rogue valley
Lincoln City Chamber of Commerce
DrupalCon Inc., DBA Drupal Association
Albany Partnership for Housing and
Community Development
Hermiston Christian Center & School
SALEM FREE CLINICS

Dress for Success Oregon
Beaverton Rock Creek Foursquare Church
St Paul Catholic Church
St Mary's Catholic School and Parish
Polk Soil and Water Conservation District
Street Ministry
La Grande Church of the Nazarene
Spruce Villa, Inc.

OREGON SCHOOL BOARDS ASSOCIATION
House of Prayer for All Nations
Sacred Heart Catholic Church
African American Health Coaliton, Inc.
Happy Canyon Company
Village Home Education Resource Center
Monet's Children's Circle
Cascade Housing Association
Dayspring Fellowship
Northwest Habitat Institute
Winding Waters Medical Clinic
First Baptist Church
The Nature Conservancy, Willamette Valley
Field Office
Serenity Lane Health Services
Portland Community Reinvestment Initiatives,
Inc.
GeerCrest Farm & Historical Society
College United Methodist Church
The Collins Foundation
Prince of Peace Lutheran Church & School
NEDCO
Salem Evangelical Church

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Wild Lilac Child Development Community	Community Learning Center
Daystar Education, Inc.	Old Mill Center for Children and Families
Oregon Social Learning Center	Sunny Oaks Inc
Pain Society of Oregon	Hospice Center Bend La Pine
environmental law alliance worldwide	Westside Foursquare Church
Community in Action	Relief Nursery Inc
Safe Harbors	Morning Star Community Church
FIRST CHRISTIAN CHURCH	MULTNOMAH DEFENDERS INC
Pacific Classical Ballet	Providence Health System
Depaul Industries	Holy Trinity Catholic Church
African American Health Coalition	Holy Redeemer Catholic Church
Jesus Prayer Book	Alliance Bible Church
Coalition Of Community Health	CARE OREGON
River Network	Mid Columbia Childrens Council
CCI Enterprises Inc	HUMANE SOCIETY OF REDMOND
Oregon Nurses Association	Our Redeemer Lutheran Church
GOODWILL INDUSTRIES OF THE COLUMBIA WILLAMETTE	Kbps Public Radio
Mount Angel Abbey	Skyball Salem Keizer Youth Bas
YMCA OF ASHLAND	Open Technology Center
YMCA OF COLUMBIA-WILLAMETTE ASSOCIATION SERVICES	Grace Chapel
Multnomah Law Library	CHILDREN'S MUSEUM 2ND
Friends Of Tryon Creek State P	Solid Rock
Ontrack Inc.	West Chehalem Friends Church
Calvin Presbyterian Church	Guide Dogs For The Blind
HOLT INTL CHILD	Aldersgate Camps and Retreats
St John The Baptist Catholic	St. Katherine's Catholic Church
Portland Foursquare Church	The Alliance NW of the Christian & Missionary Alliance
Portland Christian Center	Bags of Love
Church Extension Plan	Grand View Baptist Church
Occu Afghanistan Relief Effort	Green Electronics Council
EUGENE FAMILY YMCA	Scottish Rite
Christ The King Parish and School	Western Wood Products Association
Newberg Christian Church	THE NEXT DOOR
First United Methodist Church	NATIONAL PSORIASIS FOUNDATION
Zion Lutheran Church	NEW BEGINNINGS CHRISTIAN CENTER
Southwest Bible Church	HIGHLAND UNITED CHURCH OF CHRIST
Community Works Inc	OREGON REPERTORY SINGERS
Masonic Lodge Pearl 66	HIGHLAND HAVEN
Molalla Nazarene Church	FAIR SHARE RESEARCH AND EDUCATION FUND
Transition Projects, Inc	Oregon Satsang Society, Inc., A chartered Affiliate of ECKANKAR , ECKA
St Michaels Episcopal Church	First Baptist Church of Enterprise
Saint Johns Catholich Church	The Canby Center
Access Inc	

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Instituto de Cultura y Arte In Xochitl In Cuicatl	Clatsop Behavioral Healthcare
OSLC COMMUNITY PROGRAMS OCP	columbia gorge discovery center and museum
Oregon Nikkei Endowment	NAMI of Washington County
Eastern Oregon Alcoholism Foundation	The Dalles Art Association
Grantmakers for Education	Temple Beth Israel
The Spiral Gallery	Willamette Leadership Academy/Pioneer
The ALS Association Oregon and SW	Youth Corps Of Oregon
Washington Chapter	Rose Haven
Children's Relief Nursery	Dallas Church
Home Builders	OREGON STATE UNIVERSITY BOOKSTORE INC
World of Speed	
SW Community Health Center	FAIRFIELD BAPTIST CHURCH
Energy Trust of Oregon	Sexual Assault Support Services
St. Vincent de Paul Church	Neskowin Valley School
Fr. Bernard Youth Center	RON WILSON CENTER FOR EFFECTIVE LIVING
Oregon Psychoanalytic Center	INC
Store to Door	St. Joseph Shelter
Depaul Industries	The Inn Home for Boys, Inc.9138
OUR LADY OF PERPETUAL HELP CATHOLIC	MCKENZIEWATERSHED COUNCIL
CHURCH ALBANY OREGON	MENNONITE HOME OF ALBANY INC
SELCO Community Credit Union	Oregon Technical Assistance Corporation
North Coast Christian Church	Oregon And Southern Idaho Laborers
Union County Economic Development Corp.	Employers Training School
Camelto Theatre Company	New Life Fellowship Church of God
Camp Fire Columbia	Gladstone Senior Center
TAKE III OUTREACH	Education Travel & Culture, Inc.
Rolling Hills Community Church	Rural Development Initiatives
Eugene Swim and Tennis Club	Jason Lee Manor/UMRC
Summa Institute	Jesus Pursuit Church
Amani Center	YMCA of Marion and Polk Counties
Billy Webb Elks lodge #1050	PacificSource Health
Silverton Senior Center	Faith Christian Fellowship
Sandy Seventh-day Adventist Church	Brookings Elks Lodge
Muddy Creek Charter School	Tualatin Lacrosse Club
A FAMILY FOR EVERY CHILD	Tillamook Seventh Day Adventist Church
1000 FRIENDS OF OREGON	Oregon Jewish Community Foundation
OREGON PEDIATRIC SOCIETY	East River Fellowship
NONPROFIT ASSOCIATION OF OREGON	Holy Family Academy
LUKE DORF INC	FIRST BAPTIST CHURCH OF EUGENE
FAMILY CARE INC	Peace Lutheran Church
MEDICAL TEAMS INTL	Living Word Christian Center
Clean Slate Canine Rescue & Rehabilitation	Housing Authority of Douglas County
St. Martins Episcopal church	Vietnamese Christian Community Church
Food for Lane County	Friends for Animals

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Family Building Blocks
 Goodwill Industries of Lane and South Coast

 Friends of Driftwood Library
 Consumers Power Inc.
 A. C. Gilbert's Discovery Village
 First Lutheran Church of Astoria
 Fund For Christian Charity
 Deer Meadow Assisted Living
 Oregon Laborers-Employer Administrative
 Fund, LLC
 Umpqua Basin Water Association
 Alpha Lambda House Corporation
 Eugene Creative Care
 The Church of Christ of Latter Day Saints
 Cascade Height Public Charter School PTA
 G.O.B.H.I
 Association of Oregon Corrections Employees,
 Inc.
 A Jesus Church Family
 300 Main Inc
 Southwestern Oregon Public Defender
 Services, Inc.
 Albertina Kerr Centers
 Dufur Christian Church
 St. Matthew Catholic School
 Serendipity Center Inc
 CASA of Marion County
 Westside Church of Christ Inc
 Northwest Family Services
 Network Charter School
 Ride Connecton
 Parenting Now!
 Christian Church of Woodburn
 Verde
 Native American Youth and Family Center Early
 College Academy
 USO Northwest
 Norkenzie Christian Church
 Little Flower Development Center
 Evergreen Wings and Waves
 Ascension Episcopal Parish
 Center for Family Development
 West Salem Foursquare Church
 Grace Lutheran Church of Molalla

HOPE LUTHERAN CHURCH
 Mount Pisgah Arboretum
 Lower Columbia Estuary Partnership
 Mt Hood Hospice
 Opportunity Foundation of central Oregon
 Constructing Hope
 Springfield Elks #2145
 Abuse Recovery Ministry & Services
 Oasis Shelter Home
 Nehalem Bay House
 p:ear
 Health Share of Oregon
 St. Peter Catholic Church
 Mid Willamette Valley Community Action
 A Hope For Autism Foundation
 NW Sport Fishing
 Breast Friends
 SEPTL Southeast Portland Tool Library
 National Christian Community Foundation
 Legal Aid Services of Oregon LITC
 Willamette Valley Babe Ruth
 Center For Continuous Improvement
 Northwest Center for Alternatives to Pesticides

 The Followers of Christ Church of Oregon City

 SEIU Local 49
 Emerald Media Group
 West Hills Christian School
 Trillium Sprigs
 Western Arts Alliance
 Youth Dynamics
 Ashland Art Center
 Apostolic Church of Jesus Christ
 DOUGLAS FOREST PROTECTIVE
 Oregon Lyme Disease Network
 Ecotrust
 SPECIAL MOBILITY SERVICES
 Bethlehem Christian Pre-School
 Historical Outreach Foundation
 Teras Interventions and Counseling Inc
 Brooklyn Primary PTO
 Mountain View Academy
 Salem Area Chamber of Commerce
 First Congregational Chrch

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OREGON STATE FAIR
 Ronald McDonald House Charities of Oregon &
 Southwest Washington
 Center for Human Development
 Bridges to Change
 DePaul Treatment Centers, Inc.
 Ministerio International Casa
 New Paradise Worship Center
 Mission Increase Foundation
 Curry Public Transit Inc
 THREE RIVERS CASINO
 Brookings Harbor Christian School
 Bethesda Lutheran Church
 Legacy Mt. Hood Medical Center
 Yamhill Community Care Organization
 Portland Japanese Garden
 The Madeleine Parish
 The Tucker-Maxon Oral School
 Southwest Neighborhoods, Inc
 Wallowa Valley Center For Wellness
 KIDS INTERVENTION AND DIAGNOSTIC CENTER

Portland Yacht Club
 League of Women Voters
 Oregon & Southern Idaho District Council of
 Laborers'
 Portland Police Sunshine Division
 Curry Health Network
 United Way of Lane County
 Unithed Way
 Community Energy Project
 Portland Oregon Visitors Association
 Southern Oregon Project Hope
 Our United Villages
 Samaritan Health Services Inc.
 Santiam Assembly of God
 Kilchis House
 Calvary Assembly of God
 Lake Grove Presbyterian Church
 Grace Lutheran School
 Western Mennonite School
 OEA CHOICE TRUST
 American Tinnitus Association
 Oregon Coast Aquarium, Inc.
 Unitus Community Credit Union

St John the Baptist Greek Orthodox Church
 COLUMBIA PACIFIC ECONOMIC DEVELOPMENT
 DISTRICT OF OREGON
 St Andrews Presbyterian
 Oregon Rural Electric Cooperative Association

THE MILL CASINO

Account Type: College and University (33 records)

Oregon State University
 Treasure Valley Community College
 Unviersity of Oregon
 OREGON UNIVERSITY SYSTEM
 University of Western States
 GEORGE FOX UNIVERSITY
 LEWIS AND CLARK COLLEGE
 PACIFIC UNIVERSITY
 REED COLLEGE
 WILLAMETTE UNIVERSITY
 LINFIELD COLLEGE
 MULTNOMAH BIBLE COLLEGE
 NORTHWEST CHRISTIAN COLLEGE
 NATIONAL COLLEGE OF NATURAL MEDICINE
 BLUE MOUNTAIN COMMUNITY COLLEGE
 PORTLAND STATE UNIV.
 CLACKAMAS COMMUNITY COLLEGE
 MARYLHURST UNIVERSITY
 OREGON HEALTH AND SCIENCE UNIVERSITY
 BIRTHINGWAY COLLEGE OF MIDWIFERY
 pacific u
 UNIVERSITY OF OREGON
 CONCORDIA UNIV
 Marylhurst University
 Corban College
 Oregon Center For Advanced T
 UNIVERSITY OF PORTLAND
 Portland Actors Conservatory
 University Of Oregon Athletics Department
 Ecola Bible School
 Beta Omega Alumnae
 Oregon Institute of Technology
 EASTERN OREGON UNIVERSITY

Account Type: Other (64 records)

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Clackamas River Water Providers
 eickhoff dev co inc
 Cornerstone Association Inc
 The Klamath Tribe
 advocate care
 Cannon Beach Fire
 Life Flight Network LLC
 COVENANT RETIREMENT COMMUNITIES
 PENTAGON FEDERAL CREDIT UNION
 SAIF CORPORATION
 GREATER HILLSBORO AREA CHAMBER OF
 COMMERCE
 LANE ELECTRIC COOPERATIVE
 USAGENCIES CREDIT UNION
 PACIFIC CASCADE FEDERAL CREDIT UNION
 LOCAL GOVERNMENT PERSONNEL INSTITUTE

 GRANTS PASS MANAGEMENT SERVICES, DBA

 SPIRIT WIRELESS
 Kartini Clinic
 Astra
 Beit Hallel
 Cvalco
 Elderhealth and Living
 OREGON CORRECTIONS ENTERPRISES
 OREGON STATE HOSPITAL
 OFFICE OF PUBLIC DEFENSE SERVICES
 Clatskanie People's Utility District
 PIONEER COMMUNITY DEVELOPMENT
 MARION COUNTY HEALTH DEPT
 Ricoh USA
 Heartfelt Obstetrics & Gynecology
 Coquille Economic Development Corporation

 CITY/COUNTY INSURANCE SERVICE
 COMMUNITY CYCLING CENTER
 Shangri La
 Portland Impact
 Eagle Fern Camp
 KLAMATH FAMILY HEAD START
 RIVER CITY DANCERS
 Oregon Permit Technical Association
 KEIZER EAGLES AERIE 3895
 Pgma/Cathie Bourne

Sunrise Water
 Burns Paiute Tribe
 Oregon Public Broadcasting
 La Grande Family Practice
 Sphere MD
 BIENESTAR, INC.
 sunrise water authority
 EAstern Oregon Trade and Event Center
 Waste-Pro
 NPKA
 Confederated Tribes of Warm Springs
 Oregon State Credit Union
 PIONEER TELEPHONE COOPERATIVE
 Halsey-Shedd Fire District
 Nez Perce Tribe
 Obsidian Urgent Care, P.C.
 First Presbyterian Church of La Grande
 CONFLUENCE ENVIRONMENTAL CENTE
 A&I Benefit Plan Administrators, Inc.
 K Churchill Estates
 CSC HEAD START
 NORTHWEST VINTAGE CAR AND MOTORCYCLE

 crescent grove cemetery

Account Type: City Special District (21 records)

Roseburg Police Department
 Molalla Rural Fire Protection District
 MONMOUTH - INDEPENDENCE NETWORK
 EUGENE WATER & ELECTRIC BOARD
 MALIN COMMUNITY PARK AND RECREATION
 DISTRICT
 TILLAMOOK PEOPLES UTILITY DISTRICT
 GLADSTONE POLICE DEPARTMENT
 GOLD BEACH POLICE DEPARTMENT
 THE NEWPORT PARK AND RECREATION
 CENTER
 RIVERGROVE WATER DISTRICT
 TUALATIN VALLEY FIRE & RESCUE
 GASTON RURAL FIRE DEPARTMENT
 CITY COUNTY INSURANCE SERVICES
 SOUTH SUBURBAN SANITARY DISTRICT
 SOUTH FORK WATER BOARD
 SUNSET EMPIRE PARK AND RECREATION

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SPRINGFIELD UTILITY BOARD

Tillamook Urban Renewal Agency

Netarts Water District

OAK LODGE SANITARY DISTRICT

Boardman Rural Fire Protection District

**Account Type: Independent Special District
(50 records)**

Silverton Fire District

Lewis and Clark Rural Fire Protection District

Rainbow Water District

Illinois Valley Fire District

Clatskanie RFPD

PORT OF TILLAMOOK BAY

TRI-COUNTY HEALTH CARE SAFETY NET
ENTERPRISEMETROPOLITAN EXPOSITION-RECREATION
COMMISSIONREGIONAL AUTOMATED INFORMATION
NETWORK

OAK LODGE WATER DISTRICT

THE PORT OF PORTLAND

WILLAMALANE PARK AND RECREATION
DISTRICT

TUALATIN VALLEY WATER DISTRICT

UNION SOIL & WATER CONSERVATION
DISTRICT

LANE EDUCATION SERVICE DISTRICT

TUALATIN HILLS PARK AND RECREATION
DISTRICT

PORT OF SIUSLAW

CHEHALEM PARK AND RECREATION DISTRICT

PORT OF ST HELENS

LANE TRANSIT DISTRICT

CENTRAL OREGON INTERGOVERNMENTAL
COUNCIL

HOODLAND FIRE DISTRICT NO.74

MID COLUMBIA COUNCIL OF GOVERNMENTS

WEST MULTNOMAH SOIL AND WATER
CONSERVATION DISTRICT

SALEM AREA MASS TRANSIT DISTRICT

Banks Fire District #13

KLAMATH COUNTY 9-1-1

GLENDALE RURAL FIRE DISTRICT

COLUMBIA 911 COMMUNICATIONS DISTRICT

CLACKAMAS RIVER WATER

NW POWER POOL

Lowell Rural Fire Protection District

TriMet Transit

Estacada Rural Fire District

Keizer Fire District

State Accident Insurance Fund Corporation

Bend Metro Park & Recreation District

Port of Hood River

La Pine Park & Recreation District

Siuslaw Public Library District

Columbia River Fire & Rescue

Fern Ridge Library District

Bend Park and Recreation District

Port of Garibaldi

Seal Rock Water District

Rockwood Water P.U.D.

Tillamook Fire District

Tillamook County Transportation Dist

Central Lincoln People's Utility District

Jefferson Park and Recreation

Account Type: City (158 records)

City of Monmouth / Public Works

McMinnville Police Department

City of Sublimity

City of Central Point Parks and Recreation

Gearhart Fire Department

Woodburn City Of

Brookings Fire / Rescue

City of Veneta

CITY OF DAMASCUS

Hermiston Fire & Emergency Svcs

CEDAR MILL COMMUNITY LIBRARY

CITY OF LAKE OSWEGO

LEAGUE OF OREGON CITIES

CITY OF SANDY

CITY OF ASTORIA OREGON

CITY OF BEAVERTON

CITY OF BOARDMAN

CITY OF CANBY

CITY OF CANYONVILLE

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CITY OF CENTRAL POINT POLICE DEPARTMENT

CITY OF CLATSKANIE

CITY OF CONDON

CITY OF COOS BAY

CITY OF CORVALLIS

CITY OF CRESWELL

CITY OF ECHO

CITY OF ESTACADA

CITY OF EUGENE

CITY OF FAIRVIEW

CITY OF GEARHART

CITY OF GOLD HILL

CITY OF GRANTS PASS

CITY OF GRESHAM

CITY OF HILLSBORO

CITY OF HOOD RIVER

CITY OF JOHN DAY

CITY OF KLAMATH FALLS

CITY OF LA GRANDE

CITY OF MALIN

CITY OF MCMINNVILLE

CITY OF HALSEY

CITY OF MEDFORD

CITY OF MILL CITY

CITY OF MILWAUKIE

CITY OF MORO

CITY OF MOSIER

CITY OF NEWBERG

CITY OF OREGON CITY

CITY OF PILOT ROCK

CITY OF POWERS

RAINIER POLICE DEPARTMENT

CITY OF REEDSPORT

CITY OF RIDDLE

CITY OF SCAPPOOSE

CITY OF SEASIDE

CITY OF SILVERTON

CITY OF STAYTON

City of Troutdale

CITY OF TUALATIN, OREGON

CITY OF WARRENTON

CITY OF WEST LINN/PARKS

CITY OF WOODBURN

CITY OF TIGARD, OREGON

CITY OF AUMSVILLE

CITY OF PORT ORFORD

CITY OF EAGLE POINT

CITY OF WOOD VILLAGE

St. Helens, City of

CITY OF WINSTON

CITY OF COBURG

CITY OF NORTH PLAINS

CITY OF GERVAIS

CITY OF YACHATS

FLORENCE AREA CHAMBER OF COMMERCE

PORTLAND DEVELOPMENT COMMISSION

CITY OF CANNON BEACH OR

CITY OF ST. PAUL

CITY OF ADAIR VILLAGE

CITY OF WILSONVILLE

CITY OF HAPPY VALLEY

CITY OF SHADY COVE

CITY OF LAKESIDE

CITY OF MILLERSBURG

CITY OF GATES

KEIZER POLICE DEPARTMENT

CITY OF DUNDEE

CITY OF AURORA

THE CITY OF NEWPORT

CITY OF ALBANY

CITY OF ASHLAND

CITY OF LEBANON

CITY OF PORTLAND

CITY OF SALEM

CITY OF SPRINGFIELD

METRO

CITY OF BURNS

CITY OF COTTAGE GROVE

CITY OF DALLAS

CITY OF FALLS CITY

CITY OF PHOENIX

CITY OF PRAIRIE CITY

CITY OF REDMOND

CITY OF SHERWOOD

City of junction city

City of Florence

Columbia Gorge Community

City of Dayton

City of Carlton

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City of Pendleton Convention Center
 City of Monmouth
 City of Philomath
 City of Sheridan
 Seaside Public Library
 City of Yoncalla
 La Grande Police Department
 Cove City Hall
 NW PORTLAND INDIAN HEALTH BOARD
 Portland Patrol Services
 City Of Bend
 City Of Coquille
 City Of Molalla
 ROCKWOOD WATER PEOPLE'S UTILITY DISTRICT
 City of St. Helens
 City of North Powder
 City of Eugene
 City of Cornelius, OR
 Toledo Police Department
 City of Independence
 City of Cascade Locks
 City of Columbia City
 City of Baker City
 McMinnville Water & Light
 City of Pendleton Parks & Recreation
 CITY OF SWEETHOME
 CITY OF THE DALLES
 CLACKAMAS FIRE DIST#1
 DESCHUTES PUBLIC LIBRARY
 STAYTON FIRE DISTRICT
 City of Ontario
 City of Corvallis Parks and Recreation
 North Lincoln Fire & Rescue #1
 Gresham Police Department
 City of Harrisburg
 Gladstone Public Library
 City of Portland Parks Bureau
 Seaside Fire & Rescue
 City Of North Bend
 City of Union
 City of Nehalem
 City of Richland
 CITY OF LINCOLN CITY
 City of Donald

City of Milton-Freewater
 CITY OF SCIO
 City of Forest Grove
 City Government
 City of Mt. Angel
 Albany Police Department

Account Type: County Special District (35 records)

Umatilla Electric Cooperative
 WATER ENVIRONMENT SERVICES
 Polk County Fire District No.1
 Netarts-Oceanside RFPD
 UIUC
 Rogue River Fire District
 Aurora Rural Fire District
 Tillamook County Emergency Communications District
 Southern Coos Hospital
 Oregon Cascades West Council of Governments
 MULTONAH COUNTY DRAINAGE DISTRICT #1

 PORT OF BANDON
 OR INT'L PORT OF COOS BAY
 MID-COLUMBIA CENTER FOR LIVING
 DESCHUTES COUNTY RFPD NO.2
 YOUNGS RIVER LEWIS AND CLARK WATER DISTRICT
 PACIFIC STATES MARINE FISHERIES COMMISSION
 CENTRAL OREGON IRRIGATION DISTRICT
 MARION COUNTY FIRE DISTRICT #1
 COLUMBIA RIVER PUD
 SANDY FIRE DISTRICT NO. 72
 BAY AREA HOSPITAL DISTRICT
 NEAH KAH NIE WATER DISTRICT
 PORT OF UMPQUA
 EAST MULTNOMAH SOIL AND WATER CONSERVANCY
 Benton Soil & Water Conservation District
 DESCHUTES PUBLIC LIBRARY SYSTEM
 CLEAN WATER SERVICES
 North Douglas County Fire & EMS

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Crooked River Ranch Rural Fire Protection District
 PARROTT CREEK CHILD & FAM
 South Lane County Fire And Rescue
 Lake Chinook Fire & Rescue
 Clackamas County Water Environment Services

Amity Fire District

Account Type: Community College (16 records)

CENTRAL OREGON COMMUNITY COLLEGE
 UMPQUA COMMUNITY COLLEGE
 LANE COMMUNITY COLLEGE
 MT. HOOD COMMUNITY COLLEGE
 LINN-BENTON COMMUNITY COLLEGE
 SOUTHWESTERN OREGON COMMUNITY COLLEGE
 PORTLAND COMMUNITY COLLEGE
 CHEMEKETA COMMUNITY COLLEGE
 ROGUE COMMUNITY COLLEGE
 COLUMBIA GORGE COMMUNITY COLLEGE
 TILLAMOOK BAY COMMUNITY COLLEGE
 KLAMATH COMMUNITY COLLEGE DISTRICT
 Oregon Coast Community College
 Clatsop Community College
 North Portland Bible College
 OREGON COMMUNITY COLLEGE ASSOCIATION

Account Type: State Agency (46 records)

Teacher Standards and Practices Commission

 Salem Keizer School District Purchasing
 Kdrv Channel 12
 Opta Oregon Permit Technician
 Oregon Forest Resources Institute
 Office of the Ong Term Care Ombudsman
 Oregon State Lottery
 OREGON TOURISM COMMISSION
 OREGON STATE POLICE
 OFFICE OF THE STATE TREASURER
 OREGON DEPT. OF EDUCATION
 SEIU LOCAL 503, OPEU
 OREGON DEPARTMENT OF FORESTRY

OREGON STATE DEPT OF CORRECTIONS
 OREGON CHILD DEVELOPMENT COALITION
 OFFICE OF MEDICAL ASSISTANCE PROGRAMS

OREGON OFFICE OF ENERGY
 OREGON STATE BOARD OF NURSING
 BOARD OF MEDICAL EXAMINERS
 OREGON LOTTERY
 OREGON BOARD OF ARCHITECTS
 SANTIAM CANYON COMMUNICATION CENTER

OREGON DEPT OF TRANSPORTATION
 OREGON TRAVEL INFORMATION COUNCIL
 OREGON DEPARTMENT OF EDUCATION
 OREGON DEPT. OF CORRECTIONS
 DEPARTMENT OF ADMINISTRATIVE SERVICES

Oregon Board of Massage Therapists
 Oregon Tradeswomen
 Oregon Convention Center
 OREGON SCHL BRDS ASSOCIAT
 Central Oregon Home Health and Hos
 Oregon Health Care Quality Cor
 OREGON DEPARTMENT OF HUMAN SERVICES

Oregon Air National Guard
 Training & Employment
 State of Oregon - Department of Administrative Services
 Aging and People with Disabilities
 Oregon State Treasury
 Oregon State Fair Council
 Procurement Services/DAS
 STATE OF OREGON
 OREGON JUDICIAL DEPARTMENT
 Oregon State Board of Architect Examiners
 City of Astoria Fire Department
 Columbia Gorge ESD

Account Type: Consolidated City/County (2 records)

Nehalem Bay Wastewater
 Association of Oregon Community Mental Health Programs

Account Type: Federal (7 records)

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VA

US FISH AND WILDLIFE SERVICE
Bonneville Power Administration
Oregon Army National Guard
USDA Forest Service
Yellowhawk Tribal Health Center
ANGELL JOB CORPS

Account Type: Housing Authority (11 records)

Coquille Indian Housing Authority
COLLEGE HOUSING NORTHWEST
HOUSING AUTHORITY OF CLACKAMAS COUNTY

HOUSING AUTHORITY OF PORTLAND
WEST VALLEY HOUSING AUTHORITY
HOUSING AUTHORITY AND COMMUNITY SERVICES AGENCY
NORTH BEND CITY- COOS/URRY HOUSING AUTHORITY
MARION COUNTY HOUSING AUTHORITY
HOUSING AUTHORITY OF THE CITY OF SALEM

Housing Authority of Yamhill County
The Housing Authority of the County of Umatilla

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EXHIBIT 9**FEMA STANDARD TERMS AND CONDITIONS ADDENDUM
FOR CONTRACTS AND GRANTS**

If any purchase made under the Master Agreement is funded in whole or in part by Federal Emergency Management Agency (“FEMA”) grants, Contractor shall comply with all federal laws and regulations applicable to the receipt of FEMA grants, including, but not limited to the contractual procedures set forth in Title 44 of the Code of Federal Regulations, Part 13 (“44 CFR 13”).

In addition, Contractor agrees to the following specific provisions:

1. Pursuant to 44 CFR 13.36(i)(1), County is entitled to exercise all administrative, contractual, or other remedies permitted by law to enforce Contractor’s compliance with the terms of this Master Agreement, including but not limited to those remedies set forth at 44 CFR 13.43.
2. Pursuant to 44 CFR 13.36(i)(2), County may terminate the Master Agreement for cause or convenience in accordance with the procedures set forth in the Master Agreement and those provided by 44 CFR 13.44.
3. Pursuant to 44 CFR 13.36(i)(3)-(6)(12), and (13), Contractor shall comply with the following federal laws:
 - a. Executive Order 11246 of September 24, 1965, entitled “Equal Employment Opportunity,” as amended by Executive Order 11375 of October 13, 1967, and as supplemented in Department of Labor (“DOL”) regulations (41 CFR Ch. 60);
 - b. Copeland “Anti-Kickback” Act (18 U.S.C. 874), as supplemented in DOL regulations (29 CFR Part 3);
 - c. Davis-Bacon Act (40 U.S.C. 276a-276a-7) as supplemented by DOL regulations (29 CFR Part 5);
 - d. Section 103 and 107 of the Contract Work Hours and Safety Standards Act (40 U.S.C. 327-330) as supplemented by DOL regulations (29 CFR Part 5);
 - e. Section 306 of the Clean Air Act (42 U.S.C. 1857(h), section 508 of the Clean Water Act (33 U.S.C. 1368), Executive Order 11738, and Environmental Protection Agency regulations (40 CFR part 15); and
 - f. Mandatory standards and policies relating to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act (Pub. L. 94-163, 89 Stat. 871).
4. Pursuant to 44 CFR 13.36(i)(7), Contractor shall comply with FEMA requirements and regulations pertaining to reporting, including but not limited to those set forth at 44 CFR 40 and 41.
5. Pursuant to 44 CFR 13.36(i)(8), Contractor agrees to the following provisions regarding patents:
 - a. All rights to inventions and/or discoveries that arise or are developed, in the course of or under this Agreement, shall belong to the County and be disposed of in accordance with County policy.

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The County, at its own discretion, may file for patents in connection with all rights to any such inventions and/or discoveries.

6. Pursuant to 44 CFR 13.36(i)(9), Contractor agrees to the following provisions, regarding copyrights:

a. If this Agreement results in any copyrightable material or inventions, in accordance with 44 CFR 13.34, FEMA reserves a royalty-free, nonexclusive, and irrevocable license to reproduce, publish or otherwise use, for Federal Government purposes:

- (1) The copyright in any work developed under a grant or contract; and
- (2) Any rights of copyright to which a grantee or a contractor purchases ownership with grant support.

7. Pursuant to 44 CFR 13.36(i)(10), Contractor shall maintain any books, documents, papers, and records of the Contractor which are directly pertinent to this Master Agreement. At any time during normal business hours and as often as County deems necessary, Contractor shall permit County, FEMA, the Comptroller General of United States, or any of their duly authorized representatives to inspect and photocopy such records for the purpose of making audit, examination, excerpts, and transcriptions.

8. Pursuant to 44 CFR 13.36(i)(11), Contractor shall retain all required records for three years after FEMA or County makes final payments and all other pending matters are closed. In addition, Contractor shall comply with record retention requirements set forth in 44 CFR 13.42.

SERIAL 16111-RFP**EXHIBIT 10****COMMUNITY DEVELOPMENT BLOCK GRANT ADDENDUM**

Purchases made under this contract may be partially or fully funded with federal grant funds. Funding for this work may include Federal Funding sources, including Community Development Block Grant (CDBG) funds from the U.S. Department of Housing and Urban Development. When such funding is provided, Contractor shall comply with all terms, conditions and requirements enumerated by the grant funding source, as well as requirements of the State statutes for which the contract is utilized, whichever is the more restrictive requirement. When using Federal Funding, Contractor shall comply with all wage and latest reporting provisions of the Federal Davis-Bacon Act. HUD-4010 Labor Provisions also applies to this contract.

SERIAL 16111-RFP**QUESTIONS AND ANSWERS**

1. What your county spent on hiring last year.

8 million

2. What was the number for US Communities as well?

60 million

3. During the Mandatory Pre-Bid Conference, it was reiterated that this RFP is for all labor categories (Technology, Administrative and Medical) and that respondents will have to service all labor categories whether responding as a Staffing Services supplier or a Managed Service Provider Solution. Is this accurate?

YES

If yes, what experience do we have to exhibit to qualify?

VENDOR SHOULD HAVE EXPERIENCE IN SUPPLYING TEMPORARY STAFFING. TO BE ELIGIBLE FOR AWARD FOR MANAGED SERVICES YOU HAVE TO BE THE SUCCESSFUL PROPOSER FOR STAFFING SERVICES. WE ARE NOT GOING TO MAKE SEPARATE AWARDS FOR STAFFING SERVICES, MANAGED SERVICES AND RELATED SERVICES.

4. Cost Proposal – Attachments A-1, A-2 and A-3. Within each of these attachments there are columns for low pay rate, high pay rate, markup, etc. If an offeror is responding as a Managed Service Provider (MSP), we do not see a location to provide the MSP fee. Does the County want transparency from the offeror(s) responding as a Managed Service Provider (MSP) solution into their fee?

SEE ANSWER TO QUESTION 3. IF THE SUCCESSFUL STAFFING AND PROPOSER PROVIDES MANAGED SERVICES IT WILL BE BY TASK ORDER AND PRICED AT THAT TIME.

Or does the County not want transparency and to include the MSP fee within the markup?

SEE ABOVE

5. During the Mandatory Pre-Bid Conference, it was mentioned that the Attachments A-1, A-2 and A-3 do not need to be printed and included in the required two (2) binders within the 200 page limit requirement; the only pages to print within those attachments to include within the binder are Arizona's. Is this accurate?

YES

6. If yes, we only need to include a copy of Attachments A-1, A-2 and A-3 within the USB drives, correct?

YES

7. Attachment D. Are we supposed to provide a response to all of Attachment D which includes a response to Section 1.0? Or are we to only provide responses to the Attachment D – Supplier Worksheet for National Program Consideration and Attachment D – Supplier Information pages?

SEE PARAGRAPH 5.6, FORMAT AND CONTENT OF THE RFP; FOR ALL ITEMS THAT REQUIRE A RESPONSE IN ATTACHMENT D.

8. Could you please provide a breakdown temporary services spent by Maricopa County in 2015, by service category (Admin, IT, Medical)?

NO

9. Will the current incumbent continue providing services under their contract?

SERIAL 16111-RFP**YES**

10. Who will be the main point of contact for services U.S Commodities or the Public Agency?

PUBLIC AGENCIES

11. Are we allowed to provide more than five references?

NO

12. Will you provide a list of companies that attended the pre-proposal conference?

YES. IT IS INCLUDED IN ADDENDUM 2.

13. Will the County add requirements to the final contract(s) awarded under this solicitation that cover new grant guidelines from the Uniform Guidance Standards, stated in Section 200.110 of the Uniform Guidance (2 CFR Part 200) and Appendix II?

Yes, the final contract(s) awarded will have terms and conditions to ensure compliance as recommended by the County's legal counsel.

14. Page 21 – Attachment A – States “refer to Excel .” Can you please provide?

ALL OF THE ATTACHMENT A'S ARE EXCEL AND CAN BE DOWNLOADED FROM BIDSYNC.

15. Can Maricopa provide the following detail on the positions:

- Types of positions in Admin, IT etc.?
- Average pay rate of assignment?
- Average length of assignment?
- Specific geos where the positions will be?

NO. THIS INFORMATION IS AGENCY SPECIFIC AND IS NOT AVAILABLE. SINCE THIS IS A REQUIREMENT CONTRACT THIS TYPE OF INFORMATION IS ALWAYS CHANGING.

16. Marketing Support: If awarded Master Agreement, will supplier have opportunity to market agencies, or does all Marketing need to go through Agency?

SEE EXHIBIT 7, ADMINISTRATION AGREEMENT, 3.3 (d) REGARDING SUPPLIER MARKETING REQUIREMENTS. THE AWARDED SUPPLIER WILL MARKET THE MASTER AGREEMENT DIRECTLY TO PUBLIC AGENCIES NATIONALLY WITH THE SUPPORT OF U.S. COMMUNITIES. IT WILL BE UP TO EACH PARTICIPATING PUBLIC AGENCY TO DETERMINE HOW IT WANTS SUPPLIER TO COMMUNICATE THE MASTER AGREEMENT TO ITS DEPARTMENTS.

17. 2.14, Management System Requirement – Are you looking for a VMS?

YES, PLEASE SEE PARAGRAPH 2.14 FOR EXACT SYSTEM REQUIRMENTS.

18. Marketing Can you please explain in more detail what you are looking for here?

PLEASE DESCRIBE YOUR ABLITY TO MARKET THE MASTER AGREEMENT NATIONALLY IF AWARDED A MASTER AGREEMENT.

19. Do the tools (VMS) have to be from the prime vendor? Or we can leverage a tools from a subcontractor?

THE VENDOR MANAGEMENT SYSTEM SHALL BE FURNISHED BY THE PRIME CONTRACT HOLDER.

SERIAL 16111-RFP

20. If the vendor does not offer security guards, do we have to respond to the security guards portion in Attachment A-1?

IF VENDOR IS NOT IN THE BUSINESS OF PROVIDING SECURITY GUARDS, IT IS NOT REQUIRED TO PROVIDE AS A PART OF ATTACHMENT A-1 LINES 164, 165, 166, 167, 168, AND 169. HOWEVER, ALL OTHER POSITIONS MUST BE OFFERED AND PRICED IN ATTACHMENT A-1.

PRE-PROPOSAL ATTENDEE LIST

**PRE-PROPOSAL CONFERENCE
STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS**

16111-RFP
320 WEST LINCOLN STREET
OFFICE OF PROCUREMENT SERVICES CONFERENCE ROOM
JUNE 21, 2016, 9:00 AM

PLEASE PROVIDE YOUR BUSINESS CARD(S)

PLEASE PRINT

COMPANY / FIRM	ATTENDEE	PHONE NUMBER	E-MAIL	*YES or NO
Yoh / Day & Zimmerman	Mike Wager	248-672-8082	Michael.Wager@Yoh.com	NO
USTech Solutions	Allan Dunn	480-771-0139	allan@ustechsolutions.com	Yes
RAD Gov. INC	PATRICK TIGARS	951-938-2800	PTIGARS@RADGOV.COM	NO
Abacus Staffing	Lindsey Kelly	505-681-8830	LKelly@abacuscorporation.com	yes
SystemSoft Technologies	Siva Vallabhavan	602-576-6672	SIVA.V@SSTECH.US	yes
Vijayanand Inc	Sushma Myneni	270-779-1542	Sushma@vijayanandinc.com	NO
P.T.E. MANAGEMENT, L.L.C	William Phillips	313-967-7871	WPHILLIPS@PTEMANAGEMENT.COM	YES
U.S. Communities	Mary Pelfrey	704 564 0320	mpelfrey@uscommunities.org	
U.S. Communities	Alexis Turner		aturnere@uscommunities.org	
ROSS Professional Services LLC	Charles Wilson	202-726-7809	info@rpservices.net	Yes
DELTA T GROUP	TOM MYERS	602-325-1602	TOMMYERS@DELTATG.COM	NO

PRE-PROPOSAL CONFERENCE STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS

16111-RFP
320 WEST LINCOLN STREET
OFFICE OF PROCUREMENT SERVICES CONFERENCE ROOM
JUNE 21, 2016, 9:00 AM

PLEASE PROVIDE YOUR BUSINESS CARD(S)

PLEASE PRINT

COMPANY / FIRM	ATTENDEE	PHONE NUMBER	E-MAIL	*YES or NO
Amtec	Robert C. Short	(602) 884-8009	rshort@amtec.us.com	Yes
A202	Terry Allen	(520) 276-4757	tallen@ateamllc	Yes
Spruce Technology	Kristen Mazza	717 721 3613	kmazza@sprucestech.com	Yes
NESCO Resource LLC	Jim White	480-628-3528	jwhite@nescoresource.com	Yes
QPI	Kent Sastmy	480 8378706	Kent.Sastmy@qpi.com	Yes
QPA	Joseph Abbinnanti	847-553-7134	jabbinnanti@qpaauthority.com	Yes
AtWork	Robert Dinnell	480-392-7533	rdinnell@atwork.com	Yes
Superior Group	Claudia Nardulli	619 540-7152	CLAUDE.NARDULLI@superiorgr.com	Yes
Knowledge Services	Samantha Alcega	602-385-2103	samantha.a@knowledgeservices.com	Yes
Labir Systems	Amy Falk	602-300-8830	AFAIK@acalaboratory.com	Yes
Kelly Services	Aimee Sauer	480-998-1024	aimwaga@kellyservices.com	Yes
Data man USA, LLC	GYAN SAXENA	720 248 3111	CONTACT@datamanUSA.com	Yes
Jessica Malenfant	Monica Larson	602 605 7038	molarson@tkcsystems.com	
Jacobson	JAT Jacobson	602-300-3316	JJacobson@atteamllc.com	Yes
22nd Century Tech	PRABHAT SHARMA	732 357 7721	PRABHAT@TSCI.COM	Yes
Acro Service Corp.	Bill Branchew	248-514-6262	branchew@acrocorp.com	Yes

**PRE-PROPOSAL CONFERENCE
STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS**

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320 WEST LINCOLN STREET
OFFICE OF PROCUREMENT SERVICES CONFERENCE ROOM
JUNE 21, 2016, 9:00 AM

PLEASE PROVIDE YOUR BUSINESS CARD(S)

PLEASE PRINT

COMPANY / FIRM	ATTENDEE	PHONE NUMBER	E-MAIL	*YES or NO
Aerotek	Greg Sardo	602-567-7810	gsardo@aerotek.com	
ACAD	Michael Cox	480-404-8817	mcox@acrocorp.com	NO
Comtech LLC	Supriya Chandrabas	425-516-8335	schandrabas@comtechllc.com	Yes
Prosum	Jamie Contino	407-433-5154	jamie@jamie.continoe-prosum.com	
Maricopa County HSD	Eck Schmitz	602-502-2431	eschmitz2@mail.maricopa.gov	NO
MCHSD	Terry Ferrell	602-506-5511	tferrell@mail.maricopa.gov	NO
Maricopa County Procurement	Laura Ayala	602-506-3248	ayalal002@mail.maricopa.gov	YES
Staffing Network	Troy Chamberlain	480 73-332-7445	tchamberlain@gsauthority.com	



*****VENDOR INFORMATION SHALL MATCH INFORMATION CONTAINED IN BIDSYNC AND MARICOPA COUNTY DEPARTMENT OF FINANCE VENDOR REGISTRATION. PLEASE NOTE THAT VENDORS ARE REQUIRED TO REGISTER PRIOR TO AWARD AT THE MARICOPA DEPARTMENT OF FINANCE WEBSITE (<http://www.maricopa.gov/Finance/Vendors.aspx>)*****

ATTACHMENT A - VENDOR INFORMATION

COMPANY NAME: _____
 DOING BUSINESS AS (DBA) NAME: _____
 MAILING ADDRESS: _____

 REMIT TO ADDRESS: _____

 TELEPHONE NUMBER: _____
 FACSIMILE NUMBER: _____
 WEB SITE: _____
 REPRESENTATIVE NAME: _____
 REPRESENTATIVE PHONE NUMBER: _____
 REPRESENTATIVE E-MAIL: _____

YES	NO
<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>

WILL ALLOW OTHER GOVERNMENTAL ENTITIES TO PURCHASE FROM THIS CONTRACT:

WILL ACCEPT PROCUREMENT CARD FOR PAYMENT:

PAYMENT TERMS: RESPONDENT IS REQUIRED TO PICK ONE OF THE FOLLOWING.
 PAYMENT TERMS WILL BE CONSIDERED IN DETERMINING LOW BID. FAILURE TO
 CHOOSE PAYMENT TERMS WILL RESULT IN A DEFAULT TO NET 30 DAYS.

- | | | |
|--------------------------------------|---|---|
| <input type="checkbox"/> NET 10 DAYS | <input type="checkbox"/> NET 45 DAYS | <input type="checkbox"/> 1% 10 DAYS NET 30 DAYS |
| <input type="checkbox"/> NET 15 DAYS | <input type="checkbox"/> NET 60 DAYS | <input type="checkbox"/> 2% 30 DAYS NET 31 DAYS |
| <input type="checkbox"/> NET 20 DAYS | <input type="checkbox"/> NET 90 DAYS | <input type="checkbox"/> 1% 30 DAYS NET 31 DAYS |
| <input type="checkbox"/> NET 30 DAYS | <input type="checkbox"/> 2% 10 DAYS NET 30 DAYS | <input type="checkbox"/> 5% 30 DAYS NET 31 DAYS |

Position Grouping	Position Title
Accounting/Finance	Accountant
Accounting/Finance	Accountant Senior
Accounting/Finance	Accounting Manager A
Accounting/Finance	Accounting Manager B
Accounting/Finance	Accounting Manager C
Accounting/Finance	Auditing - External Auditor
Accounting/Finance	Auditing - External Auditor Senior
Accounting/Finance	Auditing - Internal Auditor
Accounting/Finance	Auditing - Internal Auditor Senior
Accounting/Finance	Budget Analyst
Accounting/Finance	Budget Analyst Senior
Accounting/Finance	Fiscal Assistant
Accounting/Finance	Fiscal Technician
Accounting/Finance	Fiscal Technical Senior
Call Center/Customer Service	Customer Service Inbound I
Call Center/Customer Service	Customer Service Inbound II
Call Center/Customer Service	Customer Service Outbound I
Call Center/Customer Service	Customer Service Outbound II
Call Center/Customer Service	Detailing Representative I
Call Center/Customer Service	Detailing Representative II
Call Center/Customer Service	Help Desk Analyst
Call Center/Customer Service	Market Research Inbound
Call Center/Customer Service	Market Research Outbound
Call Center/Customer Service	Sales & Promotion Comparison Shopper I
Call Center/Customer Service	Sales & Promotion Comparison Shopper II
Call Center/Customer Service	Sales & Promotion Demonstrator I
Call Center/Customer Service	Sales & Promotion Demonstrator II
Call Center/Customer Service	Sales & Promotion Sampler
Call Center/Customer Service	Sales Inbound I
Call Center/Customer Service	Sales Inbound II
Call Center/Customer Service	Sales Outbound I
Call Center/Customer Service	Sales Outbound II
Call Center/Customer Service	Tradeshow Booth Attendant I
Call Center/Customer Service	Tradeshow Booth Attendant II
Call Center/Customer Service	Tradeshow Host/Hostess I
Call Center/Customer Service	Tradeshow Host/Hostess II
General Administrative	Administrative Assistant I
General Administrative	Administrative Assistant II
General Administrative	Administrative Assistant III
General Administrative	Administrative Assistant IV
General Administrative	Administrative Assistant V
General Administrative	Administrative Staff Assistant
General Administrative	Administrative Staff Specialist
General Administrative	Administrative Staff Specialist Senior
General Administrative	Agency Management Analyst
General Administrative	Agency Management Analyst Lead
General Administrative	Agency Management Analyst Senior
General Administrative	Data Entry Operator
General Administrative	Data Entry Operator Senior
General Administrative	Executive Secretary

General Administrative	Executive Secretary Senior
General Administrative	Legal Assistant
General Administrative	Legal Assistant Senior
General Administrative	Library Assistant
General Administrative	Medical Assistant I
General Administrative	Medical Assistant II
General Administrative	Medical Biller I
General Administrative	Medical Biller II
General Administrative	Medical Records Clerk I
General Administrative	Medical Records Clerk II
General Administrative	Office Manager
General Administrative	Office Services Aide
General Administrative	Office Services Assistant
General Administrative	Office Services Specialist
General Administrative	Office Services Supervisor
General Administrative	Office Services Supervisor Senior
General Administrative	Operator I
General Administrative	Operator II
General Administrative	Operator III (Key Disc Operator)
General Administrative	Operator IV (Key Disc Operator)
General Administrative	Personal Assistant
General Administrative	Personal Assistant Senior
General Administrative	Photocopy Supervisor
General Administrative	Photocopy Technician
General Administrative	Photo-Typesetting Specialist
General Administrative	Photo-Typesetting Supervisor
General Administrative	Postal Aide
General Administrative	Postal Aide Senior
General Administrative	Postal Assistant
General Administrative	Public Relations Coordinator
General Administrative	Public Relations Specialist
General Administrative	Public Relations Specialist Assistant
General Administrative	Receptionist
General Administrative	Receptionist Senior
General Administrative	Secretary
General Administrative	Secretary Senior
General Administrative	Translator
Food Related Services	Food Operations Assistant
Food Related Services	Food Operations Manager Assistant
Food Related Services	Food Production Worker
Food Related Services	Second Cook
Food Related Services	Second Cook Senior
Food Related Services	Server
Human Resources	Classification / Compensation Analyst
Human Resources	Classification / Compensation Analyst Senior
Human Resources	Classification / Compensation Consultant
Human Resources	EEO Program Analyst
Human Resources	EEO Program Specialist
Human Resources	Employee Relations Analyst
Human Resources	Employee Relations Analyst Senior
Human Resources	Human Resources Assistant
Human Resources	Human Resources Generalist
Human Resources	Human Resources Generalist Senior

Human Resources	Personnel Analyst
Human Resources	Personnel Analyst Senior
Human Resources	Personnel Practices Analyst
Human Resources	Personnel Practices Analyst Senior
Human Resources	Personnel Practices Manager
Human Services	Social Worker
Human Services	Support Enforcement Specialist
Human Services	Support Enforcement Specialist Senior
Human Services	Utilization Review Analyst
Human Services	Utilization Review Analyst Senior
Insurance	Claims Adjuster I
Insurance	Claims Adjuster II
Insurance	Claims Specialist
Insurance	Worker's Compensation Specialist
Laborer/Industrial	CDL Driver
Laborer/Industrial	Forklift Operator
Laborer/Industrial	Forklift Operator Senior
Laborer/Industrial	Flagger / Laborer
Laborer/Industrial	Grounds Worker
Laborer/Industrial	Grounds Worker Lead
Laborer/Industrial	Grounds Worker Senior
Laborer/Industrial	Groundskeeper / Landscaper
Laborer/Industrial	Groundskeeper / Landscaper Senior
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)
Laborer/Industrial	Heavy Industrial Worker (General Laborer)
Laborer/Industrial	Housekeeping Supervisor
Laborer/Industrial	Housekeeping Supervisor Senior
Laborer/Industrial	Housekeeping Worker
Laborer/Industrial	Housekeeping Worker Senior
Laborer/Industrial	Inventory Worker Light
Laborer/Industrial	Light Industrial Worker (General Laborer)
Laborer/Industrial	Motor Vehicle Operator A
Laborer/Industrial	Motor Vehicle Operator B
Laborer/Industrial	Packer
Laborer/Industrial	Warehouse Specialist I
Laborer/Industrial	Warehouse Specialist II
Laborer/Industrial	Warehouse Specialist III
Laborer/Industrial	Warehouse Worker I
Laborer/Industrial	Warehouse Worker II
Media	Audio Visual Technician
Media	Audio Visual Technician Senior
Media	Graphic Artist
Media	Graphic Artist Senior
Media	Graphic Designer
Media	Graphic Designer Senior
Media	Photographer
Media	Photographer Senior
Media	TV / Video Production Specialist
Media	TV / Video Production Technician

Security	Dispatcher/Police
Security	Unarmed Security Guard
Security	Armed Security Officer
Security	Sergeant
Security	Lieutenant
Security	Captain
Tax	Data Entry Clerk
Tax	Data Entry Clerk/Remittance Processor Blended
Tax	Error Resolution and Document Processor
Tax	General Clerical
Tax	On-Site Administrator (Day)
Tax	On-Site Administrator (Evening)
Tax	Remittance Processor
Tax	Taxpayer Information & Assistance Agent
Technical	Agricultural Technician
Technical	Agricultural Technician Lead
Technical	Agricultural Technician Supervisor
Technical	Analytical Chemist
Technical	Analytical Chemist Assistant
Technical	Analytical Chemist Senior
Technical	Bridge Design Drafter
Technical	Bridge Design Drafter Senior
Technical	Cartographic Drafter
Technical	Cartographic Drafter Assistant
Technical	Cartographic Supervisor
Technical	Engineering Design Drafting Specialist
Technical	Engineering Design Drafting Supervisor
Technical	Engineering Design Drafting Technician
Technical	Engineering Drafting Technician
Technical	Engineering Drafting Technician Senior
Technical	Environmental Engineer
Technical	Environmental Engineer Senior
Technical	Environmental Program Analyst
Technical	Environmental Program Planner
Technical	Environmental Program Specialist
Technical	Environmental Specialist - Field
Technical	Environmental Specialist Senior - Field
Technical	Environmental Technician
Technical	Environmental Technician Senior
Technical	Laboratory Technician
Technical	Laboratory Technician Senior
Technical	Residential Plan Reviewer
Technical	Right of Way Technician
Technical	Right of Way Technician Supervisor
Technical	Safety Engineer
Technical	Safety Engineer Senior
Technical	Title Examiner
Technical	Traffic Controller
Technical	Traffic Controller Senior
Technical	Transportation Data Analyst
Technical	Transportation Data Analyst Senior
Technical	Transportation Data Analyst Supervisor

Technical	Transportation Data Technician
Technical	Transportation District Utilities Specialist
Technical	Transportation Engineering Technician -Survey
Technical	Transportation Engineering Technician -Survey Senior
Technical	Transportation Engineering Technician -Survey Supervisor
Technical	Transportation Materials Technician
Technical	Transportation Materials Technician Senior
Technical	Transportation Materials Technician Specialist
Technical	Transportation Materials Technician Supervisor
Technical	Transportation Planning Specialist
Technical	Transportation Planning Specialist Senior
Technical	Transportation Technical Program Coordinator
Technical	Transportation Technical Support Coordinator
Trades	Boiler Operator I
Trades	Boiler Operator II
Trades	Boiler Operator Senior I
Trades	Boiler Operator Senior II
Trades	Carpenter
Trades	Carpenter Assistant
Trades	Carpenter Senior
Trades	Electrician
Trades	Electrician Assistant
Trades	Electrician Senior
Trades	Electrician Supervisor Senior
Trades	Electronic Equipment Install & Repair Supervisor
Trades	Electronic Equipment Install & Repair Technician
Trades	Electronic Technician
Trades	Electronic Technician Senior
Trades	Equipment Repair Supervisor
Trades	Equipment Repair Technician
Trades	Equipment Repair Technician Senior
Trades	HVAC Installation & Repair Assistant
Trades	HVAC Installation & Repair Assistant Senior
Trades	Laboratory Mechanic
Trades	Laboratory Mechanic Senior
Trades	Locksmith
Trades	Maintenance Field Worker
Trades	Mason Plasterer
Trades	Mason Plasterer Assistant
Trades	Mechanic
Trades	Painter
Trades	Plumber / Steamfitter
Trades	Plumber / Steamfitter Assistant
Trades	Printing Press Operator B
Trades	Production Supervisor
Trades	Radio Specialist
Trades	Radio Specialist Senior
Trades	Sheet Metal Worker
Trades	Sheet Metal Worker Assistant
Trades	Sheet Metal Worker Lead
Trades	Shipping / Receiving Clerk
Trades	Storekeeper Assistant I
Trades	Storekeeper Assistant II
Trades	Storekeeper I

Trades	Storekeeper II
Trades	Storekeeper III
Trades	Storekeeper Senior
Trades	Tool Room Assistant
Trades	Tool Room Assistant Senior
Trades	Trades Utilities Worker Senior
Trades	Trades Utility Worker
Trades	Tradesman Helper
Trades	Tradesman Helper Senior
Trades	Welder
Trades	Welder Senior
Trades	Work Zone Safety Officer

Position Title	Classification	Position Description, Skills & Knowledge
Accountant	Accounting/ Finance	<ul style="list-style-type: none"> • Conducts P&L, Balance Sheet, Cash Flow, Tax, and Reconciliation analysis. • Compiles and analyzes financial information to prepare entries to accounts, such as general ledger accounts and documenting business transactions. • Reviews internal reports checking coding and making adjustments prior to printing and assembling the final product for mailing. • Independently performs a variety of accounting functions. • Inputs standard journal entries. • Performs audit functions. • Produces billing and inventory reports. • Performs and other related or assigned duties. <p>Highly proficient in Microsoft Office.</p> <ul style="list-style-type: none"> • Comprehensive knowledge of standard accounting procedures. • Strong written and communication skills. • Strong analytical and quantitative skills. • Knowledge of stock, bonds and capital gains. <p>BA/BS, Accounting, Finance, or Business Administration</p>
Accountant Senior	Accounting/ Finance	<ul style="list-style-type: none"> • All responsibilities of Accountant. • Performs advanced and complex accounting functions of considerable difficulty requiring the analysis and interpretation of fiscal data and the application of accounting theory and principles. • Assembles, analyzes and prepares reports and statements coding complex financial data. • Performs other related or assigned duties. <p>All skills / knowledge of Accountant.</p> <ul style="list-style-type: none"> • Proven knowledge and understanding of generally accepted accounting principles and practices including cost accounting. • Demonstrated ability to assemble, analyze and prepare reports and statements covering complex financial data. • Accounts payable / receivable may require experience with an automated system. <p>BA/BS, Accounting, Finance, or Business Administration</p>
Accounting Manager A	Accounting/ Finance	<ul style="list-style-type: none"> • Manages professional accounting work of considerable difficulty. • Serves as assistant to Finance Director. • Manages at least two complex fiscal and accounting functions. • Responsible for complex accounting functions which require the assignment of a staff of professional accountants. • Supervises professional accountants, technicians, and clerks. • Effects a high degree of financial control and have the authority to approve or reject financial transactions. • Interprets accounting data. • Establishes standard procedures for fiscal and accounting operations. <p>Considerable knowledge of payroll policies and procedures.</p> <ul style="list-style-type: none"> • Considerable knowledge of State and federal laws and regulations concerning payroll and payroll deductions. • Considerable knowledge of federal wage/hour regulations; • Considerable knowledge of automated accounting systems and data base management. • Considerable knowledge of generally accepted accounting principles. • Considerable knowledge of management and supervisory principles and practices. • Demonstrated ability to manage a multiple category, automated payroll system and associated professional staff. • Ability to analyze financial data, interpret tax laws and regulations, and work effectively with university departments and administrators. • Ability to communicate verbally and in writing. <p>BA/BS, Accounting, Finance, or Business Administration</p>

<p>Accounting Manager B</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Manages professional accounting work of considerable difficulty. • Services as assistant to Finance Director. • Supervises professional accountants, technicians, and clerks. • Manages activities of all fiscal and accounting functions. • Interprets accounting manuals, policies, and procedures. • Reviews and evaluates accounting procedures of subordinate agency/institution elements. • Develops automated accounting systems. • Coordinates preparation of reports and financial statements. • Manages general accounting operations. • Manages the activities of a centralized accounts receivable operation. • Manages payroll and invoice processing operations. • Prepares agency or institution financial statements and reports. <p>Considerable knowledge of payroll policies and procedures.</p> <ul style="list-style-type: none"> • Considerable knowledge of State and federal laws and regulations concerning payroll and payroll deductions. • Considerable knowledge of federal wage/hour regulations;. • Considerable knowledge of automated accounting systems and data base management. • Considerable knowledge of generally accepted accounting principles. • Considerable knowledge of management and supervisory principles and practices. • Demonstrated ability to manage a multiple category, automated payroll system and associated professional staff. • Ability to analyze financial data, interpret tax laws and regulations, and work effectively with university or medical center departments and administrators. • Ability to communicate verbally and in writing. <p>BA/BS, Accounting, Finance, or Business Administration</p>
<p>Accounting Manager C</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Manages professional accounting work of unusual difficulty. • Serves as an assistant to a Controller in a complex financial organization. • Manages financial reporting, financial analysis, and financial control operations. • Supervises professional accountants, technicians, and clerks. • Coordinates the preparation of reports and financial statements. • Analyzes accounting procedures. • Establishes and maintains agency financial policy manuals and associated procedures. • Develops and implements automated accounting systems. • Interprets policies and procedures and advises staff and agency or institution management. • Manages all internal and external financial reports and statements. • Plans, monitors, and reviews the agency or institution programs for compliance with state and federal financial policies and procedures. • Analyzes and interprets agency/institution operating results based on various financial reports. <p>Comprehensive knowledge of generally accepted accounting principles and practices.</p> <ul style="list-style-type: none"> • Comprehensive knowledge of fiscal and accounting functions and their adaptability to agency or institution fiscal and accounting operations. • Considerable knowledge of agency, state and federal guidelines concerning accounting and finance operations and reporting. • Demonstrated ability to supervise a staff of professional accountants engaged in all aspects of the agency or institution fiscal and accounting operations. • Demonstrated ability to apply and adapt accounting principles and methods to a variety of agency or institution fiscal needs. • Demonstrated ability to develop and implement accounting policies and procedures. • Demonstrated ability to assemble, analyze, and prepare reports and financial statements covering complex financial data. • Demonstrated ability to present financial reports, either verbally or in writing, to agency or institution management. • Demonstrated ability to analyze financial data and to assess impact on agency or institution operations. <p>BA/BS, Accounting, Finance, or Business Administration</p>
<p>Auditing - External Auditor</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Execute tests of external controls, analyze and document the test results, prepare a concise, logical report of the results. • Performs any other related or assigned duties. <p>Experience executing audit test steps and forming logical conclusions based on the test result.</p> <ul style="list-style-type: none"> • Ability to interpret laws, policies and regulations. • Proficient in the use of office automation projects. <p>BA/BS, Accounting, Business, Finance, or Information Systems Major</p>

<p>Auditing - External Auditor Senior</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Execute tests of external controls, analyze and document the test results, prepare a concise, logical report of the results. • Performs any other related or assigned duties. <p>Experience executing audit test steps and forming logical conclusions based on the test result.</p> <ul style="list-style-type: none"> • Ability to interpret laws, policies and regulations. • Proficient in the use of office automation projects. <p>BA/BS, Accounting, Business, Finance, or Information Systems Major</p>
<p>Auditing - Internal Auditor</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Execute tests of internal controls, analyze and document the test results, prepare a concise, logical report of the results. • Performs any other related or assigned duties. <p>Experience executing audit test steps and forming logical conclusions based on the test result.</p> <ul style="list-style-type: none"> • Ability to interpret laws, policies and regulations. • Proficient in the use of office automation projects. <p>BA/BS, Accounting, Business, Finance, or Information Systems Major</p>
<p>Auditing - Internal Auditor Senior</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Plan an audit project, conduct a preliminary survey, design and execute tests of internal controls, and analyze and document the test results, • Prepares a concise, logical report of the results and present results verbally to management. <p>Progressively responsible experience planning, executing and reporting on audits of internal controls including effectiveness, efficiency, compliance and financial reviews.</p> <ul style="list-style-type: none"> • Ability to interpret laws, policies and regulations. • Proficient in the use of office automation projects. • Experience in designing testing of internal controls and forming logical conclusions from test results. <p>BA/BS, Accounting, Business, Finance, or Information Systems Major</p>
<p>Budget Analyst</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Builds spreadsheets to provide analysis of cost impacts, collects budget data, obtains policy information, and conducts research. • Performs any other related or assigned duties. <p>Working knowledge of the principles and practices of budget formulation, evaluation and execution.</p> <ul style="list-style-type: none"> • Working knowledge of the principles of public administration and government finance. • Working knowledge of generally accepted accounting principles. • Demonstrated ability to prepare evaluations of complex budgets or related financial proposals or projections. • Demonstrated ability to work with agency supervisors, to communicate verbally and in writing, and to present budgets and recommendations effectively. <p>BA/BS Business Or Public Administration</p>
<p>Budget Analyst Senior</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Builds spreadsheets to provide analysis of cost impacts, collects budget data, obtains policy information, and conducts research. • Performs any other related or assigned duties. <p>BA/BS Business Or Public Administration</p> <p>Considerable knowledge of the principles and practices of budget formulation, evaluation and execution.</p> <ul style="list-style-type: none"> • Considerable knowledge of the principles of public administration and government finance. • Considerable knowledge of generally accepted accounting principles. • Demonstrated ability to prepare evaluations of complex budgets or related financial proposals or projections. • Demonstrated ability to work with agency supervisors, to communicate verbally and in writing, and to present budgets and recommendations effectively. <p>BA/BS Business Or Public Administration</p>

<p>Finance Assistant</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Performs a wide variety of program and administrative support duties based on agency business needs. • Performs general office, secretarial, fiscal, and support activities. • Serves as first point-of-contact for their assigned program. <p>Demonstrated ability to use spreadsheet software and perform detailed work with numerical data.</p> <ul style="list-style-type: none"> • Working knowledge of clerical practices, including typing skills and office procedures. • Experience in business math and basic bookkeeping. • Ability to prepare routine financial reports and to communicate with others in giving and obtaining information. • Ability to follow prescribed operating instructions and preparing routine reports from fiscal data.
<p>Finance Technician</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Maintains complex accounting systems, classifies, proofs and posts transactions to journals and ledgers. • Takes trial balances, makes routine account adjustments. • Receives and classifies remittances and issuing appropriate receipts. • Serves as custodian for designated funds and preparing fund statements, reconciles bank accounts. • Audits fiscal documents for accuracy, completeness and conformity with prescribed procedures. • Computes payroll changes. • Maintains control accounts to compare expenditures to the operating budgets. • Prepares fiscal summaries and reports. • Performs any other related or assigned duties. <p>Light typing skills.</p> <ul style="list-style-type: none"> • Working knowledge of basic bookkeeping / accounting principles and practices. • Knowledge of programmatic and administrative requirements. • Knowledge of applicable computer software/programs.
<p>Finance Technician Senior</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • All responsibilities of Finance Technician. • Classifies, proofs and posts transactions to journals and ledgers. • Takes trial balances, makes routine account adjustments. • Maintains control accounts to compare expenditures to the operating budgets. • Screens and processes a variety of fiscal transactions including expenditure and fund transfer requests. • Carries out payroll functions and fixed asset accounting. • Assists professional accountants in implementing procedural changes. <p>All skills / knowledge of Finance Technician.</p> <ul style="list-style-type: none"> • Demonstrated ability to use spreadsheet software and perform detailed work with numerical data.
<p>Customer Service Inbound I</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Receive customer inquiries about a product or service. Provide information to callers regarding a product or service. Record and confirm customer orders, complaints or service information. Direct calls for further problem resolution. Skill in inputting and accessing information on paper, PC or CRT. Skill in using database, data entry or single windows software.</p>
<p>Customer Service Inbound II</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Perform all duties as Customer Service Inbound I Handle large accounts or more difficult issues. Lead, teach, guide and/or motivate teams. First level problem resolution.</p>

<p>Customer Service Outbound I</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Place outbound calls. Gather account status information. Gather customer complaint information. Direct calls for further problem resolution.</p>
<p>Customer Service Outbound II</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Perform all duties as Customer Service Outbound II. Place large volume daily calls. Handle more difficult situations. Manage, guide, and motivate teams.</p>
<p>Detailing Representative I</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Arrange products according to a plan-o-gram. Rotate stock. Replace damaged equipment. Maintain stock and supplies. Monitor conditions and pricing of merchandise. Ability to count materials/items. Ability to identify flaws in objects.</p>
<p>Detailing Representative II</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Perform the duties as Detailing Representative I. Work with detailed plan-o-grams (e.g. 15 ft. plan-o-grams vs. 3 ft. plan-o-grams). Set up merchandise displays. Evaluate product display effectiveness in attracting shoppers' attention. Perform simple record keeping. Ability to record information.</p>
<p>Help Desk Analyst</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Receive and screen incoming calls. Receive and service requests. Create problem reports. Troubleshoot for problem identification and provide recommendations/solutions to complex issues.</p>

<p>Market Research Inbound</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Receive incoming calls resulting from mass mailings or product demonstration. Gather information about caller's experience and/or opinion of product or service. Ability to lead, teach, guide, motivate team.</p>
<p>Market Research Outbound</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Place calls to inquire for opinions. Place outbound calls from master list to survey, interview or gather feedback related to specific topics.</p>
<p>Comparison Shopper I</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Assume the role of customer and "shop the competition" for a company to learn about sales trends, customer preferences, products, prices and services, and follow prepared guidelines. Assume the role of customer for company's own locations to evaluate staff performance following prepared guidelines. Purchase merchandise, check on products, services or prices. Ability to work with little supervision.</p>
<p>Comparison Shopper II</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Perform the duties as Comparison Shopper I. Evaluate a product or service based on specific/detailed guidelines provided by the customer, requiring specialized training. Ability to follow specific instructions.</p>

<p>Demonstrator I</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Set up and conduct product demonstrations. Assist customers in selecting merchandise for purchase. Receive cash and make change. Fill out forms/reports. Ability to convince others to purchase a product. Ability to effectively communicate in front of a group. Skill in operating a calculator, adding machine or cash register.</p>
<p>Demonstrator II</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Perform the duties of Demonstrator I. Sell products/services using a script prepared by the customer. Sell a product geared to a specific audience. Prepare orders for a product and present them to cashier for processing.</p>
<p>Sampler</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Distribute samples of a product or coupon. Describe product benefits. Count materials/items.</p>
<p>Sales Inbound I</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Receive incoming calls. Schedule appointments. Sell a product or service. Ability to work in a goal oriented environment. Upsell as appropriate. Responsible for specific accounts or geographic areas.</p>

<p>Sales Inbound II</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Perform all duties as Sales Inbound I. Receive calls from large accounts or difficult geographic regions. Lead, teach, guide and/or motivate teams.</p>
<p>Sales Outbound I</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Place calls to sell a product or service. Place calls to schedule appointment to sell product or service. Perform with respect to quotas or sales goals. Upsell as appropriate. Handle specific accounts or geographic area.</p>
<p>Sales Outbound II</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Perform all duties as Sales Outbound I. work with larger accounts or difficult geographic regions. Lead, teach, guide and/or motivate teams.</p>
<p>Tradeshow Booth Attendant I</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Receive and post messages for attendees of conventions, trade shows or seminars. Greet, screen, and direct visitors using rosters/program schedules to keep track of people's locations so they can be contacted. Ability to work on more than one task at a time.</p>

<p>Tradeshow Booth Attendant II</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Perform the duties of Tradeshow Booth Attendant I. Answer non-technical questions concerning a product or service. Direct giveaway programs or contests. Greet, direct and guide visitors through one or more exhibits. Ability to learn a company's products or services. Ability to effectively communicate to an audience.</p>
<p>Tradeshow Host/Hostess I</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Provide directions and general product information. Distribute flyers and product/service information. Ability to learn company's products or services.</p>
<p>Tradeshow Host/Hostess II</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Perform the duties as Tradeshow Host/Hostess I. Register people at conventions, seminars or other events. Accept registration fees. Perform simple record keeping. Prepare name badges. Check rosters.</p>
<p>Administrative Assistant I</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Posts items to accounts, prepares vouchers. • Maintains files, distributes reports, performs simple data entry into internal agency system. • Inventories, receives, and shelves routine supplies. • Reviews invoices/packing slips to ensure shipment is correct. • Schedules rooms, meetings and/or tours. • Produces and/or hand distributes simple documents (e.g. flyers). • Performs routine, simple filing and non-critical copying. Collates documents, distributes mail. • Refers calls, greets visitors, and gives standard information in response to phone or in-person inquiries. • Performs simple data entry into single screen. • Files non-critical records, photocopies non-critical items. <p>Job knowledge is obtained on the job.</p> <ul style="list-style-type: none"> • Ability to process simple data. • Ability to communicate effectively and establish effective working relationships. • Basic keyboarding skills.

<p>Administrative Assistant II</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Prepares a variety of standard disbursement forms (e.g., work orders, petty cash) for routing and approval. • Compiles and maintains daily and weekly totals, reports, and financial statements. • Reconciles statements. • Establishes, revises and maintains accounting documents and files. • Performs data entry into corporate system, e.g., routine posting and billing. • Reviews completed forms for accuracy and completeness. • May perform inquiries in internal and external databases to determine discrepancies. • Performs inquiries in CASPS and/or FAMIS. • Performs basic calculations. • Orders, inventories, receives, and/or shelves routine supplies. • Reviews invoices/packing slips to ensure shipment is correct and follows up on discrepancies. • Tracks expenditures. • Verifies employment on a Countywide basis. • Inputs simple or occasional PRISM entries, with review of supervisor (e.g., simple T&A). • Types forms, updates personnel data, sets up agency personnel files, prints out and distributes personnel documents, and files critical records (e.g., performance evaluations, PARS). • Notifies all participants of meetings and other functions in advance. • Schedules routine meetings. • Produces and electronically distributes simple documents (e.g., flyers). • Maintains a system for tracking the progress of work. • Orients new employees on procedures and systems. • Performs alpha and/or numeric filing. • Performs simple screening and sorting of mail. • Responsible for sending dated material. • Refers calls, greets visitors, gives standard information in response to phone or in-person inquiries, and acts as back up to other administrative positions. • Acts as back up to other administrative positions, proofs spelling. • Performs data entry into multiple screens. • Knowledge of a variety of standard office procedures. • Knowledge of specific unit terminology. • Knowledge of work done in related departments. • Ability to read and comprehend relevant documents. • Ability to process and integrate simple data.
		<ul style="list-style-type: none"> • Uses spreadsheets or databases to organize information and produce standard reports. • Prepares a variety of complex disbursement forms (e.g., check requests, travel forms, cash sheets, and journal entries) for routing and approval. • May approve some disbursement forms. • Compiles and maintains monthly, quarterly, semi-annual, and annual totals, reports, and financial statements. • Explains fiscal rules and procedures to employees to insure uniform application. • Sets up accounts through corporate systems. • Reconciles ledgers, prepares status reports, gathers data for use by others in preparing budget. • Prepares transfer vouchers and interfund billing, monitors external accounts for discrepancies. • Prepares wide variety of accounting forms, reconciles daily receipts or accounts receivable/payable, identifies discrepancies and makes corrections, collects required documents, prepares and authorizes expense vouchers and/or invoices within limited authorization levels. • Verifies requests for goods and services against County contracts and funding sources.

<p>Administrative Assistant III</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Orders goods or services and follows up/resolves discrepancies and ensures delivery. • Authorizes requests for goods and services in corporate systems. • Insures appropriate routing and approval of purchase requests. • Maintain(s) calendars, schedules meetings, makes and cancels appointments, schedules rooms for classes, meetings, conferences, etc., coordinates audio visual, training equipment, refreshment requests. • Set up schedules for internal administrative staff to insure that they are available to meet changing work needs. • Composes routine correspondence on behalf of the executive/work unit head. • Provides administrative support and implements procedures, may supervise others. • Establishes/modifies and maintains a system for tracking the progress of work that is the responsibility of the executive/work unit head. • Trains and orients new employees, provides and explains relevant policies and procedures. • Composes routine correspondence on behalf of the executive/work unit head. • Explains departmental policy/procedure but does not interpret them. • Responds to inquiries that require referencing a variety of sources and utilizing knowledge of the department/County operations. • Keys/types complex documents (e.g., technical), proofs spelling and grammar, uses multiple software packages to prepare equations, statistics, tables and/or presentations, compiles reports from edited drafts, uses macros and templates developed by others. • Performs data entry with some knowledge of department/work unit/program, manipulates screens for additional entries, generates routine reports, creates simple spreadsheets, maintains databases. • Compiles routine factual/numerical reports using readily available information. • Processes pay adjustments, transmits on-line T&As, regularly inputs routine PRISM entries, performs payroll functions, trains new employees on how to do on-line time. • Prepares and verifies completeness/accuracy of forms/documents, provides basic new employee benefits information, explains routine personnel policies and procedures, instructs employees in proper completion of routine documents. <p>Knowledge of standard rules and interpretations within own functional area and a working knowledge of established methods and procedures used in related areas.</p> <ul style="list-style-type: none"> • Significant nonstandard skill/knowledge is required involving production of an end product such as a report. • Basic skills in the use of Microsoft Word. • Basic Math Skills. • Basic skills in the use of applicable Microsoft Office Suite software. • Ability to write simple documents.
		<ul style="list-style-type: none"> • Reviews and approves disbursement forms, recommends changes to agency/work unit administrative policies, procedures and methods, uses existing spreadsheets and databases to interpret and organize resource information, provides customized reports to analysts or others in the unit. • Approves and authorizes accounts through corporate system, monitors external accounts and resolves discrepancies, reviews and reconciles status reports. • Supervises staff performing clerical accounting duties, resolves problems by performing qualitative review of individual cases, enters data into corporate accounting systems and reconciles a wide variety of accounts receivable/payable, performs petty cash custodial duties, audits clerical accounting procedures in other agencies. • Researches and recommends equipment/vendors and prices, determines substitutes for supplies and low value equipment, verifies the accuracy of and updates the department equipment and/or fixed asset inventory. • Authorizes requests for goods and services in corporate system, monitors contract compliance, may act as procurement card manager. <ul style="list-style-type: none"> • Managers supervisor's calendar, researches and negotiates with hotels, etc., makes complex scheduling arrangements involving multiple parties, independently makes and cancels meetings depending on the subject and attendees, determines what confidential information can be disseminated and to whom, arranges for special room or equipment needs and/or multiple locations & individuals, coordinates domestic and foreign travel arrangements for executive/work unit head, unit personnel and visitors; participates in the planning and coordination of national and international meetings. • Independently composes original correspondence for the executive/work unit head's review and signature, coordinates data collection and provides information to others, explains policies of the functional area. • Performs/supervises several administrative functions, manages a small work unit, analyzes short-term administrative needs of the unit, notifies relevant individuals of work progress and inquires as to its status.

<p>Administrative Assistant IV</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Develops filing systems, internal mailing processes and procedures; prepares non-routine responses to correspondence may supervise general administrative functions. • Oversees or resolves non-routine/difficult situations based on knowledge and interpretation of established policies & procedures; interprets rules and regulations. • Develops macros, serves as unit expert or lead over other clerical/administrative positions, creates and maintains databases, generates unique reports, creates complex spreadsheets, diagnoses and resolves simple software/hardware problems, maintains web pages, designs and lays out publications. <hr/> <ul style="list-style-type: none"> • Prepares routine reports and statistics, determines report format and elements. • Prepares and/or supervises preparation of complex payroll, researches payroll issues, interprets policies & procedures. <p>Knowledge and understanding of the programs or activities of the unit served, as well as of the County and departmental administrative guides.</p> <ul style="list-style-type: none"> • Knowledge of basic principles and methods of a technical or professional field. • Basic math skills. • Intermediate skills in the use of Microsoft Office. • Intermediate skills in the use of agency specific software applications. • Ability to communicate well through written and oral means. • Ability to gather, integrate, and analyze simple data. • Ability to establish and maintain effective working relationships. • Ability to perform complex PRISM functions. • Ability to maintain confidentiality and be sensitive to political issues. • Supervisory experience. • Considerable experience providing administrative support in the assigned functional areas. • Initiates the full range of processing for complex personnel actions; conducts new employee orientation within assigned agency, counsels employees on basic benefit questions. • Uses PRISM regularly to process departmental HR transactions, updates job descriptions using information obtained from employee, supervisor, evaluations and samples. • Resolves personnel processing problems on personnel policy/procedures with interpretation from appropriate resource. • Completes job recruitment packages including drafting advertisement language for non-professional job announcements. • Serves as liaison between supervisor/manager and HR. • Advises supervisor and provides information regarding HR policies and procedures, prepares diversity report. <p>Knowledge and understanding of the programs or activities of the unit served, as well as of the County and departmental administrative guides.</p>
		<ul style="list-style-type: none"> • Supervises a group of clerical/accounting personnel. • Determines, modifies, and implements administrative policies, procedures and methods to improve office practices; designs spreadsheets and databases, provides customized reports to analysts. • Analyzes data and develops budget recommendations; administers several complex funds, projects, contracts, grants; processes journal/budget entries. • Reconciles and monitors accounting processes; resolves non-routine and complex problems, prepares wire transfers. • Researches and recommends equipment/vendors and prices; determines substitutes for supplies and high value equipment; coordinates the purchase of non-standard items; resolves issues and disputes with vendors; identifies need for increased levels of contract monitoring; acquires insurance via County Risk Management. • Provides advice/counsel; exercises discretion in administrative policy interpretation; resolves a wide variety of operational problems requiring sound judgment; acts as the liaison between work unit and external units; recommends exceptions to administrative policies that are subject to review.

<p>Administrative Assistant V</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Supervises or handles the most complex, non-routine activities; coordinates all logistic activities; schedules/sets up presentation rooms, obtains required audio-visual equipment, schedules order of presentations; verifies travel arrangements made by visitors; directs or performs the scheduling, organizing, coordinating and making of arrangements for national and international meetings; manages the calendar of the executive/work unit head. • Independently composes original correspondence; explains and interprets policies; relays messages from executive/work unit head. • Supervises several dissimilar or specialized functions; devises procedures for complex or specialized functions; anticipates and develops procedures/tools to prevent problems; provides administrative support; responsible for and determines administrative procedures. • Answers questions requiring decisions that tend to establish a precedent; recommends procedural changes; interprets policies. • Supervises word processing staff; edits for style, format, and/or layout. • Trains staff use of agency information systems/software; researches & selects hardware/software; creates complex spreadsheets; operates/manages complex databases; resolves hardware/software problems. • Prepares one of a kind reports, gathers statistics based on information compiled from various sources, draws conclusions, and makes recommendations. • Supervises all personnel administrative functions; reviews new departmental policies for HR implications; recommends/implements administrative changes; works with hiring manager to coordinate appointment and review process; reviews class specifications and recommends requested job classification; develops administrative HR-related procedures for agency. • Basic knowledge of accounting principles. • Knowledge of County policies within functional area of responsibility. • May need knowledge of an outside institution, dissimilar operational unit. • May need knowledge of a professional field. • Thorough knowledge of the executive/work unit head's program/area and of Agency's administration and organization. • Ability to maintain confidentiality and be sensitive to political issues. • Knowledge and sensitivity to issues, priorities, protocol, etc. • Basic math skills. • Intermediate skills in the use of Microsoft Office. • Intermediate skills in the use of agency specific software applications. • Ability to communicate well through written and oral means. • Ability to speak in front of a group.
<p>Administrative Staff Assistant</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Performs a variety of administrative activities to assist an agency head or upper level agency executive management position. • Performs multiple duties related to diverse agency-wide programs, projects and issues which cross major operational and administrative lines. • Reviews, summarizes, prioritizes and expedites daily issues requiring top level review and response. • Working knowledge of the agency's programs, policies, and operations. • Some knowledge of the organization and operations of state government. • Some knowledge of analytical principles, of research methods) and of automated office processes. • Demonstrated ability to work independently and with others. • Ability to communicate effectively both orally and in writing. • Ability to perform routine quantitative and narrative reporting. • Ability to interpret policies, draft procedures, and to conduct research and make sound recommendations.
<p>Administrative Staff Specialist</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Administrative Staff Assistant. • Performs administrative work for an agency head or upper level agency executive management positions. • Represents the agency head to others inside and outside the agency or institution. • Actively influences board, commission, council and/or agency policy decisions. • Provides administrative, analytical and liaison support. • Working knowledge of the agency's programs, policies, and operations. • Working knowledge of the organization and operations of state government. • Working knowledge of analytical processes and research methods. • Some knowledge of office procedures and processes. • Demonstrated ability to work independently and with others. • Demonstrated ability to communicate effectively both orally and in writing. • Demonstrated ability to perform quantitative and narrative reporting. • Demonstrated ability to interpret and implement policies, conduct research, and make sound recommendations and decisions.

<p>Administrative Staff Specialist Senior</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Administrative Staff Specialist. • Executes policy work. • Manages a program, formulates budgets, and drafts legislative bills. • Performs administrative, analytical, legislative, programmatic, budgetary and liaison functions. • Ensures agency compliance with state and federal regulations. • Considerable knowledge of the agency's programs, policies, operations and budget processes. • Considerable knowledge of the organization and operations of state government. • Considerable knowledge of the legislative process and of applicable regulations, i.e., the Administrative Process Act. • Working knowledge of research methods. • Some knowledge of office procedures and processes. • Demonstrated ability to work independently and with others. • Demonstrated ability to communicate effectively both orally and in writing. • Demonstrated ability to perform quantitative and narrative reporting. • Demonstrated ability to interpret and implement policies. • Demonstrated ability to conduct research, and make sound recommendations and decisions.
<p>Agency Management Analyst</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Entry-level position. • Conducts agency organization and operations studies. • Recommends most efficient and cost-effective methods of accomplishing work. • Utilizes resources and/or generating revenues. • Performs work of routine difficulty. • Documents findings, makes recommendations, and prepares management reports. • Knowledge of basic data collection techniques. • Ability to apply prescribed analytical and evaluation methods in conducting studies. <p>BA/BA Bus. Adm. or related curriculum</p>
<p>Agency Management Analyst Lead</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Agency Management Analyst Senior. • Provides primary project leadership / management. • Functions with greater latitude in developing techniques and approaches to technical problems. • Performs work of considerable difficulty in leading, supervising and/or conducting large scale agency-wide studies of manual and automated processes. • Conducts cost / benefit analyses and feasibility studies and develop conversion plans. • Implements plans and model studies for new or changed operations. • Develops new or modifies existing policies and procedures, train departmental employees and evaluate study results. • Knowledge of basic data collection techniques. • Ability to apply prescribed analytical and evaluation methods in conducting studies. • Experience in Management or related field. <p>BA/BA Bus. Adm. , Public Adm. or related curriculum</p>
<p>Agency Management Analyst Senior</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Agency Management Analyst. • Assists in implementation, communication and training during conversion, reorganization and/or testing phases. • Works independently. • Uses a variety of approaches utilized in research, analysis, implementation and training. • Knowledge of basic data collection techniques. • Ability to apply prescribed analytical and evaluation methods in conducting studies. • Considerable experience in Management or related field. <p>BA/BA Bus. Adm. or related curriculum</p>
<p>Data Entry Operator</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Provides program and operational support. • Performs general work activities in support of office systems. • Strong keyboarding skills. • Ability to follow instructions.
<p>Data Entry Operator Senior</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Provides program and operational support. • Performs general work activities in support of office systems. • May lead / instruct junior personnel. • Strong keyboarding skills. • Ability to follow instructions. • Experience in an office setting.

<p>Executive Secretary</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Works for senior management • Schedules appointments, travel arrangements and conferences. Proficient in Microsoft Office. • Ability to manage multi-line phone system and learn voice-mail. • Ability to handle multi-line telephone. • Ability to take clear, concise messages. • Ability to operate standard office equipment (fax, copier, printer). • Excellent at multi-tasking. • Excellent communication and writing skills.
<p>Executive Secretary Senior</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Executive Secretary. • Increased requirement for knowledge of programs and objectives. • Performs in high visibility both internally and externally to the agency. Considerable experience in an office environment. • Proficient in Microsoft Office. • Ability to manage multi-line phone system and learn voice-mail. • Ability to handle multi-line telephone. • Ability to take clear, concise messages. • Ability to operate standard office equipment (fax, copier, printer). • Excellent at multi-tasking. • Excellent communication and writing skills.
<p>Legal Assistant</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Provides secretarial /paralegal assistance to agency executives in legal environments who have complex program or operational responsibilities. • Performs research, management, and case investigative work. • Drafts affidavits, pleadings, briefs and interrogatories. • Prepares exhibit books. • Reads and summarizes depositions for trial use. • Responds to plaintiff's discovery requests. • Interviews witnesses and defendants to prepare for trial. • Uses word processing system to key, proofread and edit letters, memoranda, briefs, pleadings, expense, travel and miscellaneous forms from handwritten drafts, dictation and t typed drafts. • Takes and transcribes legal dictation. • Types routine correspondence. • Answers telephone, take messages, direct calls, receive clients and distribute deliveries. • Performs other assigned duties such as mail, creating case files and filing, completing and maintaining forms, and making travel arrangements. Working knowledge of the State and/or federal court systems, of legal case management and litigation support techniques. • Knowledge of legal terminology, office / administrative management ability with a variety of clerical / administrative duties. • Ability to use word processing software / systems. • Paralegal training or experience.
<p>Legal Assistant Senior</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Provides secretarial /paralegal assistance to agency executives in legal environments who have complex program or operational responsibilities. • Performs research, management, and case investigative work. • Drafts affidavits, pleadings, briefs and interrogatories. • Prepares exhibit books. • Reads and summarizes depositions for trial use. • Responds to plaintiff's discovery requests. • Interviews witnesses and defendants to prepare for trial. • Uses word processing system to key, proofread and edit letters, memoranda, briefs, pleadings, expense, travel and miscellaneous forms from handwritten drafts, dictation and t typed drafts. • Takes and transcribes legal dictation. • Types routine correspondence. • Answers telephone, take messages, direct calls, receive clients and distribute deliveries. • Performs other assigned duties such as mail, creating case files and filing, completing and maintaining forms, and making travel arrangements. Considerable knowledge of the State and/or federal court systems, of legal case management and litigation support techniques. • Considerable knowledge of legal terminology, office / administrative management ability with a variety of clerical / administrative duties. • Ability to use word processing software / systems. • Paralegal training or experience.

<p>Library Assistant</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Performs a variety of library administrative and technical support services. • Performs patron services, research or reference, acquisition and preservation of materials, copy cataloging or description, preparation of finding aids and guides, writing and editing, and records access and retention. • Engages in frequent public contact to provide information and direction. • Works independently within applicable policies and procedures. <p>Knowledge of library/archival operations and processes.</p> <ul style="list-style-type: none"> • Demonstrated skill in customer support and training. • Working knowledge of general support activities for general library and/or archival operations; and federal, state and local policies and procedures.
<p>Medical Assistant I</p>	<p>General Administrative</p>	<p>Knowledge of medical terminology and medical environment required. Knowledge of basic office equipment including a 10-key calculator. Familiarity/knowledge of basic accounting terminology and concepts. Knowledge of computerized accounting systems. Balance calculated totals with receipts, post credit or debit detail to accounting ledgers (e.g., receivables, payables, general ledger). Verify the accuracy of vouchers, purchase orders, invoices or payments. Perform various clerical duties. Knowledge of basic office equipment. Ability to accurately count materials/items. Knowledge of standard filing systems. Ability to do detailed work. Ability to perform simple mathematical calculations. Ability to follow instructions. Sort and file materials according to an alphabetic, numeric or color-coded system. Create lists or directories. Verify information on forms. Produce documents such as letters, memos, proposals and statistical material following company standards. Transcribe shorthand notes. Transcribe from voice recordings. Proofread and correct documents. Place, receive and route phone calls. Schedule appointments. Make travel or meeting arrangements. Handle incoming and outgoing mail. Compile information and record keeping. Ability to communicate clearly and accurately. Ability to use dictation/transcription equipment, fax, PC and copier. Handle medical administrative detail. Compile medical documents. Follow and create special formats and meet medical documentation requirements. Use single software to perform intermediate word</p>
<p>Medical Assistant II</p>	<p>General Administrative</p>	<p>Knowledge of medical terminology and medical environment required. Knowledge of basic office equipment including a 10-key calculator. Familiarity/knowledge of basic accounting terminology and concepts. Knowledge of computerized accounting systems. Balance calculated totals with receipts, post credit or debit detail to accounting ledgers (e.g., receivables, payables, general ledger). Verify the accuracy of vouchers, purchase orders, invoices or payments. Perform various clerical duties. Knowledge of basic office equipment. Ability to accurately count materials/items. Knowledge of standard filing systems. Ability to do detailed work. Ability to perform simple mathematical calculations. Ability to follow instructions. Sort and file materials according to an alphabetic, numeric or color-coded system. Create lists or directories. Verify information on forms. Produce documents such as letters, memos, proposals and statistical material following company standards. Transcribe shorthand notes. Transcribe from voice recordings. Proofread and correct documents. Place, receive and route phone calls. Schedule appointments. Make travel or meeting arrangements. Handle incoming and outgoing mail. Compile information and record keeping. Ability to communicate clearly and accurately. Ability to use dictation/transcription equipment, fax, PC and copier. Perform the duties of Medical Assistant I. Create medical materials and documentation. Provide administrative support in a medical environment. Use multiple software to perform intermediate to advanced word processing and/or spreadsheet functions. Experience in supporting a medical environment. Handle meeting arrangements, agendas, notifications and deadlines.</p>

<p>Medical Biller I</p>	<p>General Administrative</p>	<p>Knowledge of medical terminology and medical environment required. Knowledge of basic office equipment including a 10-key calculator. Familiarity/knowledge of basic accounting terminology and concepts. Knowledge of computerized accounting systems. Balance calculated totals with receipts, post credit or debit detail to accounting ledgers (e.g., receivables, payables, general ledger). Verify the accuracy of vouchers, purchase orders, invoices or payments. Perform various clerical duties. Knowledge of basic office equipment. Ability to accurately count materials/items. Knowledge of standard filing systems. Ability to do detailed work. Ability to perform simple mathematical calculations. Ability to follow instructions. Sort and file materials according to an alphabetic, numeric or color-coded system. Create lists or directories. Verify information on forms. Produce documents such as letters, memos, proposals and statistical material following company standards. Transcribe shorthand notes. Transcribe from voice recordings. Proofread and correct documents. Place, receive and route phone calls. Schedule appointments. Make travel or meeting arrangements. Handle incoming and outgoing mail. Compile information and record keeping. Ability to communicate clearly and accurately. Ability to use dictation/transcription equipment, fax, PC and copier. Process participant information from claims. Process provider information from claims. Prepare documentation for mailing. Prepare document files. Skill in using spreadsheet and other software. Knowledge of manual/automated filing systems. Ability to accurately access/input data into computer.</p>
<p>Medical Biller II</p>	<p>General Administrative</p>	<p>Knowledge of medical terminology and medical environment required. Knowledge of basic office equipment including a 10-key calculator. Familiarity/knowledge of basic accounting terminology and concepts. Knowledge of computerized accounting systems. Balance calculated totals with receipts, post credit or debit detail to accounting ledgers (e.g., receivables, payables, general ledger). Verify the accuracy of vouchers, purchase orders, invoices or payments. Perform various clerical duties. Knowledge of basic office equipment. Ability to accurately count materials/items. Knowledge of standard filing systems. Ability to do detailed work. Ability to perform simple mathematical calculations. Ability to follow instructions. Sort and file materials according to an alphabetic, numeric or color-coded system. Create lists or directories. Verify information on forms. Produce documents such as letters, memos, proposals and statistical material following company standards. Transcribe shorthand notes. Transcribe from voice recordings. Proofread and correct documents. Place, receive and route phone calls. Schedule appointments. Make travel or meeting arrangements. Handle incoming and outgoing mail. Compile information and record keeping. Ability to communicate clearly and accurately. Ability to use dictation/transcription equipment, fax, PC and copier. Perform the duties of Medical Biller I. Prepare claims documentation utilizing ICD-9 and CPT coding, 1500, Ubs. Process/verify documentation for accuracy. Compile medical documentation file. Place/receive phone calls. Obtain insurance authorizations. Intermediate to advanced knowledge of multiple software. Experience with medical coding and insurance authorization procedures.</p>
<p>Medical Records Clerk I</p>	<p>General Administrative</p>	<p>Knowledge of medical terminology and medical environment required. Knowledge of basic office equipment including a 10-key calculator. Familiarity/knowledge of basic accounting terminology and concepts. Knowledge of computerized accounting systems. Balance calculated totals with receipts, post credit or debit detail to accounting ledgers (e.g., receivables, payables, general ledger). Verify the accuracy of vouchers, purchase orders, invoices or payments. Perform various clerical duties. Knowledge of basic office equipment. Ability to accurately count materials/items. Knowledge of standard filing systems. Ability to do detailed work. Ability to perform simple mathematical calculations. Ability to follow instructions. Sort and file materials according to an alphabetic, numeric or color-coded system. Create lists or directories. Verify information on forms. Produce documents such as letters, memos, proposals and statistical material following company standards. Transcribe shorthand notes. Transcribe from voice recordings. Proofread and correct documents. Place, receive and route phone calls. Schedule appointments. Make travel or meeting arrangements. Handle incoming and outgoing mail. Compile information and record keeping. Ability to communicate clearly and accurately. Ability to use dictation/transcription equipment, fax, PC and copier. File, retrieve, transfer, maintain medical records and reports. Utilize records tracking protocols. Ability to access and input date utilizing single software.</p>

<p>Medical Records Clerk II</p>	<p>General Administrative</p>	<p>Knowledge of medical terminology and medical environment required. Knowledge of basic office equipment including a 10-key calculator. Familiarity/knowledge of basic accounting terminology and concepts. Knowledge of computerized accounting systems. Balance calculated totals with receipts, post credit or debit detail to accounting ledgers (e.g., receivables, payables, general ledger). Verify the accuracy of vouchers, purchase orders, invoices or payments. Perform various clerical duties. Knowledge of basic office equipment. Ability to accurately count materials/items. Knowledge of standard filing systems. Ability to do detailed work. Ability to perform simple mathematical calculations. Ability to follow instructions. Sort and file materials according to an alphabetic, numeric or color-coded system. Create lists or directories. Verify information on forms. Produce documents such as letters, memos, proposals and statistical material following company standards. Transcribe shorthand notes. Transcribe from voice recordings. Proofread and correct documents. Place, receive and route phone calls. Schedule appointments. Make travel or meeting arrangements. Handle incoming and outgoing mail. Compile information and record keeping. Ability to communicate clearly and accurately. Ability to use dictation/transcription equipment, fax, PC and copier. Perform the duties of Medical Records Clerk I. File, maintain, and review medical records for completeness. Knowledge of alpha, numeric and terminal digit file systems. Intermediate to advanced knowledge of multiple software. Experience in medical records processing and maintenance.</p>
<p>Office Manager</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Performs work of considerable difficulty due to extensive variety of office/administrative activities. • Establishes office guidelines and policies. • Plans, coordinates, manages and reviews the work of several units engaged in a variety of interrelated administrative and clerical functions. • Accomplishes work through the management of subordinate supervisors. • Performs effective personnel management, including training, evaluating and scheduling. <p>Ability to apply technical and administrative skills to solve problems.</p> <ul style="list-style-type: none"> • Comprehensive knowledge of office policies, procedures and programmatic requirements. • Considerable knowledge and experience of the principles and practices of office services and the associated procedures and guidelines.
<p>Office Services Aide</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Performs basic administrative tasks with minimal guidance, including data entry, copying and faxing. • Serves as first point-of-contact for assigned program. • Maintains a variety of records, such as inventories of supplies and materials. • Produces documents related to assigned office/program area. • May be required to establish and maintain filing systems. • Receives and directs phone calls and handles mail and light correspondence. <p>Knowledge of office/program support activities</p> <ul style="list-style-type: none"> • Specific knowledge of work unit programs and activities. • Knowledge of basic math and bookkeeping, telephone procedures, and standard business communication.
<p>Office Services Assistant</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Proficient with personal computers in a windows environment including Microsoft Word, Word Perfect, Excel or Lotus. • Working knowledge of office practices, proper grammar, spelling and punctuation, and basic arithmetic. • Ability to manage multi-line phone system and learn voice-mail. • Ability to take clear, concise messages • Ability to operate standard office equipment (fax, copier, printer). • Ability to keyboard correspondence reports from rough drafts. • Ability to maintain automated and manual filing systems. <p>Knowledge of office/program support activities.</p> <ul style="list-style-type: none"> • Specific knowledge of work unit programs and activities. • Knowledge of basic math and bookkeeping, telephone procedures, and standard business communication.

<p>Office Services Specialist</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Manipulates data and text, and format documents. • Processes technical reports (i.e., scientific, medical or legal). • Manipulates computer databases to store, retrieve, compile, or analyze data information using commercial software to support office program requirements. • Posts and retrieves data; prepares special reports, tabulations and logs, as well as accurately performs alpha/numeric entry from raw data on CRT or personal computer at 12,000 + k.p.h. • May receive and direct phone calls and handle mail and light correspondence. • Provides general office support and performs any other related assigned duties. <p>Proficient in the use of personal computers in a Windows environment including Microsoft Word, Word Perfect, Excel or Lotus, and database management software applications.</p> <ul style="list-style-type: none"> • Working knowledge of office practices and procedures including word processing, filing, etc. • Demonstrated ability to accurately meet established production levels. • Ability to operate standard office equipment (fax, copier, printer). • Ability to handle multi-line telephone.
<p>Office Services Supervisor</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Office Services Specialist. • Performs lead responsibilities in the office environment. • Resolves problems and makes recommendations for improvements. • Interprets and applies policies, procedures and guidelines. • Exercises independent judgment. • May supervise, orient and train others. <p>All skills / knowledge of Office Services Specialist.</p> <ul style="list-style-type: none"> • Considerable knowledge of programmatic requirements. • Knowledge and experience of the principles and practices of office services and the associated procedures and guidelines.
<p>Office Services Supervisor Senior</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Office Services Specialist. • Performs lead responsibilities in the office environment. • Resolves problems and makes recommendations for improvements. • Interprets and applies policies, procedures and guidelines. • Exercises independent judgment. • May supervise, orient and train others. <p>All skills / knowledge of Office Services Specialist.</p> <ul style="list-style-type: none"> • Considerable knowledge of programmatic requirements. • Considerable knowledge and experience of the principles and practices of office services and the associated procedures and guidelines.
<p>Operator I</p>	<p>General Administrative</p>	<p>Knowledge of basic office equipment including personal computer, mainframe and 10-key calculator. Ability to accurately input information into a computer. Ability to follow instructions. Ability to perform repetitive work. Ability to do detailed work. Ability to proofread and correct errors. Input information into computer. Access information from a computer. Verify information on a screen. Perform various clerical duties.</p> <p>Enter data up to 25% of the time. Approximately 5,000-9,000 keystrokes per hour.</p>
<p>Operator II</p>	<p>General Administrative</p>	<p>Knowledge of basic office equipment including personal computer, mainframe and 10-key calculator. Ability to accurately input information into a computer. Ability to follow instructions. Ability to perform repetitive work. Ability to do detailed work. Ability to proofread and correct errors. Input information into computer. Access information from a computer. Verify information on a screen. Perform various clerical duties.</p> <p>Enter data more than 25% of the time. Approximately 9,000-12,000 keystrokes per hour.</p>
<p>Operator III (Key Disc Operator)</p>	<p>General Administrative</p>	<p>Knowledge of basic office equipment including personal computer, mainframe and 10-key calculator. Ability to accurately input information into a computer. Ability to follow instructions. Ability to perform repetitive work. Ability to do detailed work. Ability to proofread and correct errors. Input information into computer. Access information from a computer. Verify information on a screen. Perform various clerical duties.</p> <p>Production data entry. Enter data more than 50% of the time. Approximately 12,000-15,000 keystrokes per hour.</p>
<p>Operator IV (Key Disc Operator)</p>	<p>General Administrative</p>	<p>Knowledge of basic office equipment including personal computer, mainframe and 10-key calculator. Ability to accurately input information into a computer. Ability to follow instructions. Ability to perform repetitive work. Ability to do detailed work. Ability to proofread and correct errors. Input information into computer. Access information from a computer. Verify information on a screen. Perform various clerical duties.</p> <p>Production data entry. Entering data more than 75% of the time. Approximately 15,000+ keystrokes per hour.</p>

<p>Personal Assistant</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Performs work of routine difficulty in more than one specialty area. • Assists with transactions and records management, and file maintenance. • Assists with enrolling employees in benefits programs; employee orientation for new employees, and placing advertisements for recruitment. • Screens applications for employment and collects applicant and hiring data for required employment reports. • Administers payroll or general clerical support to personnel function. • Maintains personnel records and performs any other related assigned duties. <p>Office experience and administrative support work.</p> <ul style="list-style-type: none"> • Knowledge and experience of the principles and practices of human resource administration and the procedures and guidelines associated with processing human resource actions. • Working knowledge of keyboarding or operating other automated office systems. • Ability to apply and interpret human resource policies and guidelines, communicate with managers and employees orally and in writing, and manage administrative details.
<p>Personal Assistant Senior</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Performs work or routine difficulty in more than one specialty area. • Assists with transactions and records management, and file maintenance. • Assists with enrolling employees in benefits programs; employee orientation for new employees, and placing advertisements for recruitment. • Screens applications for employment and collects applicant and hiring data for required employment reports. • Administers payroll or general clerical support to personnel function. • Maintains personnel records and performs any other related assigned duties. <p>Office experience and administrative support work.</p> <ul style="list-style-type: none"> • Considerable knowledge and experience of the principles and practices of human resource administration and the procedures and guidelines associated with processing human resource actions. • Considerable knowledge of keyboarding or operating other automated office systems. • Demonstrated ability to apply and interpret human resource policies and guidelines, communicate with managers and employees orally and in writing, and manage administrative details.
<p>Photocopy Supervisor</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Photocopy Technician. • Supervises a staff performing microfilming and/or photocopying. • Receives incoming documents to be photocopied. • Determines priorities and distributes workload to staff. • Prepares assignments ranging from a single document for reproduction to producing complex reports, brochures and multi-colored documents. <p>Knowledge of digital printing and photocopy techniques and equipment.</p> <ul style="list-style-type: none"> • Experience in handling various photocopiers.
<p>Photocopy Technician</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Handles requirements for duplicating, punching, and binding, collating, stacking, stapling and other capabilities for handling high volume photocopy work. • Receives customer orders. • Assists with questions regarding material to be copied such as type of paper, method of reproduction and when needed. • Programs machine for job desired and monitors machine operations and takes care of interruptions and assures quality of finished products. • Performs and other related or assigned duties. <p>Demonstrated experience in handling various photocopiers.</p> <ul style="list-style-type: none"> • Knowledge of basic offset printing or photocopy equipment.
<p>Photo-Typesetting Specialist</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Operates various types of printing or copying equipment. • Performs as a first line supervisor of staff performing duties related to duplicating and producing printed documents. • Duties may include digital, photo-typeset, as well as offset and photocopy printing. <p>Knowledge of digital printing and photocopy techniques and equipment.</p> <ul style="list-style-type: none"> • Fully skilled printing technician.
<p>Photo-Typesetting Supervisor</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Operates various types of printing or copying equipment. • Performs as a first line supervisor of staff performing duties related to duplicating and producing printed documents. • Duties may include digital, photo-typeset, as well as offset and photocopy printing. • Independently resolves daily printing issues. <p>Fully skilled printing technician.</p> <ul style="list-style-type: none"> • Experience in specialty area. • Knowledge of supervisory practices.

Postal Aide	General Administrative	<ul style="list-style-type: none"> • Entry-Level support position. • Perform well-defined office duties of a routine and repetitive nature under close supervision. • Alphabetizes, files, photocopies, sorts, delivers mail, and/or processes routine documents. <p>Some knowledge of basic office practices, procedures and current equipment; and manual and/or automated envelope, package handling or sorting systems.</p>
Postal Aide Senior	General Administrative	<ul style="list-style-type: none"> • Perform well-defined office duties of a routine and repetitive nature under close supervision. • Alphabetizes, files, photocopies, sorts, delivers mail, and/or processes routine documents. <p>Considerable knowledge of basic office practices, procedures and current equipment; and manual and/or automated envelope, package handling or sorting systems.</p> <ul style="list-style-type: none"> • Considerable experience in an office environment. • Knowledge of supervisory practices.
Postal Assistant	General Administrative	<ul style="list-style-type: none"> • Performs a wide variety of program and administrative support duties based on agency business needs. • Performs general office, secretarial, fiscal, and support activities. • Serves as first point-of-contact for their assigned program. <p>Knowledge of office/program support activities.</p> <ul style="list-style-type: none"> • Manual dexterity. • Some specific knowledge of work unit programs and activities. • Basic math and communication skills.
Public Relations Coordinator	General Administrative	<ul style="list-style-type: none"> • Directs public relations and/or development for agency program or specialty area(s). • Plans, develops, evaluates, and performs public relations functions. • Serves as single position for an agency's public relations. • Develops and evaluates public relations programs and activities. • Engages in extensive contacts and consultation with executives in international businesses, economic developers, trade groups and others to coordinate domestic and foreign marketing activities. • Promotes commodities, products, programs and services and provides consultation at the executive level to local, national, & international companies, clients, and the media. <p>Comprehensive knowledge of the principles and practices of public relations program development and/or promotions.</p> <ul style="list-style-type: none"> • Considerable knowledge of management and budgetary principles/ practices.
Public Relations Specialist	General Administrative	<ul style="list-style-type: none"> • All responsibilities of Public Relations Assistant Specialist. • Responsible either for a segment or all of an agency's public relations activities. • Serves as feature story writers and editors and/or have overall responsibility for internal publications. • Independently carries out all public relations activities. • Engages in contact with local to international citizens, businesses/ industries, and/or elected officials to enhance the promotion of commodities, programs and services. <p>Considerable to comprehensive knowledge of the organization, operation, related program area(s), strategic planning and the agency's mission.</p> <ul style="list-style-type: none"> • Considerable to comprehensive knowledge of management principles and practices, and budget development.
Public Relations Specialist Assistant	General Administrative	<ul style="list-style-type: none"> • Performs a variety of activities for a specific program area under direct supervision. • Performs a combination of public relations functions such as media relations, publications, events and promotions, etc. <p>Considerable knowledge of the organization, operation, and related program area(s).</p> <ul style="list-style-type: none"> • Comprehensive knowledge of management principles, practices and budget development.
Receptionist	General Administrative	<ul style="list-style-type: none"> • Serves as initial point of contact for visitors, telephone calls and deliveries to the agency. • Efficiently and courteously answering multi-line telephone system. • Responds to routine inquiries, takes messages, or routes callers to appropriate parties. • Greets visitors and notifies appropriate employee or office of arrivals. • Accepts deliveries and contacts offices for retrieval. • Formats and keyboards correspondence of reports. <p>Working knowledge of office practices, proper grammar, spelling and punctuation, and basic arithmetic.</p> <ul style="list-style-type: none"> • Proficient in the use of personal computers in a Windows environment. • Ability to efficiently and courteously answer multiple telephone lines • Ability to accurately take clear, concise messages or route callers. • Highly reliable and independent worker. • Ability to read, understand and apply policies/procedures. • Ability to accurately format and keyboard data.

<p>Receptionist Senior</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Serves as initial point of contact for visitors, telephone calls and deliveries to the agency. • Efficiently and courteously answering multi-line telephone system. • Responds to routine inquiries, takes messages, or routes callers to appropriate parties. • Greets visitors and notifies appropriate employee or office of arrivals. • Accepts deliveries and contacts offices for retrieval. • Formats and keyboards correspondence of reports. <p>All skills / knowledge of Receptionist.</p> <ul style="list-style-type: none"> • Considerable knowledge of office practices, proper grammar, spelling and punctuation, and basic arithmetic. • Experience in an office setting.
<p>Secretary</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Performs a wide variety of program and administrative support duties based on agency business needs. • Performs general office, secretarial, fiscal, and support activities. • Serves as first point-of-contact for their assigned program. <p>Working knowledge of office practices, proper grammar, spelling and punctuation, and basic arithmetic.</p> <ul style="list-style-type: none"> • Proficiency in the use of personal computers in a Windows environment including Microsoft Word 6.0, Word Perfect, Excel or Lotus, and database management software applications. • Ability to manage multi-line phone system and learn voice-mail. • Ability to communicate effectively orally and in writing. • Ability to establish and maintain automated and manual filing systems.
<p>Secretary Senior</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Provides secretarial support for one or more professional, administrative and/or managerial employees. • Types letters, memoranda and forms from rough notes or handwritten drafts. • Maintains logs/records, calendars. • Makes arrangements for travel, meetings, and conferences. • Performs any other related assigned duties. <p>All responsibilities of Secretary.</p> <ul style="list-style-type: none"> • Office experience and administrative support work. • Ability to prioritize and perform assigned duties independently. • Ability to keyboard correspondence reports from rough drafts.
<p>Translator</p>	<p>General Administrative</p>	<p>Provide interpreting/technical services for meetings, telephone calls, etc. including one on one and group settings and will translate orally and/or in writing all documents. Translators should have knowledge in the area of the subject matter that is to be translated. Prepare written translations of instructions and educational materials, correspondence, and forms from one language to another. Review translated material for accuracy of meaning and grammar while interpreting and explaining words and phrases for meaning and appropriateness. utilize all pertinent equipment such as computers, copy machines, fax machines, etc.</p> <p>Knowledge of the principles, techniques and when required the subject area of the matter being being discussed. Employee must have good verbal and written communication skills in the English language and the ability to verbally translate spoken material from English into a designated language(s).</p>
<p>Classification / Compensation Analyst</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • Performs compensation analytical work. • Determines appropriate classification and compensation levels. • Makes final recommendations on position allocations. • Recommends the establishment of new positions, reallocations, and redefinitions of existing positions. • Engages in frequent contact with agency managers and employees to provide guidance, information, and to facilitate the resolution of issues. • Performs in an independent capacity. <p>Working to considerable knowledge of human resource principles and practices, including federal and state laws and regulations applicable to work.</p> <p>BS/BA Personnel Administration</p>

<p>Classification / Compensation Analyst Senior</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • Performs work of considerable difficulty and may involve a greater diversity of assignments or require more extensive knowledge of a functional area. • Serves as the single position in charge of classification and compensation activity. • Supervises or serves as an expert in a broad range of human resource programs or functional area(s) for local or statewide agencies. • Interprets policies, and makes recommendations on policy and procedural changes. • Engages in extensive contact with agency managers, supervisors, employees, government and legislative officials, private entities, and the general public to provide consultation and problem resolution services. • Performs with considerable independence in decision making in functional areas. <p>Considerable knowledge of the theories, principles and practices of human resource management, including specialty area(s) and federal and state policies applicable to work.</p> <ul style="list-style-type: none"> • Experience in human resources or related field. <p>BS/BA Personnel Administration</p>
<p>Classification / Compensation Consultant</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • Performs work of unusual difficulty in providing expert consultation and direction for a complex, statewide human resource program or functional area. • Engages in extensive contact with state agencies, high-ranking government and legislative officials; professionals in federal, state, and local governments and private industry to provide consultation and problem resolution services, as well as to discuss matters of controversy and litigation. • Provides statewide leadership and expert guidance to professional staff on diverse or complex issues, based on extensive knowledge and accurate interpretation of state and federal policies and regulations related to a human resource functional area. • Performs with considerable independence in decision making in functional areas. <p>Comprehensive knowledge of major human resource functional area which requires independent interpretation of state and federal policy and the consistent application of best practices.</p> <ul style="list-style-type: none"> • Ability to exercise sound judgment in analyzing and assessing complex issues and in providing appropriate guidance and direction. • Considerable experience in Human Resources or related field. <p>BS/BA Personnel Administration</p>
<p>EEO Program Analyst</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • Responsible for equal employment opportunity (EEO), affirmative action (AA) and related programs in a state agency or institution. • Assists in planning, implementing and monitoring EEO/AA programs. • Interprets EEO/AA guidelines and policies and procedures. • Engages in frequent contact with agency managers and employees to provide guidance, information, and to facilitate the resolution of issues. <p>Working to considerable knowledge of human resource principles and practices, including federal and state laws and regulations applicable to work.</p> <p>BS/BA Personnel Administration</p>
<p>EEO Program Specialist</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • Work is of considerable difficulty and may involve a greater diversity of assignments or require more extensive knowledge of a functional area. • Responsible for equal employment opportunity (EEO), affirmative action (AA) and related programs in a state agency or institution. • Assists in planning, implementing and monitoring EEO/AA programs. • Interprets EEO/AA guidelines and policies and procedures. • Supervises or serves as an expert in a broad range of human resource programs or functional area(s) for local or statewide agencies. • Engages in extensive contact with agency managers and employees to provide guidance, information, and to facilitate the resolution of issues. • Performs with considerable independence in decision making in functional areas. <p>Considerable knowledge of the theories, principles and practices of human resource management, including specialty area(s) and federal and state policies applicable to work.</p> <ul style="list-style-type: none"> • Experience in Human Resources or related field. <p>BS/BA Personnel Administration</p>
<p>Employee Relations Analyst</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • Advises and counsels managers and employees in matters related to grievances, performance evaluations and standards of conduct. • Works with managers and employees to resolve conflicts, in disciplinary actions, performance problems, and productivity. • Interprets policies and recommends procedures for implementation. • Investigates problems and difficulties affecting employer/employee relations. <p>BS/BA Personnel Administration</p>

<p>Employee Relations Analyst Senior</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • All responsibilities of Employee Relations Analyst. • Oversees and evaluates subordinate personnel. • Advises other human resource supervisors or managers in the administration and evaluation of employee relations programs. • Develops standards and guidelines in order to monitor and improve programs. • Considerable knowledge of the theories, principles and practices of personnel management and employee relations and the interrelationship of the agency's role with other governmental agencies. • Knowledge of supervisory practices. <p>BS/BA Personnel Administration</p>
<p>Human Resources Assistant</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • Serves as an assistant to Human Resources Generalist performing professional and comprehensive human resource functions. • Implements customer service, program efficiency and effectiveness in assigned areas. • Knowledge of human resource management principles and practices including recruitment and selection, classification and compensation, and employee relations. • Knowledge of Federal and State laws and regulations; job analysis and job evaluation techniques; organization and job design; recruiting, screening, and interviewing techniques. • Knowledge of employee relations and EEO approaches such as counseling, mediation, grievance resolution, and complaint investigation. • Knowledge of employee benefit, recognition, performance, and discipline systems. • Knowledge of applicable computer software/programs.
<p>Human Resources Generalist</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • Consults management in all human resource areas. • Develops recruitment and retention strategies. • Assesses alternative compensation strategies. • Counsels managers, employees, and applicants in the resolution on complaints. • Participates in programs in all human resource areas to improve customer service, program efficiency and effectiveness. • Knowledge of human resource management principles and practices including recruitment and selection, classification and compensation, and employee relations. • Knowledge of Federal and State laws and regulations; job analysis and job evaluation techniques; organization and job design; recruiting, screening, and interviewing techniques. • Knowledge of employee relations and EEO approaches such as counseling, mediation, grievance resolution, and complaint investigation. • Knowledge of employee benefit, recognition, performance, and discipline systems. • Knowledge of applicable computer software/programs. <p>BS/BA Personnel Administration</p>
<p>Human Resources Generalist Senior</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • All responsibilities of Human Resources Generalist. • Guides managers and supervisors in their accountability for decentralized human resource responsibilities. • Serves as the primary leader of an human resource program. • Leads a team of professionals on a project or ongoing basis. • Knowledge of human resource management principles and practices including recruitment and selection, classification and compensation, and employee relations. • Knowledge of Federal and State laws and regulations; job analysis and job evaluation techniques; organization and job design; recruiting, screening, and interviewing techniques. • Knowledge of employee relations and EEO approaches such as counseling, mediation, grievance resolution, and complaint investigation. • Knowledge of employee benefit, recognition, performance, and discipline systems. • Knowledge of applicable computer software/programs. • Knowledge of supervisory practices. • Considerable experience in the Human Resources field. <p>BS/BA Personnel Administration</p>
<p>Personnel Analyst</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • Performs beginning level professional, analytical personnel work in a specialty area. • Performs a combination of specialty functions at the entry level. • Supervises staff in the area of transactions / records. • Acts in support of other specialists or analysts. • Performs work involving technical support and analysis of transactions, reporting and benefits. • Working knowledge of personnel forms and associated procedures and the process and workflow of transactions. • Some knowledge of the working principles and practices of personnel administration. <p>BS/BA Personnel Administration</p>

<p>Personnel Analyst Senior</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • Performs beginning level professional, analytical personnel work in a specialty area. • Performs a combination of specialty functions at the entry level. • Supervises staff in the area of transactions / records. • Acts in support of other specialists or analysts. • Performs work involving technical support and analysis of transactions, reporting and benefits. <p>Considerable knowledge of personnel forms and associated procedures and the process and workflow of transactions.</p> <ul style="list-style-type: none"> • Considerable knowledge of the working principles and practices of personnel administration. <p>BS/BA Personnel Administration</p>
<p>Personnel Practices Analyst</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • Performs or manages a combination of personnel specialty functions. • Performs journey level duties in two or more human resource areas. • Analyzes and collects data. • Supervises benefits and handles workers' compensation. <p>Considerable knowledge of human resource principles and practices, including federal and state laws and regulations applicable to work.</p>
<p>Personnel Practices Analyst Senior</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • All responsibilities of Personnel Practices Analyst. • Supervises a small staff of technical specialists. • Spends majority of time counseling, training or performing analytical activities. • Provides appropriate recommendations for resolution of diverse or complex issues based on accurate interpretation of state and federal policies and regulations. • Broad, comprehensive knowledge of principles and practices of human resource management, policies, and procedures to direct a complex and diverse agency-wide program. • Considerable knowledge of one or more functional areas. • Experience in Human Resources or related field. <p>BS/BA Personnel Administration</p>
<p>Personnel Practices Manager</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • All responsibilities of Personnel Practices Supervisor. • Manages a broad range of personnel programs in a complex agency. • Makes recommendations on all studies and surveys conducted in the assigned area. • Ensures that special reports are complete and accurate. • Prepares and monitors the budget. • Serves as agency's top advisor on management of human resource matters, requiring sound judgment and informed, independent decision-making. <p>Broad, comprehensive knowledge of principles and practices of human resource management, policies, and procedures to direct a complex and diverse agency-wide program.</p> <ul style="list-style-type: none"> • Considerable knowledge of one or more functional areas. • Considerable experience in Human Resources or related field. <p>BS/BA Personnel Administration</p>
<p>Claims Adjuster I</p>	<p>Insurance</p>	<p>Considerable knowledge of insurance industry and medical terminology, ability to understand, investigate, negotiate, settle, analyze and evaluate information from engineers, architects, contractors, accountants, CPAs, physicians, etc. Ability to interpret and apply Federal and State statutes, rules and policies and procedures of state and local government court systems and the legal rules of civil procedures in both Federal and State lawsuits. Skill in customer service and interpersonal relations as applied to contracts with other agency staff, representatives of other governmental agencies, carriers, medical providers, claimant's dependents, employers, attorneys and the public. Skill in negotiating claim settlements with claimants, attorneys and/or third parties. Skill in written and oral communication. Skill in electronic communications including claim evaluation reports. Skill in planning, organizing, interpreting and analyzing complex legal, medical, economic, accident reconstruction and contractual situations to reach logical conclusions and reasonable recommendations. Knowledge of labor market conditions. Knowledge of government structure and functions. Knowledge of insurance industry and medical terminology. Valid state issued drivers license.</p> <p>Knowledge of federal/state statutes, practices and agency standards, policies and procedures applicable to insurance workers' compensation, contracts, Court of Appeal rulings and legal practices. Knowledge of civil procedure in both federal, state, and local courts. Knowledge and understanding of insurance contracts and related law. Knowledge of workers' compensation claims management practices, early return-to-work programs, EDP claims management system, claims investigation methods, and litigation</p>

<p>Claims Adjuster II</p>	<p>Insurance</p>	<p>Considerable knowledge of insurance industry and medical terminology, ability to understand, investigate, negotiate, settle, analyze and evaluate information from engineers, architects, contractors, accountants, CPAs, physicians, etc. Ability to interpret and apply Federal and State statutes, rules and policies and procedures of state and local government court systems and the legal rules of civil procedures in both Federal and State lawsuits. Skill in customer service and interpersonal relations as applied to contracts with other agency staff, representatives of other governmental agencies, carriers, medical providers, claimant's dependents, employers, attorneys and the public. Skill in negotiating claim settlements with claimants, attorneys and/or third parties. Skill in written and oral communication. Skill in electronic communications including claim evaluation reports. Skill in planning, organizing, interpreting and analyzing complex legal, medical, economic, accident reconstruction and contractual situations to reach logical conclusions and reasonable recommendations. Knowledge of labor market conditions. Knowledge of government structure and functions. Knowledge of insurance industry and medical terminology. Valid state issued drivers license. Perform duties as Claims Adjuster I.</p> <p>Knowledge of vocational rehabilitation, structured settlements and annuities. Knowledge of Americans with Disability Act and disability management and physical requirements for an extensive number of occupations. Knowledge of professional medical standards of care required to hospitals, physicians and other medical personnel. Knowledge of industrial manufacturing and building standards. Knowledge of litigation management to control substantial and highly complex liability and/or workers' compensation claims and/or lawsuits. Skill in preserving field evidence, conduction inspections, investigating, securing, documenting, analyzing and evaluating facts surrounding claims. Ability to prepare narrative, statistical report with conclusions and/or recommendations relating to property, liability, and workers' compensation claims.</p>
<p>Claims Specialist</p>	<p>Insurance</p>	<p>Considerable knowledge of insurance industry and medical terminology, ability to understand, investigate, negotiate, settle, analyze and evaluate information from engineers, architects, contractors, accountants, CPAs, physicians, etc. Ability to interpret and apply Federal and State statutes, rules and policies and procedures of state and local government court systems and the legal rules of civil procedures in both Federal and State lawsuits. Skill in customer service and interpersonal relations as applied to contracts with other agency staff, representatives of other governmental agencies, carriers, medical providers, claimant's dependents, employers, attorneys and the public. Skill in negotiating claim settlements with claimants, attorneys and/or third parties. Skill in written and oral communication. Skill in electronic communications including claim evaluation reports. Skill in planning, organizing, interpreting and analyzing complex legal, medical, economic, accident reconstruction and contractual situations to reach logical conclusions and reasonable recommendations. Knowledge of labor market conditions. Knowledge of government structure and functions. Knowledge of insurance industry and medical terminology. Valid state issued drivers license.</p> <p>Considerable knowledge of multi-line insurance claims adjudication practice and procedures. Considerable knowledge of insurance laws and any government program operations. Ability to investigate, research, analyze, and draw logical conclusions. Ability to interpret and apply complex rules, regulations and policies. Ability to establish and maintain effective working relationships with those contacted in the course of business. One year of Multi-line insurance claims processing experience or two years of administrative level experience in insurance claims administration.</p>
<p>Worker's Compensation Specialty</p>	<p>Insurance</p>	<p>Considerable knowledge of insurance industry and medical terminology, ability to understand, investigate, negotiate, settle, analyze and evaluate information from engineers, architects, contractors, accountants, CPAs, physicians, etc. Ability to interpret and apply Federal and State statutes, rules and policies and procedures of state and local government court systems and the legal rules of civil procedures in both Federal and State lawsuits. Skill in customer service and interpersonal relations as applied to contracts with other agency staff, representatives of other governmental agencies, carriers, medical providers, claimant's dependents, employers, attorneys and the public. Skill in negotiating claim settlements with claimants, attorneys and/or third parties. Skill in written and oral communication. Skill in electronic communications including claim evaluation reports. Skill in planning, organizing, interpreting and analyzing complex legal, medical, economic, accident reconstruction and contractual situations to reach logical conclusions and reasonable recommendations. Knowledge of labor market conditions. Knowledge of government structure and functions. Knowledge of insurance industry and medical terminology. Valid state issued drivers license.</p> <p>Two years of experience processing Workers' Compensation Insurance claims. Knowledge of Workers' Compensation Insurance laws, rules, regulations, EDP claims management systems, knowledge of applicable Court of Appeals rulings and labor market publications and journals. Knowledge of Loss-of-Earning Capacity (LEC) to make appropriate awards.</p>

<p>Data Entry Clerk</p>	<p>Tax</p>	<p>duties. Ability to keep counts on documents processed. Ability to communicate clearly and accurately. Manual dexterity. Perform lifting of up to 25 pounds. Ability to use a telephone system to receive and transfer calls. Ability to use electric / electronic typewriter, electronic key system (EKS), personal computer (PC), 1--key. General knowledge including alphabetical and numerical filing, beginning accounting principles and practices. Ability to enter data at a rate of 8,000 keystrokes per hour with an error rate not to exceed two percent (2%). Ability to work with a limited amount of supervision. Ability to run and work with scanning equipment or 2D Bar-coding equipment. Ability to understand and use Data Entry equipment in an efficient manner. Possess a working knowledge of 10-key and/or reverse 10-key keyboards which</p>
<p>Data Entry Clerk / Remittance Processor Blended</p>	<p>Tax</p>	<p>Ability to follow directions. Ability to operate a variety of equipment and perform routine and repetitive duties. Ability to keep counts on documents processed. Ability to communicate clearly and accurately. Manual dexterity. Perform lifting of up to 25 pounds. Ability to use a telephone system to receive and transfer calls. Ability to use electric / electronic typewriter, electronic key system (EKS), personal computer (PC), 1--key. General knowledge including alphabetical and numerical filing, beginning accounting principles and practices. Ability to enter data at a rate of 10,000 keystrokes per hour with an error rate not to exceed two percent (2%). Process and/or enter various tax documents and encode checks utilizing electronic keying equipment. Ability to work with a limited amount of supervision. Ability to run and work with scanning equipment or 2D Bar-coding equipment. Ability to operate a 10-key keyboard by touch with speed and accuracy. Ability to understand and use Data Entry equipment in an efficient manner. Shall possess a working knowledge of 10-day and/or reverse 10-key keyboards which includes typing skills. Possess average math and accounting skills. Contractor shall test each applicant for 10-key skills prior to assignment and submit scores by day of assignment.</p>
<p>Error Resolution and Document Processor</p>	<p>Tax</p>	<p>Ability to follow directions. Ability to operate a variety of equipment and perform routine and repetitive duties. Ability to keep counts on documents processed. Ability to communicate clearly and accurately. Manual dexterity. Perform lifting of up to 25 pounds. Ability to use a telephone system to receive and transfer calls. Ability to use electric / electronic typewriter, electronic key system (EKS), personal computer (PC), 1--key. General knowledge including alphabetical and numerical filing, beginning accounting principles and practices. Sort and/or edit income, corporate, sales and withholding tax documents, or resolve a variety of errors which may include utilizing a PC or interpreting computer output. Ability to communicate verbally and in writing with taxpayers. Skill at solving problems relative to tax documents.</p>
<p>General Clerical</p>	<p>Tax</p>	<p>Ability to follow directions. Ability to operate a variety of equipment and perform routine and repetitive duties. Ability to keep counts on documents processed. Ability to communicate clearly and accurately. Manual dexterity. Perform lifting of up to 25 pounds. Ability to use a telephone system to receive and transfer calls. Ability to use electric / electronic typewriter, electronic key system (EKS), personal computer (PC), 1--key. General knowledge including alphabetical and numerical filing, beginning accounting principles and practices. Position specifically in Document Staging, Outgoing Mailroom, Micrographics, Taxpayer Information and Assistance, License and Registration, Income Tax Processing. Additional duties and qualifications shall include the following at a minimum: Perform functions such as mail opening, disassembling and reassembling documents, filing and file retrieval, Assure that all mail containing payments is handled appropriately, Separate, sort, arrange documents and cash receipts, quality control documents to determine their computer processability, Operate a variety of outgoing mail equipment such as trimmers, bursters, inserters, postage meters as well as incoming mail equipment such as envelope openers, Hand sterilize documents and prepare forms for bulk mailing, Operate microfilm cameras, Answer telephones, Ability to make quick decisions on the proper disposition of documents.</p>
<p>On-Site Administrator (Day)</p>	<p>Tax</p>	<ul style="list-style-type: none"> • Reviews resource needs with Tax representative for the subsequent week. • Recruits and interviews on site as needed. • Conducts orientation with new employees regarding Tax's policies (confidentiality and disclosure, dress code, break times, lunch times, etc.) • Assists Tax in training new employees. • Faxes a list of all new employees that will be assigned at Tax to Tax's management for pre-approval at least 2 days before reporting for work. • Collects and Reviews (for accuracy and completeness) daily and summary time sheets. • Verifies daily attendance/absences and reports them to Tax's management. • Reviews temporary employee performance problems with Tax supervisors. • Discusses problems with temporary employees as directed by Tax's management. • Terminates employees at the request of Tax management. • Distributes temporary employee paychecks and assists temporary employees with payroll issues and questions.

<p>On-Site Administrator (Evening)</p>	<p>Tax</p>	<ul style="list-style-type: none"> • Reviews resource needs with Tax representative for the subsequent week. • Recruits and interviews on site as needed. • Conducts orientation with new employees regarding tax policies (confidentiality and disclosure, dress code, break times, lunch times, etc.) • Assists Tax in training new employees. • Faxes a list of all new employees that will be assigned at Tax to Tax's management for pre-approval at least 2 days before reporting for work. • Collects and Reviews (for accuracy and completeness) daily and summary time sheets. • Verifies daily attendance/absences and reports them to Tax's management. <ul style="list-style-type: none"> • Reviews temporary employee performance problems with Tax supervisors. • Discusses problems with temporary employees as directed by Tax's management. • Terminates employees at the request of Tax management. • Distributes temporary employee paychecks and assists temporary employees with payroll issues and questions. <p>Working knowledge of supervisory principles and practices.</p> <ul style="list-style-type: none"> • Knowledge of business English and math. • Ability to communicate effectively, orally and in writing. • Working skill in operating office equipment including automated equipment, as required to accomplish work. • Skill in using word-processing and spreadsheet software such as, Microsoft Word and Microsoft Excel. • Demonstrated ability to process data into reports and check materials for accuracy, establish priorities, schedule work, file, type and enter data. <p>Working knowledge of supervisory principles and practices.</p> <ul style="list-style-type: none"> • Knowledge of business English and math. • Ability to communicate effectively, orally and in writing. • Working skill in operating office equipment including automated equipment, as required to accomplish work. • Skill in using word-processing and spreadsheet software such as, Microsoft Word and Microsoft Excel. • Demonstrated ability to process data into reports and check materials for accuracy, establish priorities, schedule work, file, type and enter data.
<p>Remittance Processor</p>	<p>Tax</p>	<p>Ability to follow directions. Ability to operate a variety of equipment and perform routine and repetitive duties. Ability to keep counts on documents processed. Ability to communicate clearly and accurately. Manual dexterity. Perform lifting of up to 25 pounds. Ability to use a telephone system to receive and transfer calls. Ability to use electric / electronic typewriter, electronic key system (EKS), personal computer (PC), 1--key. General knowledge including alphabetical and numerical filing, beginning accounting principles and practices.</p> <p>Ability to enter data at a rate of 10,000 keystrokes per hour with an error rate not to exceed two percent (2%). Process and/or enter various tax documents and encode checks utilizing electronic keying equipment. Ability to operate a 10-key data keyboard by touch with speed and accuracy. Possess average math and accounting skills. Contractor shall test each applicant for 10-key skills prior to assignment and submit scores by the day of assignment.</p>
<p>Taxpayer Information & Assistance Agent</p>	<p>Tax</p>	<p>Ability to follow directions. Ability to operate a variety of equipment and perform routine and repetitive duties. Ability to keep counts on documents processed. Ability to communicate clearly and accurately. Manual dexterity. Perform lifting of up to 25 pounds. Ability to use a telephone system to receive and transfer calls. Ability to use electric / electronic typewriter, electronic key system (EKS), personal computer (PC), 1--key. General knowledge including alphabetical and numerical filing, beginning accounting principles and practices.</p> <p>Provide information and assistance to taxpayers by telephone, in person, or via correspondence relative to the preparation of numerous tax returns and the resolution of billing questions. Knowledge of state tax forms, statues, rules. Ability to research a problem or question in a timely manner. Skill in oral and written communication, math and accounting, and in the use of computer terminal, telephone, and office equipment.</p>

Position Title	Classification	Position Description, Skills & Knowledge
CDL Driver	Laborer/ Industrial	<ul style="list-style-type: none"> • Operates light to heavy duty trucks to accomplish tasks related to snow removal, preventive and corrective maintenance, and construction of roadways. • Tasks include driving, mowing, signing, and patching. • Performs labor assignments, including digging ditches, clearing right of way, clearing roadways of debris and dead animals, weed eating, shoveling, and laying asphalt. • Performs minor and basic adjustments and repairs to equipment and aides in making major repairs. • Performs general manual labor such as: shoveling soil, removing rocks, debris and other materials at work sites, and loading/unloading materials and objects. • Cuts and removes brush and foliage. • Performs traffic control at work site locations and sets up work zones. <p>Ability to perform basic maintenance and repair. Flagging certification (for flagging assignments)</p> <ul style="list-style-type: none"> • Ability to use various small and hand tools. • Ability to safely operate trucks, including dump trucks. • Ability to perform physical demanding manual tasks under various weather conditions. • Ability to stand or sit for extended periods of time. • Ability to follow verbal and written instructions. • Ability to communicate effectively verbally. • Abides by safety rules, instructions, and policies. • Valid commercial Driver's License (CDL) • Current copy of DMV driving record.
Flagger / Laborer	Laborer/ Industrial	<ul style="list-style-type: none"> • Directs traffic in work zones. • Performs light to medium manual labor when needed. • Assists in setting up work zones, such as placing and removing work signs, safety cones, barricades, and litter pickup. • Assists in pushing mowing operations, sweeping, shoveling materials (asphalt, rock, etc.), general cleaning of equipment/grounds and/or painting. • Will be required to take appropriate tests at the DMV. • Ability to lift up to 50 pounds. • Ability to behave in a professional manner. • Knowledge of safety rules, instructions, and policies. <p>Flagging certification</p>
Forklift Operator	Laborer/ Industrial	<ul style="list-style-type: none"> • Drives manual sit-down gasoline, liquefied gas, or electric-powered industrial forklift. • Aids in loading, unloading and/or stacking materials in a warehouse or storage yard. <p>Experience in forklift driving. • Valid Virginia Operator's License.</p>
Forklift Operator Senior	Laborer/ Industrial	<ul style="list-style-type: none"> • Drives manual sit-down gasoline, liquefied gas, or electric-powered industrial forklift. • Aids in loading, unloading and/or stacking materials in a warehouse or storage yard. <p>Considerable experience in forklift driving. • Valid state Operator's License.</p>
Grounds Worker	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs routine work in all phases of grounds maintenance. • May operate a variety of equipment. • Assists higher level trades technicians or higher level craft personnel who are performing a combination of trades assignments. <p>Basic knowledge of methods and general procedures of applicable trade or grounds maintenance techniques.</p> <ul style="list-style-type: none"> • Working skill in the use of equipment and tools. • Valid Driver's License may be required. • Ability to follow oral and written instructions. • Ability to perform heavy manual labor. • Certified in First Aid / CPR. <p>Flagger Certification</p>
Grounds Worker Lead	Laborer/ Industrial	<ul style="list-style-type: none"> • All responsibilities of Grounds Worker Senior. • Performs, plans and directs the day-to-day work of one or more grounds keeping crews. • May supervise a small crew/staff. <p>Working knowledge of methods and general procedures of applicable trade or grounds maintenance techniques.</p> <ul style="list-style-type: none"> • Working skill in the use of equipment and tools. • Valid Driver's License may be required. • Ability to follow oral and written instructions. • Ability to perform heavy manual labor. • Certified in First Aid / CPR. <p>Flagger certification</p>

<p>Grounds Worker Senior</p>	<p>Laborer/ Industrial</p>	<ul style="list-style-type: none"> • All responsibilities of Grounds Worker. • Assists higher level trades technicians or higher level craft personnel who are performing a combination of trades assignments. • Assigns work and ensures its completion. • Leads subordinate personnel. <p>Considerable knowledge of methods and general procedures of applicable trade or grounds maintenance techniques.</p> <ul style="list-style-type: none"> • Working skill in the use of equipment and tools. • Valid Driver's License may be required. • Ability to follow oral and written instructions. • Ability to perform heavy manual labor. • Certified in First Aid / CPR. <p>Flagger certification</p>
<p>Groundskeeper / Landscaper</p>	<p>Laborer/ Industrial</p>	<ul style="list-style-type: none"> • Performs general care of lawn or grounds to maintain public property. • Performs lawn mowing, edging, watering, fertilization and the planting and pruning of small trees and shrubs. • Does not include the use of chainsaws or tree climbing. <p>Knowledge of lawn care equipment such as mowers, spreaders, edging tools and sprinkler systems.</p>
<p>Groundskeeper / Landscaper Senior</p>	<p>Laborer/ Industrial</p>	<ul style="list-style-type: none"> • Performs general care of lawn or grounds to maintain public property. • Performs lawn mowing, edging, watering, fertilization and the planting and pruning of small trees and shrubs. • Does not include the use of chainsaws or tree climbing. <p>Considerable knowledge of lawn care equipment such as mowers, spreaders, edging tools and sprinkler systems.</p> <ul style="list-style-type: none"> • Experience in landscaping or related field.
<p>Heavy Industrial Materials Handler (Warehouseman)</p>	<p>Laborer/ Industrial</p>	<ul style="list-style-type: none"> • Counts, sorts, checks, inspects, coordinates rapid movement, loads, unloads and moves materials within or near the worksite. • Picks stock and compares stock numbers against packing list. • Uses hand tools to open containers. • Lifts and arranges materials in a warehouse. • Verifies clerical computations against physical stock counts. • Transports materials using hand-truck, electric dolly, wheelbarrow, pallet jack or other devices. • Ability to lift items of various size up to 75 pounds for extended periods of time. • General knowledge and experience in warehouse operations. • Ability to understand and follow written and oral instructions. • Basic mathematic skills. • Ability to read and write legibly.
<p>Heavy Industrial Materials Handler, Freezer (Warehouseman)</p>	<p>Laborer/ Industrial</p>	<ul style="list-style-type: none"> • Counts, sorts, checks, inspects, coordinates rapid movement, loads, unloads and moves materials in commercial-sized frozen food freezers. • Picks stock and compares stock numbers against packing list. • Uses hand tools to open containers. • Lifts and arranges materials in a freezer. • Verifies clerical computations against physical stock counts. • Transports materials using hand-truck, electric dolly, wheelbarrow, pallet jack or other devices. • Freezer suit will be provided. <p>Ability to lift items of various size up to 75 pounds for extended periods of time.</p> <ul style="list-style-type: none"> • General knowledge and experience in warehouse freezer operations. • Ability to understand and follow written and oral instructions. • Basic mathematic skills. • Ability to read and write legibly.
<p>Heavy Industrial Worker (General Laborer)</p>	<p>Laborer/ Industrial</p>	<ul style="list-style-type: none"> • Performs a variety of manual work that does not require special skills or experience. • Performs sustained work of a physical nature for extended periods of time. • Performs work that may require heavy lifting in and outdoors. • Loads and unloads trucks. • Performs building maintenance duties. • Assists in all types of repairs. • Moves a variety of office furniture and equipment. • Performs various and other repairs and/or building maintenance duties. <p>Ability to lift items of various size up to 75 pounds for extended periods of time.</p> <ul style="list-style-type: none"> • Ability to work well with close supervision. • Ability to use basic hand tools. • Ability to use dollies, carts and hydraulic lifts.

<p>Housekeeping Supervisor</p>	<p>Laborer/ Industrial</p>	<ul style="list-style-type: none"> • All responsibilities of Housekeeping Worker Senior. • Provides daily supervision in the areas of housekeeping, laundry, tailoring, and dry cleaning. <p>Demonstrated ability to perform a variety of cleaning tasks.</p> <ul style="list-style-type: none"> • Knowledge of dry cleaning techniques and/or laundry operations and/or working knowledge of standard practices and procedures of tailoring.
<p>Housekeeping Supervisor Senior</p>	<p>Laborer/ Industrial</p>	<ul style="list-style-type: none"> • All responsibilities of Housekeeping Supervisor. • Provides the overall activities in the daily operations. • Assists in the overall management in the assigned areas of housekeeping, laundry, tailoring, and/or dry cleaning. • Schedules, directs, and coordinates the overall management of assigned operations. • May perform regular, complex, or intricate tasks as needed. <p>Advanced skill and ability to perform a variety of cleaning tasks.</p> <ul style="list-style-type: none"> • Considerable knowledge of dry cleaning techniques and/or laundry operations and/or considerable knowledge of standard practices and procedures of tailoring. • Supervisory experience.
<p>Housekeeping Worker</p>	<p>Laborer/ Industrial</p>	<ul style="list-style-type: none"> • Provides services in areas of housekeeping, laundry, tailoring, and dry cleaning. • Manual labor intensive. • Uses cleaning equipment, laundry and dry cleaning equipment and/or a variety of sewing machinery. <p>Ability to perform a variety of cleaning tasks.</p> <ul style="list-style-type: none"> • Knowledge of dry cleaning techniques and/or laundry operations and/or working knowledge of standard practices and procedures of tailoring. • Ability to interpret and follow directions.
<p>Housekeeping Worker Senior</p>	<p>Laborer/ Industrial</p>	<ul style="list-style-type: none"> • All responsibilities of Housekeeping Worker. • Assigns work and ensures its completion. • Performs a variety of tasks in supervising and performing the required services. • Ensures operational and safety procedures are followed. <p>All skills / knowledge of Housekeeping Worker.</p> <ul style="list-style-type: none"> • Knowledge of supervisory practices and principles. • Ability to interpret and follow direction as well as provide direction.
<p>Inventory Worker Light</p>	<p>Laborer/ Industrial</p>	<ul style="list-style-type: none"> • Sorts, checks, inspects, counts, and records physical stock. • Lifts and arranges materials and stock in a warehouse setting. • Verifies clerical computations against physical stock counts. • Prices, labels, or operates a calculator or other recording device. <p>Ability to lift up to 25 pounds for extended periods of time.</p> <ul style="list-style-type: none"> • Experience with inventory. • Good math skills and legible handwriting.
<p>Light Industrial Worker (General Laborer)</p>	<p>Laborer/ Industrial</p>	<ul style="list-style-type: none"> • Performs a variety of simple duties not requiring heavy lifting. • Cleans up around work areas. • Delivers supplies between departments. • Sets up tables and chairs. • Moves small furniture, boxes, or mailbags. <p>Ability to manually lift, push or pull objects weight up to 30 pounds.</p> <ul style="list-style-type: none"> • Possesses good manual dexterity. • Ability to understand and follow specific oral instructions. • Ability to reach and stretch to grasp objects. • Knowledge of safety requirements and procedures.
<p>Motor Vehicle Operator A</p>	<p>Laborer/ Industrial</p>	<ul style="list-style-type: none"> • Performs routine operation and maintenance of equipment and motorized vehicles. • Performs routine manual labor such as loading or unloading and adjusting attachments. • May utilize a variety of hand and power tools. • May operate a motorized vehicle to perform a variety of duties to include but not limited to transporting passengers, supplies, and materials. <p>Ability equivalent to ability to operate a light truck, dump truck, or a tractor with attachments.</p> <ul style="list-style-type: none"> • Valid Operator's License. • Basic math and reading skills. • Driver's License or a Commercial Driver's License.
<p>Motor Vehicle Operator B</p>	<p>Laborer/ Industrial</p>	<ul style="list-style-type: none"> • Performs extensive preventive maintenance of equipment and motorized vehicles. • Maneuvers cumbersome trucks. • Operates heavy-duty motorized equipment of difficulty buildings and grounds maintenance assignments. • Operates a large tractor-trailer on inter-city transporting. <p>Ability to maneuver trucks in highway driving or in backing in close quarters.</p> <ul style="list-style-type: none"> • Ability to operate equipment requiring exceptional care, accuracy, skill or judgment. • Valid Operator's License. • Basic math and reading skills. • Driver's License or a Commercial Driver's License.

Packer	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs duties of wrapping and packing materials, labeling, and stamping according to instructions. Ability to lift 75 pounds for extended periods of time. • Good manual dexterity. • Ability to follow directions. • Basic reading and math skills.
Warehouse Specialist I	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs specialized functions which include providing instruction and guidance by acting as lead worker. • Operates a forklift on a regular basis. • Performs warehouse duties predominantly in a freezer area. • Selects and fills orders of controlled substances. <p>Working knowledge of storage / handling techniques and safety regulations.</p> <ul style="list-style-type: none"> • Skill in operating equipment, such as forklifts, pallet drivers, and hand carts.
Warehouse Specialist II	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs specialized functions which include providing instruction and guidance by acting as lead worker. • Operates a forklift on a regular basis. • Performs warehouse duties predominantly in a freezer area. • Selects and fills orders of controlled substances. <p>Working knowledge of storage / handling techniques and safety regulations.</p> <ul style="list-style-type: none"> • Skill in operating equipment, such as forklifts, pallet drivers, and hand carts. • Certification for operating a forklift.
Warehouse Specialist III	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs specialized functions which include providing instruction and guidance by acting as lead worker. • Operates a forklift on a regular basis. • Performs warehouse duties predominantly in a freezer area. • Selects and fills orders of controlled substances. <p>Working knowledge of storage / handling techniques and safety regulations.</p> <ul style="list-style-type: none"> • Skill in operating equipment, such as forklifts, pallet drivers, and hand carts. • Certification for operating a forklift. • Valid Driver's License.
Warehouse Worker I	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom. <p>Basic skills in the use of tools, equipment, and materials appropriate to area.</p> <ul style="list-style-type: none"> • Knowledge of procedures and techniques appropriate to the area. • Some related experience and/or formal training in the area. • Must be able to perform physical requirements of job.
Warehouse Worker II	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom. <p>Basic skills in the use of tools, equipment, and materials appropriate to area.</p> <ul style="list-style-type: none"> • Knowledge of procedures and techniques appropriate to the area. • Some related experience and/or formal training in the area. • Must be able to perform physical requirements of job. • Valid Driver's License.
Boiler Operator I	Trades	<ul style="list-style-type: none"> • Responsible for shift supervision, technical leadership and/or journey-level operations/repair of plant equipment including boilers, turbines, and water and wastewater treatment systems. <p>Advanced knowledge in the operation of plant equipment.</p> <ul style="list-style-type: none"> • Knowledge of monitoring, recording, sampling and testing related to utility plant operations and safety requirements specific to the area of assignment. • Positions range from first level supervisors to manual labor-intensive technicians. • Involves responsibility for the operation of plant-related mechanical equipment.
Boiler Operator II	Trades	<ul style="list-style-type: none"> • Responsible for shift supervision, technical leadership and/or journey-level operations/repair of plant equipment including boilers, turbines, and water and wastewater treatment systems. <p>Positions range from first level supervisors to manual labor-intensive technicians.</p> <ul style="list-style-type: none"> • Involves responsibility for the operation of plant-related mechanical equipment. <p>Advanced knowledge in the operation of plant equipment.</p> <ul style="list-style-type: none"> • Knowledge of monitoring, recording, sampling and testing related to utility plant operations and safety requirements specific to the area of assignment. • Wastewater Treatment Plant Operator's License.

Boiler Operator Senior II	Trades	<ul style="list-style-type: none"> Responsible for shift supervision, technical leadership and/or journey-level operations/repair of plant equipment including boilers, turbines, and water and wastewater treatment systems. Positions range from first level supervisors to manual labor-intensive technicians. Involves responsibility for the operation of plant-related mechanical equipment. Advanced knowledge in the operation of plant equipment. Knowledge of monitoring, recording, sampling and testing related to utility plant operations and safety requirements specific to the area of assignment. Wastewater Treatment Plant Operator's License. Considerable experience in specialty area or related field.
Carpenter	Trades	<ul style="list-style-type: none"> Constructs, modifies, and repairs a variety of structures from initial layout to final assembly. Independently completes projects and performs finished carpentry work. May supervise a small crew / staff. Certification. Skills in specialty area. Working knowledge of all phases of carpentry methods, tools, materials, techniques, basic math and units of measure.
Carpenter Assistant	Trades	<ul style="list-style-type: none"> Provides assistance in specialty area. Constructs, modifies, and repairs a variety of structures from initial layout to final assembly. Certification. Skills in specialty area. Some knowledge of basic carpentry, basic math, and units of measure.
Carpenter Senior	Trades	<ul style="list-style-type: none"> All responsibilities of Carpenter. Constructs, modifies, and repair Certification. Skills in specialty area. Considerable knowledge of all aspects of carpentry methods, tools, and materials; of basic math; and of units of measures a variety of structures from initial layout to final assembly. Independently completes projects and performs finished carpentry work. Leads and guides work crews. Prepares estimates and selects materials.
HVAC Installation & Repair Assistant	Trades	<ul style="list-style-type: none"> Assists tradesmen in specialty. Certification. Skills in specialty area.
HVAC Installation & Repair Assistant Senior	Trades	<ul style="list-style-type: none"> Assists tradesmen in specialty.
Laboratory Mechanic	Trades	<ul style="list-style-type: none"> Maintains the machines, apparatus, or other laboratory equipment. Typically performs "handy man" tasks. Keeps laboratory stock room. Ability to work with machines and equipment.
Laboratory Mechanic Senior	Trades	<ul style="list-style-type: none"> Performs tasks related to the installation, repair, and modernization of heavy laboratory equipment. Replaces parts, rewires and adjusts small electrical devices. Services, repairs, and builds machinery and equipment used in a laboratory. Experience in machine shop work, pipe fitting, soldering, welding, carpentry work, or applied electricity.
Locksmith	Trades	<ul style="list-style-type: none"> Positions range from journey level technician to lead. May supervise a small crew/staff. Certification. Skills in specialty area.
Maintenance Field Worker	Trades	<ul style="list-style-type: none"> Can perform in a Flagger / Laborer capacity. Cuts and removes brush and foliage. Picks up dead animals along roadways. Maintains area grounds such as sweeping and raking. Ability to perform physical demanding manual tasks under various weather conditions. Ability to stand for extended periods of time. Ability to follow verbal and written instructions. Knowledge of safety rules, instructions, and policies. Valid Driver's License and DMV driving record. Flagger certification

Mason Plasterer	Trades	<ul style="list-style-type: none"> • Positions range from journey level technician to lead. • May supervise a small crew/staff. Certification. <ul style="list-style-type: none"> • Skills and experience in Masonry or related field.
Mason Plasterer Assistant	Trades	<ul style="list-style-type: none"> • Provides assistance in a variety of trades' specialty areas to other highly skilled trades technicians. • Performs journey level trades work as a quarry worker or upholsterer. Certification. <ul style="list-style-type: none"> • Some experience in Masonry or related field. • Basic knowledge in Masonry or related field.
Mechanic	Trades	<ul style="list-style-type: none"> • Performs manually labor-intensive work. • Services and repairs mechanical, electronic, and other equipment. • Positions ranges from journey level to first line working supervisors. • Considerable knowledge and technical expertise. • Knowledge of effective diagnostic and repair techniques and procedures related to a wide variety of equipment.
Painter	Trades	<ul style="list-style-type: none"> • Performs routine painting duties. • May supervise a small crew/staff. • Skills in specialty area.
Plumber / Steamfitter	Trades	<ul style="list-style-type: none"> • All responsibilities of Plumber / Steamfitter Assistant. • Independently performs a variety of skilled repair, installation and maintenance tasks. • Skills and experience in Plumbing or related field.
Plumber / Steamfitter Assistant	Trades	<ul style="list-style-type: none"> • Assists skilled Plumbers / Steamfitters. • Performs a variety of routine, unskilled or semi-skilled tasks in specialty area. Basic knowledge of Plumbing or related field.
Radio Specialist	Trades	<ul style="list-style-type: none"> • Designs, constructs, install and maintains a statewide radio communication system utilized by the State Police Department and other agencies for law enforcement and public safety purposes. Working knowledge of radio systems. <ul style="list-style-type: none"> • Experience in radio maintenance or related field.

<p>Radio Specialist Senior</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Designs, constructs, install and maintains a statewide radio communication system utilized by the State Police Department and other agencies for law enforcement and public safety purposes. • Considerable knowledge of radio systems. • Considerable experience in radio maintenance or related field. • Knowledge of supervisory practices.
<p>Sheet Metal Worker</p>	<p>Trades</p>	<ul style="list-style-type: none"> • All responsibilities of Sheet Metal Worker Assistant. • Performs all aspects of sheet metal and roof repair work. • Determines work methods and completes most assignments independently. • Skills in specialty area.
<p>Sheet Metal Worker Assistant</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Performs tasks incidental or preparatory to the work of skilled sheet metal positions. • Assists with all aspects of sheet metal and roofing work. <p>Basic knowledge in specialty area.</p>
<p>Sheet Metal Worker Lead</p>	<p>Trades</p>	<ul style="list-style-type: none"> • All responsibilities of Sheet Metal Worker. • Schedules jobs and service calls. • Maintains records on material usage. • Inspects work completed by others. • Performs more difficult technical tasks. <p>Skills in specialty area.</p>
<p>Shipping / Receiving Clerk</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Examines and routes incoming and outgoing shipments. • Prepares items for shipment by assembling containers. • Posts weights and affixes postage. • Sorts, stores, and dispenses supplies or other materials. • Works under direct supervision. <p>Ability to lift items of various size and weight up to 75 pounds for extended periods of time.</p> <ul style="list-style-type: none"> • Ability to handle physical aspects of shipping and receiving goods and materials. • Ability to keep accurate records. • Ability to follow oral and written instructions. • Knowledge in various methods of freight transportation.
<p>Storekeeper I</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Supervises other store or warehouse workers. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom that may involve food and perishables, medical/hospital, housekeeping, trades, laundry, clothing, or office supplies or surplus property or merchandise for sale to external customers. <p>Knowledge of storage / handling techniques and safety regulations.</p> <ul style="list-style-type: none"> • Skill in operating equipment, such as forklifts, pallet drivers, and hand carts. • May require certification for operating a forklift. • May require valid drivers license.

<p>Storekeeper II</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Supervises other store or warehouse workers. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom that may involve food and perishables, medical/hospital, housekeeping, trades, laundry, clothing, or office supplies or surplus property or merchandise for sale to external customers. • Knowledge of storage / handling techniques and safety regulations. • Skill in operating equipment, such as forklifts, pallet drivers, and hand carts. • Certification for operating a forklift.
<p>Storekeeper III</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Supervises other store or warehouse workers. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom that may involve food and perishables, medical/hospital, housekeeping, trades, laundry, clothing, or office supplies or surplus property or merchandise for sale to external customers. • Knowledge of storage / handling techniques and safety regulations. • Skill in operating equipment, such as forklifts, pallet drivers, and hand carts. • Certification for operating a forklift. • Valid Driver's License.
<p>Storekeeper Assistant I</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom. • Basic skills in the use of tools, equipment, and materials appropriate to area. • Knowledge of procedures and techniques appropriate to the area. • Some related experience and/or formal training in the area. • Must be able to perform physical requirements of job.
<p>Storekeeper Assistant II</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom. • Basic skills in the use of tools, equipment, and materials appropriate to area. • Knowledge of procedures and techniques appropriate to the area. • Some related experience and/or formal training in the area. • Must be able to perform physical requirements of job. • Valid Driver's License.
<p>Storekeeper Senior</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Duties range from replenishing inventory, quality checks, maintaining records, to supervision of others. • Adapts procedures, techniques, tools, materials and/or equipment to meet special needs. • Sustains vendor relations, coordination and evaluation. • Considerable experience in general storeroom or warehouse inventory control functions. • Skill in use, care, and safety of store or warehouse equipment, including forklifts. • Special license may be required for certain positions within this role.
<p>Tool Room Assistant</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Receives, stores and issues hand and power tools, safety equipment and supplies. • Stocks, supplies, inventories, and bookkeeps. • Performs minor repairs to tools. • Works under supervision of the Tool Room Supervisor. • General experience and knowledge of the tool room operation. • Good math skills and legible handwriting. • Knowledge of a wide variety of hand and power tools. • Customer service skills.
<p>Tool Room Assistant Senior</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Receives, stores and issues hand and power tools, safety equipment and supplies. • Stocks, supplies, inventories, and bookkeeps. • Performs minor repairs to tools. • Works under supervision of the Tool Room Supervisor. • Considerable experience and knowledge of the tool room operation. • Good math skills and legible handwriting. • Knowledge of a wide variety of hand and power tools. • Customer service skills.
<p>Trades Utilities Worker Senior</p>	<p>Trades</p>	<ul style="list-style-type: none"> • All responsibilities of Trades Utility Worker. • May supervise a small crew/staff. • Considerable knowledge of methods and general procedures of applicable trade or grounds maintenance techniques. • Considerable skill in the use of equipment and tools. • Valid Driver's License may be required

<p>Trades Utility Worker</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Performs a variety of routine, unskilled or semi-skilled tasks incidental to and/or preparatory to grounds keeping, trades and/or maintenance tasks. • Assists higher level trades technicians or higher level craft personnel who are performing a combination of trades assignments. <p>Basic knowledge of methods and general procedures of applicable trade or grounds maintenance techniques.</p> <ul style="list-style-type: none"> • Working skill in the use of equipment and tools. • Valid Driver's License may be required
<p>Tradesman Helper</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Assists tradesmen (journeymen) such as masons, plasterers, electricians, painters or cement finishers. • Specialty experience. • Ability to work with hand tools.
<p>Tradesman Helper Senior</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Assists tradesmen (journeymen) such as masons, plasterers, electricians, painters or cement finishers. <p>Considerable specialty experience.</p> <ul style="list-style-type: none"> • Ability to work with hand tools.
<p>Welder</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Performs general maintenance and repair welding on equipment and machinery. • Performs basic fabrication of equipment and components from blue prints and sketches. <p>Working knowledge of welding techniques, materials, and equipment.</p> <ul style="list-style-type: none"> • Working knowledge of metallurgical properties and structural principles. • Skill in the use of welding tools and equipment required for general repair and maintenance tasks.
<p>Welder Senior</p>	<p>Trades</p>	<ul style="list-style-type: none"> • All responsibilities of Welder. • Responsible for conceptual design and fabrication. • Performs critical welding tasks using advanced welding techniques. <p>Considerable knowledge of advanced welding techniques, materials, and equipment, and metallurgical properties and structural principles.</p> <ul style="list-style-type: none"> • Working skill in the operation of a variety of welding tools and equipment which may include mig, tig, electronic/carbon arc, oxyacetylene torch, plasma torch, wire, stick, and other welding equipment.
<p>Work Zone Safety Officer</p>	<p>Trades</p>	<ul style="list-style-type: none"> • Provides technical guidance and direction to construction and maintenance staff on traffic control patterns and devices on project work sites. • Drafts and designs, reviews and approves work zone safety plans. • Prepares reports to document project inspection findings. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. • Considerable knowledge of agency safety principles and practices, and traffic control patterns. • Demonstrated ability to plan, develop, evaluate, implement and inspect traffic control patterns for construction work sites. • Ability to investigate accidents, identify potential safety hazards and identify and implement corrective action. • Ability to communicate effectively.

Position Title	Classification	Position Description, Skills & Knowledge
Agricultural Technician	Technical	<ul style="list-style-type: none"> • Performs a variety of duties in support of seasonal or program requirements. • Conducts studies in support of research, extension programs and teaching. • Follows established guidelines, procedures and directions. • Provides proper care of livestock and plants supports effective farm operations, and studies. Basic knowledge of agricultural techniques and procedures to the care of livestock and plants, and the use of farm tools/equipment.
Agricultural Technician Lead	Technical	<ul style="list-style-type: none"> • Performs a variety of duties in support of seasonal or program requirements. • Conducts studies in support of research, extension programs and teaching. • Follows established guidelines, procedures and directions. • Provides proper care of livestock and plants supports effective farm operations, and studies. Working knowledge of agricultural techniques and procedures to the care of livestock and plants, and the use of farm tools/equipment. <ul style="list-style-type: none"> • Ability to operate farm equipment and tools, and to understand and follow parts and service manuals.
Analytical Chemist	Technical	<ul style="list-style-type: none"> • Performs a wide variety of chemical analyses in a regulatory, medical or research environment. • Performs quantitative and qualitative analyses on complex chemical compounds using a combination of instrumental, physical and/or wet chemistry techniques (chromatography, spectroscopy, spectrophotometry, and column and liquid absorption/extraction techniques). • Selects appropriate analytical method. • Prepares samples. • Conducts routine and non-routine analyses. • Independently analyzing non-routine samples. • Establishes extensive contracts. • Involvement in method development and adaptation. • Responsible for troubleshooting complex instrumentation. Knowledge of the theory and application of specialized analytical chemistry methods and instrumentation used to analyze a variety of samples. <ul style="list-style-type: none"> • Knowledge of fundamental administrative practices related to laboratory operations. • Ability to conduct independently sophisticated quantitative and qualitative analyses. • Ability to operate and troubleshoot complex laboratory instrumentation, record, interpret, and present laboratory findings, and establish and maintain working relationships with regulatory and environmental agencies, research scientists, medical personnel, industry representatives, and the general public. BS Chemistry
Analytical Chemist Assistant	Technical	<ul style="list-style-type: none"> • Performs routine chemical analyses. • Performs a variety of chemical analyses in a regulatory, medical or research environment. • Assists in identifying the presence of a variety of chemical substances and/or compounds (pesticides and herbicides, pollutants, nutrients, and drugs). • Quantifies concentrations of substances and elements. • Prepares samples. • Independently conducts routine analyses using instrumental, physical, or wet chemistry techniques. Knowledge of scientific/technical principles, practices, and regulatory requirements of functional areas. BS Chemistry
Analytical Chemist Senior	Technical	<ul style="list-style-type: none"> • All responsibilities of Analytical Chemist. • Serves in a lead capacity or as technical specialists in a regulatory, medical, or research environment. • Lead chemist. Considerable knowledge of the theory and application of specialized analytical chemistry methods and instrumentation used to analyze a variety of samples. <ul style="list-style-type: none"> • Knowledge of fundamental administrative practices related to laboratory operations. • Demonstrated ability to conduct independently sophisticated quantitative and qualitative analyses. • Demonstrated ability to operate and troubleshoot complex laboratory instrumentation, record, interpret, and present laboratory findings, and establish and maintain working relationships with regulatory and environmental agencies, research scientists, medical personnel, industry representatives, and the general public. • Ability to guide and lead the work of others. BS Chemistry

<p>Bridge Design Drafter</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Drafts plans and calculates dimensions, elevations and quantities for bridges and structures. • Drafts and details drawings for structural plans using design notes, sketches and rough drafts. • Computes concrete and steel quantities from finished plans and prepares final costs estimates. • Supervises technicians and clerical personnel or provides specialized technical support. <p>Working knowledge of drafting methods and procedures.</p> <ul style="list-style-type: none"> • Ability to perform mathematical calculations, including algebra, geometry and trigonometry. • Some knowledge of basic engineering practices and principles. • Demonstrated ability to perform drafting and detailing. • Ability to design components of simple span structures.
<p>Bridge Design Drafter Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Performs extensive designing and detailing of structural components. • Prepares preliminary plans for structures. • Determines lengths, widths, clearance requirements, approximate size of components. • Prepares preliminary cost estimates for various layouts. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge of Bridge Design Drafter.</p> <ul style="list-style-type: none"> • Knowledge of structure and bridge design and detailing. • Demonstrated ability to prepare a complete set of structure and bridge plans. • Ability to design structural components. • Ability to accurately calculate properties and stresses. • Ability to train and provide technical guidance to other technicians.
<p>Cartographic Drafter</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Cartographic Drafter Assistant. • Responsible for complex work assignments. • Creates new maps, performs research, acts as a lead worker. • Performs work of moderate difficulty requiring the use of drafting skills to draw, trace, revise and modify maps. • Corrects or draws new maps from data obtained from plans, deeds and other sources. • Researches data and analyzes survey data, source maps, photographs, and other records to determine location and names of features for the revision of maps. • May instruct and provide leadership to Cartographic Drafter Assistants in procedures and techniques used in cartography. • Studies legal records to establish boundaries of properties. <p>Basic drafting skills.</p>
<p>Cartographic Drafter Assistant</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Creates, drafts, traces and revises maps. • Draws and traces maps of geographical areas to show natural property boundaries and constructed features of land. • Revises, traces, and updates already existing maps. • Performs work of routine difficulty. • Draws, traces, revises and modifies maps. • Draws and/or traces maps from data obtained from plans, deeds and other sources. • Researches data for map revision. • Traces information from synthesized map bases onto reproducible media by the use of technical drafting pens, triangles, straight edges, touch curves and special templates. • Makes final revision on original maps to comply with research findings. <p>Basic drafting skills.</p>
<p>Cartographic Supervisor</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Supervises Cartographic Drafter Assistants and Cartographic Drafters. • Focuses on the management of agency-wide cartographic functions. • Oversees the cartographic program. • Develops graphic materials such as display maps with overlays, overhead projection films, logos, and blueprints. • Schedules work. • Sets priorities for work unit. • Coordinates requests from other divisions of the agency and other state agencies for mapping services. • Instructs in cartographic procedures and techniques. • Orders supplies for the work unit. • Provides technical advice and guidance to cartographic staff. • Advanced drafting skills.

Electrician	Technical	<ul style="list-style-type: none"> • Performs electrical work in the installation and maintenance of electrical systems and equipment. • Performs work involving layout, assembly, installation, repair and testing of electrical equipment and wiring in power systems of buildings and other structures. • Performs standard shop duties and uses a variety of hand tools, measurements and testing instruments. <p>Formal apprenticeship or equivalent training and experience.</p> <ul style="list-style-type: none"> • Ability to read blueprints. • Installation planning skills. • May require a license.
Electrician Assistant	Technical	<ul style="list-style-type: none"> • Performs tasks in support of or preparatory to the work of Electricians. • Supports installation and maintenance of electrical systems and equipment. <p>Some knowledge of the practices, procedures and techniques of electrical maintenance and installation.</p>
Electrician Senior	Technical	<ul style="list-style-type: none"> • Assigns, schedules, oversees, inspects, and evaluates the work of subordinate staff. • Assumes complete responsibility for the initial planning and layout of projects, and the interpretation and application of specifications. • Formally supervises electrical staff involved in the most complex electrical systems and equipment which include high voltage systems. <p>Considerable knowledge of the standard practices of the electrical trade; of the installation and maintenance of electrical equipment; and of the national electric code.</p>
Electrician Supervisor Senior	Technical	<ul style="list-style-type: none"> • All responsibilities of Electrician Senior. • Supervises multiple crews of electricians assigned to maintain, repair, and install complex electrical equipment and/or high voltage systems at geographically dispersed locations. • Responsible for equipment with greater variety of power sources ranging to more than 600 volts. <p>Considerable knowledge of the standard practices of the electrical trade; of the installation and maintenance of electrical equipment; and of the national electric code.</p> <ul style="list-style-type: none"> • Knowledge of supervisory practices.
Electronic Equipment Install & Repair Supervisor	Technical	<ul style="list-style-type: none"> • All responsibilities of Electronic Equipment Install & Repair Technician. • Focuses on issues of environmental concern in such fields as air quality, noise abatement, energy protection, water quality landscape architecture, or special environmental concerns. • Plans, coordinates and monitors the development of a statewide environmental program or programs to conform with federal and state laws, policies, standards, regulations and guidelines. <p>Working knowledge of electronic communications systems; of agency procurement policy; and sheet metal design and fabrication</p> <ul style="list-style-type: none"> • Working knowledge in the use of personal computers commensurate with job duties, and of basic electronic diagnostic testing for electronic equipment and related peripherals. • Knowledge of supervisory practices.
Electronic Equipment Install & Repair Technician	Technical	<ul style="list-style-type: none"> • Installs and removes mobile and fixed electronic communications equipment. • Designs and fabricates mounting equipment. • Replaces or repairs interfacing equipment related to installation/removal. • Repairs/replaces cables, wiring, or circuit boards. • Mounts equipment to allow proper operations in state, local, and federal agency vehicles. • Designs, fabricates, and fastens equipment mounting brackets. • Modifies front and rear radio consoles. • Uses special support devices to maximize the use of limited space when installing equipment. <p>Working knowledge of electronic communications systems, of automotive engine/electrical systems, and sheet metal design and fabrication.</p>
Electronic Technician	Technical	<ul style="list-style-type: none"> • Diagnoses, calibrates, repairs, installs, and modifies electronic and/or electro-mechanical equipment. • Some knowledge of electronics, including digital and analog circuitry. • Some knowledge of the National Electrical Code and standard wiring practices, electro-mechanical equipment. • Ability to troubleshoot techniques.
Electronic Technician Senior	Technical	<ul style="list-style-type: none"> • All responsibilities of Electronic Technician. • Positions are located at university research, learning, and audio-visual laboratories, hospitals, computer centers, state police and transportation departments, and scientific and environmental programs. • Performs more complex fabrication, diagnosis, and component level repair on a greater diversity of electronic and electro-mechanical equipment. <p>Working knowledge of electronics theory, including troubleshooting, calibration, test procedures, circuit analysis, and repair of electronic equipment.</p> <ul style="list-style-type: none"> • Working knowledge of computers and peripheral equipment; radar equipment; of mechanical repair techniques, scientific equipment repair, telecommunications, and microprocessors. • Knowledge of supervisory practices.

<p>Engineering Design Drafting Specialist</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Provides technical assistance to and reviews plans prepared by engineering drafting technicians, engineering design drafting technicians and consultants. • Oversees consultant contractual performance. • Coordinates project activities with a central office division and/or district. • Independently develops complete project designs utilizing automated engineering workstations. • Makes independent design decisions. • Coordinates project assignments with applicable district sections and residencies. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge of Engineering Design Drafting Technician.</p> <ul style="list-style-type: none"> • Demonstrated ability to monitor projects and plans. • Ability to give technical guidance to others.
<p>Engineering Design Drafting Supervisor</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Plans, coordinates and reviews work of technicians engaged in drafting and design work for roadways. • Completes standard and unusual work such as grade crossings, approaches to over and underpasses, intersections and interchanges. • Modifies designs within existing standards. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge of Engineering Design Drafting Technician.</p> <ul style="list-style-type: none"> • Demonstrated ability to train and supervise the work of others. • Ability to perform complex drafting and design assignments. • Ability to accurately calculate complex estimates and costs of projects. • Ability to meet deadlines. • Considerable knowledge of supervisory practices.
<p>Engineering Design Drafting Technician</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Drafts difficult layouts and drawings of roadway, drainage, structural, building, electrical and/or mechanical projects/devices using automated or manual drafting equipment. • Computes grade elevations and makes contour maps of proposed construction sites. • Compiles quantities of materials and estimates of project(s) costs. • Working knowledge of drafting techniques and procedures. • Ability to perform advanced mathematical computations, including knowledge in algebra, geometry, and trigonometry. • Ability to use drafting instruments. • Ability to interpret and apply design standards, specifications, and written and oral instructions to the design and drafting process. • Ability to read and interpret data and construction plans.
<p>Engineering Drafting Technician</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Prepares rough sketches using electronic or manual drafting equipment. • Plots basic topographic drawings, cross-sections and profiles from survey notes or contour maps; • Drafts working technical drawings. • Some knowledge of drafting methods and procedures. • Knowledge of mathematics including algebra, geometry and trigonometry. • Working skill in the use of drafting instruments. • Ability to apply drafting standards to projects. • Ability to read and interpret survey data. • Ability to perform mathematical calculations.
<p>Engineering Drafting Technician Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Engineering Drafting Technician. • All skills / knowledge of Engineering Drafting Technician. • Considerable knowledge of drafting methods and procedures. • Considerable knowledge of mathematics including algebra, geometry and trigonometry. • Experience in drafting or related field.
<p>Environmental Engineer</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Implements federal and state programs to identify, solve or eliminate environmental quality, environmental health or sanitary engineering problems. • Applies basic engineering practices and principles to protect, improve, or correct environmental conditions in a variety of areas. • Responsible for the location and maintenance of monitoring equipment. • Analyzes collected data. • Processes permit applications to include recommendation of approval/disapproval based upon collection and analysis of relevant data. <p>BS Environmental Science or related discipline</p>
<p>Environmental Engineer Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Environmental Engineer. • Supervises and leads projects. • Responsible for more difficult projects than the Environmental Engineer. • Considerable knowledge of environmental principles, practices, laws, regulations related to environmental areas of air, water, soil, waste, etc. <p>BS Environmental Science or related discipline</p>

<p>Environmental Program Analyst</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Focuses on issues of environmental concern. • Designs, conducts and oversees technical and scientific environmental evaluations. • Researches technical and scientific data. • Evaluates environmental impacts. • Assures environmental protection. • Prepares and assesses permits and provides technical guidance in a particular discipline. • Responsible for complex analysis and complete projects. <p>Knowledge of environmental principles, practices, laws, regulations related to environmental areas of air, water, soil, waste, etc. BS Environmental Science or related discipline</p>
<p>Environmental Program Planner</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Focuses on issues of environmental concern. • Responsible for complex analysis and complete projects. • Plans, coordinates, and monitors the development of a statewide environmental program and programs to conform with federal and state laws, policies, standards, regulations and guidelines. • Works on an environmental program area. • Working knowledge of environmental principles, practices, laws, regulations related to environmental areas of air, water, soil, waste, etc. <p>BS Environmental Science or related discipline</p> <ul style="list-style-type: none"> • Working knowledge of environmental principles, practices, laws, regulations related to environmental areas of air, water, soil, waste, etc. <p>BS Environmental Science or related discipline</p>
<p>Environmental Program Specialist</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Entry-level position focusing on issues of environmental concern. • Reviews policy, regulations, and program compliance requirements. • Performs data collection and analysis. • Maintains project information and files. • Reviews permit applications prepared by the districts. • Conducts traffic noise impact studies. • Prepares project status and other technical reports. <p>Considerable knowledge of environmental principles, practices, laws, regulations related to environmental areas of air, water, soil, waste, etc. BS Environmental Science or related discipline</p>
<p>Environmental Specialist - Field</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Entry-level position responsible for environmental specialist work. • Addresses issues that pertain to the maintenance, evaluation, and protection of the environment. • Evaluates effluents by sampling and analyzing water and waste water. • Plans and implements water monitoring programs. • Investigates pollution complaints. • Conducts special biological studies and data analysis. • Reviews and processes discharge permits. • Researches and analyzes highway construction and maintenance projects' impact on the environment. <p>Knowledge of environmental principles, practices, laws, regulations related to environmental areas of air, water, soil, waste, etc. BS Environmental Science or related discipline</p>
<p>Environmental Specialist Senior - Field</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Environmental Specialist - Field. • Performs project management or program coordination. • Responds to and investigates emergencies. • Monitors construction and maintains projects for compliance with environmental regulations. • Plans, organizes, and oversees the research and preparation of detailed district environmental documents. <p>Considerable knowledge of environmental principles, practices, laws, regulations related to environmental areas of air, water, soil, waste, etc. BS Environmental Science or related discipline</p>
<p>Environmental Technician</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Conducts tests and field investigations to obtain data for use by environmental, engineering and scientific personnel in determining sources and methods of controlling pollutants in the air and water. • Samples and monitors water, calibrates and maintains scientific monitoring equipment. • Performs data collection and routine analysis and processing of permits. • Working knowledge of sampling methods and procedures; of data collection and analysis methods according to accepted scientific principles; of applicable principles of biology, math, and/or chemistry. • Working knowledge of instruments related to job duties; pollution investigation methods; and water safety. • Working knowledge of calibration and maintenance of air and water equipment, as related to the duties of the class.

<p>Environmental Technician Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Conducts tests and field investigations to obtain data for use by environmental, engineering and scientific personnel in determining sources and methods of controlling pollutants in the air and water. • Samples and monitors water, calibrates and maintains scientific monitoring equipment. • Performs data collection and routine analysis and processing of permits. <p>Extensive knowledge of sampling methods and procedures; of data collection and analysis methods according to accepted scientific principles; of applicable principles of biology, math, and/or chemistry.</p> <ul style="list-style-type: none"> • Extensive knowledge of instruments related to job duties; pollution investigation methods; and water safety. • Extensive knowledge of calibration and maintenance of air and water equipment, as related to the duties of the class.
<p>Equipment Repair Supervisor</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Equipment Repair Technician Senior. • Supervises positions in the maintenance and repair of vehicles and motorized equipment. • Performs the full range of supervisory tasks. • All skills / knowledge of Equipment Repair Technician Senior. • Considerable experience in Equipment Repair or related field. • Working knowledge of supervisory practices.
<p>Equipment Repair Technician</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Performs general mechanical maintenance and repair activities on a variety of equipment. • Services and repairs mechanical, electronic, and other equipment. • Works on exhaust systems, suspension systems, and related engine and mechanical systems and components. <p>Working knowledge and technical expertise.</p> <ul style="list-style-type: none"> • Knowledge of effective diagnostic and repair techniques and procedures related to a wide variety of equipment.
<p>Equipment Repair Technician Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Equipment Repair Technician. • Performs most complex and advanced level repairs on both gasoline and diesel powered equipment. • Serves as specialists in areas of mechanical expertise. • May have sole responsibility for mechanical repairs in remote shops or serve as charge technician in small shops. All skills / knowledge of Equipment Repair Technician. • Experience in Equipment Repair or related field.
<p>Laboratory Technician</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Performs a variety of laboratory and/or research tasks in support of research/teaching, clinical services, geological services, field research or a regulatory laboratory. • Performs cleaning and decontamination. • Performs media preparation. • Performs standard/routine laboratory testing. • Sections and prepares rock and mineral samples for various mineralogical and laboratory analyses. • Prepares samples. • Records data, and operates and maintains tools and equipment. • Provides responsible care of animals. Experience in a laboratory setting and with laboratory equipment.
<p>Laboratory Technician Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Laboratory Technician. • Frequent contacts with co-workers, supervisors, students, faculty, and research staff to discuss study techniques or results or handling and care of animals. • Leads other staff, activities, or provides guidance and leadership to students and interns. <p>Considerable experience in a laboratory setting and with laboratory equipment.</p>
<p>Residential Plan Reviewer</p>	<p>Technical</p>	<p>Duties – Knowledge of civil engineering principles, practices and procedures as related to site and subdivision design. Ability to plan, coordinate and prioritize multiple assignments within scheduled time frames. Ability to read and interpret engineering drawings from multiple sources. Ability to negotiate in conflict situations. Ability to learn and use the details and procedures that apply to geometric design, hydrology and hydraulics, traffic and safety, and transportation planning.</p> <p>Minimum Qualification – Engineering-in-training certificate or professional engineer’s license is desirable, but not mandatory. Bachelor of Science Degree in civil engineering or related field of study, or equivalent combination of training and experience. Knowledge, skills and abilities should be specific to highway, drainage and land development design.</p>

<p>Right of Way Technician</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Drafts, prepares, and finalizes legal descriptions, i.e., offers to landowners, plats, and updates to titles. • Determines the accuracy and completeness of legal documents, plats, computation of area, and interest payments and recording fees. • Reviews file information within central office, districts, and residencies to ensure compliance with state and deferral laws, i.e., involuntary and involuntary conveyances, project finalization and closing for federal aid reimbursement. • Independently coordinates and controls workflow, processes and methods used to ensure that project deadlines are met. • Performs routine audits such as on voluntary conveyance files and fiscal transactions. <p>Working knowledge of right of way laws, policies and practices related to real estate and land transactions.</p> <ul style="list-style-type: none"> • Knowledge of right of way procedures and required documentation. • Knowledge of real estate terminology and the various types of legal instruments used. • Some skill in the use of CADD workstations. • Considerable skill in the operation of personal computers, standard office software, and database systems. • Ability to read, interpret and update highway plans with right of way data. • Ability to perform mathematical calculations. • Ability to identify and organize data in order to arrive at logical conclusions. • Ability to communicate effectively orally and in writing.
<p>Right of Way Technician Supervisor</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Provides the highest level technical support to right of way professionals by providing technical program counsel, opening and closing projects, and completing sensitive assignments or those with compressed paths/lead-times. • Prepares specialized reports such as audit and conveyance reports. • Completes routine and specialized audits on right of way project files to ensure compliance with state and federal laws, policies and procedures. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge requirements of Right of Way Technician.</p> <ul style="list-style-type: none"> • Working knowledge of supervisory principles and practices. • Ability to provide technical advice and guidance to others. • Ability to assign and direct the work of subordinates.
<p>Scientist I</p>	<p>Technical</p>	<ul style="list-style-type: none"> ● Responsible for performing standard and real-time nucleic acid amplification and molecular sub typing methodologies for the detection and characterization of pathogenic microbes from a variety of specimen types including human, animal and environmental ● Nucleic acid isolation, standard, nested and real-time polymerase chain reaction (PCR) testing ● Gel electrophoresis, DNA hybridization techniques ● Development and validation of new methods ● Performing QA/QC procedures ● Maintaining accurate records ● Training of scientific staff ● Use of maintenance equipment ● Microbiology or related field combined with relevant laboratory experience ● Previous experience in microbiology and molecular ● Previous experience in microbiology and molecular biology identification and sub typing techniques and related laboratory equipment ● Previous experience with nucleic acid extraction methods from a variety of matrices, standard and real-time PCR, DNA hybridization methods, QA/QC, and lab safety required ● Effective communication and computer skills are essential

<p>Scientist II</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Performs highly technical work in the laboratory, Microbiology or related field combined with relevant laboratory experience • Previous experience in microbiology and molecular • Previous experience in microbiology and molecular biology identification and sub typing techniques and related laboratory equipment • Previous experience with nucleic acid extraction methods from a variety of matrices, standard and real-time PCR, DNA hybridization methods, QA/QC, and lab safety required • Works independently under established protocols • Ability to communicate effectively with management on complex issues • Ability to provide effective leadership to team/staff • Ability to provide technical guidance and technical training to laboratory staff • Ability to write effectively to prepare documentation of method validation, system validation, user manuals and other laboratory documents of a scientific and/or technical nature <p>in the field and/or in research</p> <ul style="list-style-type: none"> • Responsibilities range from performing complex scientific tests to method development and validation • Provides a wide variety of training to laboratory staff applying knowledge and experience in laboratory leadership and training, knowledge of documentation and record-keeping • Develop technical laboratory documentation • Draft standard operating procedures and/or validate scientific systems, following prescribed protocols or methods for standardized tests, established laboratory guidelines when drafting technical documentation and/or operating procedures • Analysis of complex, non-routine and or highly technical laboratory samples • Operating and maintaining highly sophisticated laboratory instrumentation • Development technical documentation, users manuals or laboratory procedures
<p>Title Examiner</p>	<p>Technical</p>	<p>Duties – courthouse research; tax research; property management; title examination; analyze research; compose reports; file tax corrections; research old highway project plans; microfiche research; residue property sales.</p> <p>Minimum Qualifications – Knowledge of real estate Law; ability to read and interpret highway plans; experience conducting title searches; computer skills; ability to compose reports; good communication skills.</p>
<p>Traffic Controller</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Operates a computerized traffic control system to monitor and regulate traffic flow along a specific transportation route or facility. • Contacts appropriate emergency services in the event of an incident or accident. • Working knowledge of computer-based traffic control systems and equipment. • Working knowledge of agency policies and procedures.
<p>Traffic Controller Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Operates a computerized traffic control system to monitor and regulate traffic flow along a specific transportation route or facility. • Contacts appropriate emergency services in the event of an incident or accident. • Considerable knowledge of computer-based traffic control systems and equipment. • Considerable knowledge of agency policies and procedures.
<p>Transportation Data Analyst</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Performs a combination of data collection and data analyses duties to facilitate the development/alteration of traffic control devices, planning efforts and roadway design projects. • Uses visual observations to determine viability of data. • Identifies traffic problems or safety hazards and recommends corrective actions to improve safety, traffic/travel conditions and prepares written report of findings. • Working knowledge of data collection techniques. • Ability to perform basic mathematical calculations. • Knowledge of traffic engineering principles. • Ability to use data collection software. • Ability to perform minor repair and preventative maintenance on data collection devices. • Ability to collect, edit, manipulate, and analyze data using automated equipment.

<p>Transportation Data Analyst Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Conducts engineering studies for traffic engineering and/or other planning and operation area. • Determines quantities and cost estimates of traffic control devices/correction measures. • Prepares diagrams, sketches and scale drawings of study sites, both current and proposed. • Considerable knowledge of transportation data collection and analysis techniques and procedures. • Knowledge of mathematics and traffic engineering principles. • Demonstrated ability to analyze, identify problems, and develop plans/recommendations for corrective traffic control measures. • Ability to interpret and apply traffic engineering standards. • Ability to design and draft traffic control plans. • Ability to work independently. • Ability to read highway plans and maps.
<p>Transportation Data Analyst Supervisor</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Transportation Data Analyst Senior. • Supervises staff in the collection and analysis of transportation data. • Independently conduct complex studies for traffic engineering and/or other planning and operational activities. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge of Transportation Data Analyst Senior.</p> <ul style="list-style-type: none"> • Considerable knowledge of supervisory principles and practices. • Demonstrated ability to supervise and develop unit objectives.
<p>Transportation Data Technician</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Inspects prospective data collection sites and determines viability of site. • Plans and schedules work to meet project complete date. • Plots collection sites on maps and sketches sites. • Determines validity of data collected by visual observation. <p>Working knowledge of data collection techniques and procedures.</p> <ul style="list-style-type: none"> • Basic mathematics skills. • Ability to use basic electronics to perform minor repair and maintenance on data count devices. • Demonstrated ability to collect, edit and manipulate data using data collection devices and computers. • Ability to perform basic mathematical calculations. • Ability to work independently. • Ability to perform basic repair and preventative maintenance on data equipment.
<p>Transportation District Utilities Specialist</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Computes approximate costs of projected relocations. • Estimates cost allocation between the agency and utility companies. • Reviews and recommends acceptance of utility company plans and estimates. • Supervises technicians and clerical personnel or provides specialized technical support. • Working knowledge of federal, state and agency regulations related to utility adjustments. • Knowledge of utility construction methods and techniques. • Demonstrated ability to read and interpret utilities plans and specifications. • Ability to prepare cost estimates. • Ability to coordinate utility field work.
<p>Transportation Engineering Technician - Survey</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Calculates horizontal and vertical alignments. • Establishes and references horizontal and vertical control points. • Uses electronic equipment to record data. <p>Working knowledge of highway surveying practices and procedures.</p> <ul style="list-style-type: none"> • Knowledge of mathematics including algebra, geometry and trigonometry. • Ability to operate surveying instruments and programmable calculators. • Demonstrated ability to read and understand construction plans, drawings, aerial photographs, contour maps and survey data. • Ability to conduct accurate and timely surveys. • Ability to research courthouse records. • Ability to work outdoors in adverse weather conditions.
<p>Transportation Engineering Technician - Survey Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Establishes traverse lines for photogrammetric surveys. • Calculates alignments and grades by using advanced mathematics. • Prepares scale drawings, contour maps and closed property plats. <p>Considerable knowledge of highway surveying practices and procedures.</p> <ul style="list-style-type: none"> • Ability to use surveying equipment and instruments to include electronic data collection systems, global positioning systems and programmable calculators or personal computers. • Knowledge of mathematics to include algebra, geometry and trigonometry. • Working skill in the operation of CADD workstations. • Demonstrated ability to read and interpret construction plans, drawings, aerial photographs, contour maps and survey data. • Ability to train and provide guidance to others. • Ability to research courthouse records. • Ability to perform advanced mathematical computations. • Ability to maintain accurate and complete records. • Ability to work outdoors in adverse weather conditions.

<p>Transportation Engineering Technician - Survey Supervisor</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Plans, coordinates, reviews, and supervises the work of technicians engaged in conducting surveys for highway location and construction projects or securing photogrammetric work. • Provides technical direction and guidance in all phases of the work. • Reviews plans and engineering data used for location survey including research to determine accuracy and completeness of data. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge requirements of Transportation Engineering Technician Senior-Survey.</p> <ul style="list-style-type: none"> • Considerable knowledge of survey and photogrammetric methods. • Demonstrated ability to supervise and direct the work of others. • Ability to plan, coordinate and prioritize work assignments. • Ability to use the Virginia State Plane Coordinate System.
<p>Transportation Materials Technician</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Plans and schedules own work to meet project completion date. • Prepares samples and conducts routine tests to determine strength, particle size distribution, moisture content, density, and durability of materials. • Identifies and plots collection sites on maps and sketches sites. • Determines validity of data by visual observation, records field and laboratory data and writes test reports. • May be required to work in the vicinity of/or operate equipment and devices emitting low-level ionizing radiation. <p>Some knowledge of materials sampling and testing methods, and of procedures.</p> <ul style="list-style-type: none"> • Some knowledge of use and testing equipment. • Ability to operate sensitive electronic testing equipment, computers, power tools, and equipment such as drills, mixers and compactors. • Demonstrated ability to accurately solve algebraic expressions and perform mathematical computations. • Ability to perform calibration checks on equipment and read gauges on testing equipment. • Ability to record data. • Ability to follow written and oral instructions.
<p>Transportation Materials Technician Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Inspects, monitors, tests, analyzes and approves producers'/suppliers' methods and materials. • Uses statistical formulas to compare and analyze test results. • Conducts and/or leads a crew in soil surveys and minor structure, bridge foundation and borrow pit site investigations. • May be required to work in the vicinity of/or operate equipment and devices emitting low-level ionizing radiation. <p>Working knowledge of materials and sampling methods and procedures.</p> <ul style="list-style-type: none"> • Knowledge of the characteristics of materials used in the construction of roads, bridges and structures. • Knowledge of the agency/federal materials sampling and testing guidelines. • Ability to operate sensitive testing equipment. • Demonstrated ability to analyze data and draw logical conclusions. • Ability to perform mathematical computations. • Ability to read gauges of testing equipment and record data. • Ability to read and interpret various plans and specifications. • Ability to follow oral and written instructions.
<p>Transportation Materials Technician Specialist</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Coordinates the work of residency and other personnel in field measurements and assessments of pavement performance. • Inspects maintenance construction operations to ensure compliance with construction specifications. • Conducts and leads others in conducting complex, specialized materials tests at a central lab. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge of Transportation Materials Technician Supervisor.</p> <ul style="list-style-type: none"> • Considerable knowledge of complex sampling and testing procedures for highly specialized materials. • Ability to apply statistical formulas to analyze data.

<p>Transportation Materials Technician Supervisor</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Supervises and evaluates the work of technicians engaged in materials sampling, testing, monitoring and/or inspections. • Evaluates test procedures, materials failures, and/or materials specifications. • Writes technical reports regarding materials findings and recommendation. • Oversees the preparation of documentation certifying materials used in highway construction at the conclusion of a project. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. • All skills/knowledge of Transportation Materials Technician Senior. • Considerable knowledge of supervisory principles and practices. • Ability to read and interpret contract documents. • Ability to evaluate and/or develop test procedures and recommend changes to materials specifications. • Ability to assign, evaluate and direct the work of subordinates.
<p>Transportation Planning Specialist</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Identifies, gathers and analyzes a variety of planning and scheduling data. • Prepares maps, graphs, charts and diagrams to illustrate traffic movement and proposed changes to existing roadways. • Forecasts traffic volumes for site specific, projects and special studies for engineering design and planning improvement projects. • Working knowledge of drafting techniques and procedures. • Knowledge of concepts and standards relative to applicable program area. • Knowledge of statistical analysis. • Ability to operate microcomputers and data collection equipment and software. • Demonstrated ability to compile and analyze a variety of engineering data and present it logically using charts, proportional maps/diagrams and programmatic illustrations. • Ability to communicate effectively orally and in writing. • Ability to read and interpret construction plans and specifications. • Ability to read and interpret policies, procedures and technical documents. • Ability to perform mathematical computations.
<p>Transportation Planning Specialist Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Transportation Planning Specialist. • Analyzes Federal expenditure reports to monitor funding status for multiple projects. • Develops portions of long range transportation projects, plans and traffic forecasts for highway projects, site development and thoroughfare plans. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. • All skills/knowledge of Transportation Planning Specialist. • Considerable knowledge of agency, state and federal laws and procedures within area assigned. • Considerable knowledge of traffic engineering and transportation planning theory and practices. • Considerable knowledge of advanced business mathematics. • Knowledge of data validation methods. • Ability to read and interpret contract documents. • Ability to evaluate and/or develop test procedures and recommend changes to materials specifications.
<p>Transportation Technical Program Coordinator</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Serves as coordinator for various transportation related programs or activities on a statewide basis to include development, analysis, collection or processing of a variety of transportation data. • Provides final statewide certification on the completion of right of way work on construction projects and determines when special provisions must be obtained so that projects can go to ad. • Reviews and approves all plan assemblies. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. • Considerable knowledge of applicable program or activity guidelines, policies, processes and procedures. • Demonstrated ability to coordinate a statewide program or activity within rigid time constraints. • Ability to collect and analyze data and arrive at logical conclusions.

<p>Transportation Technical Support Coordinator</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Plans and executes a sequence of operations district-wide, in bridge rehabilitation, construction, maintenance, and repair. • Prepares cost estimates and materials lists used in budget preparation and monitoring of related expenditures. • Makes recommendations for work plans to incorporate staffing and equipment needs in a technical related research project or program. • Develops and reviews written reports of analyses to include formal presentations of findings. • Supervises Transportation Maintenance Superintendents, Transportation Maintenance Supervisors, or multiple staffs who supervise and conduct transportation data collection and analysis. • Considerable knowledge of assigned technical program area. • Knowledge of applicable agency and federal rules and regulations. • Ability to initiate and monitor field investigations. • Ability to coordinate construction and operational projects. • Ability to collect, analyze, and report technical data findings.
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Position Title	Classification	Position Description, Skills & Knowledge
Food Operations Assistant	Food Related Services	<ul style="list-style-type: none"> • Maintains contract/vendor compliance and/or for part of a comprehensive food service system (e.g. tray line, meat processing, or produce). • Work requires a basic knowledge of bookkeeping, budgeting, and process management. • Knowledge of specialized facet of food service operations.
Food Operations Manager Assistant	Food Related Services	<ul style="list-style-type: none"> • Functions as lead worker or supervisor responsible for managing contract/vendor compliance and/or for part of a comprehensive food service system (e.g. tray line, meat processing, or produce). • Monitors quality of food service provided by staff or contractors. • Implements changes to improve service quality. • Basic knowledge of contracts, logistics, and project management. • Knowledge of food preparation and service for a large population. • Knowledge of nutritional standards and sanitary regulations. • Understanding of principles of supervision.
Second Cook	Food Related Services	<ul style="list-style-type: none"> • Cleans, prepares and services food items. • Performs routine cafeteria duties, such as dishwashing, line-services, preparation and cooking of food. • May need to serve as lead worker in an area of food preparation. • Knowledge of nutritional standards and sanitary regulations. • Knowledge of food preparation techniques.
Second Cook Senior	Food Related Services	<ul style="list-style-type: none"> • Cleans, prepares and services food items. • Performs routine cafeteria duties, such as dishwashing, line-services, preparation and cooking of food. • May need to serve as lead worker in an area of food preparation. • Considerable knowledge of nutritional standards and sanitary regulations. • Considerable knowledge of food preparation techniques.
Server	Food Related Services	<ul style="list-style-type: none"> • Cleans, prepares and services food items. • Performs routine cafeteria duties, such as dishwashing, line-services, preparation and cooking of food. • May need to serve as lead worker in an area of food preparation. • Knowledge of food preparation and service for a large population.
Social Worker	Human Services	<ul style="list-style-type: none"> • Applies knowledge of principles and techniques of social and vocational case management, counseling techniques and practices, behavior modification, conflict management, mediation, and available community resources. • Frequently engages in contact with clients, families, direct service staff, employers, community agencies, and other service providers to discuss the needs of clients and available resources. • Provides case management services to clients with social, emotional, physical, and/or situational problems. • Ability to use discretion and sound judgment in counseling interventions. • Exercises independent judgment in coordination and delivery of services. • Collaborates with supervisor to develop individualized plans for clients. • Receives guidance and direction in areas of policy application and priorities. <p>BA Social Worker or related field</p>
Support Enforcement Specialist	Human Services	<ul style="list-style-type: none"> • Applies program rules and regulations in the resolution of human services programs. • Applies • Engages in frequent contact with service providers, recipients and their families, and representatives of other state and federal agencies on benefits and claims issues. • Conducts audits, inspections, or investigations of quality and utilization of services and may assist in promulgation review and revision of state licensure regulations operational guidelines. • May provide guidance to staff, clients, or others in private and public organizations. • Recommends licensure and certification of facilities. • In-depth knowledge of one or more programs. • Knowledge of supervisory principles and practices. <p>BA Social Work or related field</p>
Support Enforcement Specialist Senior	Human Services	<ul style="list-style-type: none"> • Applies program rules and regulations in the resolution of human services programs. • Applies • Engages in frequent contact with service providers, recipients and their families, and representatives of other state and federal agencies on benefits and claims issues. • Conducts audits, inspections, or investigations of quality and utilization of services and may assist in promulgation review and revision of state licensure regulations operational guidelines. • May provide guidance to staff, clients, or others in private and public organizations. • Recommends licensure and certification of facilities. • In-depth knowledge of one or more programs. • Considerable knowledge of supervisory principles and practices. • Experience in social work or related field. <p>BA Social Work or related field</p>

<p>Utilization Review Analyst</p>	<p>Human Services</p>	<ul style="list-style-type: none"> • Utilization review of recipients' paid claims history and medical records to identify misuse of Medicaid services, implementation of lock-in action which may require selection of primary providers. • Prepares appeal summary. • Coordinates activities with local departments of social services. • Performs and other related or assigned duties. <p>Registered Nurse.</p> <ul style="list-style-type: none"> • Public health or psychiatric nursing experience helpful. • Utilization review experience.
<p>Utilization Review Analyst Senior</p>	<p>Human Services</p>	<ul style="list-style-type: none"> • Utilization review of recipients' paid claims history and medical records to identify misuse of Medicaid services, implementation of lock-in action which may require selection of primary providers. • Prepares appeal summary. • Coordinates activities with local departments of social services. • Performs and other related or assigned duties. <p>Registered Nurse.</p> <ul style="list-style-type: none"> • Public health or psychiatric nursing experience helpful. • Considerable utilization review experience.
<p>Photographer</p>	<p>Media</p>	<ul style="list-style-type: none"> • Provides photographic documentation of events, persons, and objects for an agency. • Performs some darkroom work. • Focuses on photographic shooting. • Basic knowledge of photography principles.
<p>Photographer Senior</p>	<p>Media</p>	<ul style="list-style-type: none"> • All responsibilities of Photographer. • Provides various photographic services combined with technical development skills. • Controls quality, develops storyboards and script-writing. • Functions as lead worker for several photography-related staffs. • Provides training and guidance. • Performs highly specialized services to support research, teaching, medical or general media efforts. • Advanced knowledge of photography principles. • Ability to supervise others.
<p>Audio Visual Technician</p>	<p>Media</p>	<ul style="list-style-type: none"> • Performs work of moderate difficulty in providing a full range of audiovisual services. • Acquires, distributes and maintains acquisition. • Designs and produces audiovisual and computer graphics. • Instructs faculty and other staff in equipment use. <p>Working knowledge of audiovisual equipment and production techniques; of the principles and applications of audiovisual instructional methods; and of computer graphics equipment and software.</p> <ul style="list-style-type: none"> • Some knowledge of state procurement processes. • Demonstrated ability to instruct others in equipment operation and maintenance; to plan and assign tasks to assistants; to work well with administrators, faculty and students; and to maintain accurate records of equipment inventories and maintenance. <p>College or technical course work in educational technology, media production, communications, or a related field including courses in instructional technology.</p>
<p>Audio Visual Technician Senior</p>	<p>Media</p>	<ul style="list-style-type: none"> • Performs work of moderate difficulty in providing a full range of audiovisual services. • Acquires, distributes and maintains acquisition. • Designs and produces audiovisual and computer graphics. • Instructs faculty and other staff in equipment use. <p>Considerable knowledge of audiovisual equipment and production techniques; of the principles and applications of audiovisual instructional methods; and of computer graphics equipment and software.</p> <ul style="list-style-type: none"> • Considerable knowledge of state procurement processes. • Demonstrated ability to instruct others in equipment operation and maintenance; to plan and assign tasks to assistants; to work well with administrators, faculty and students; and to maintain accurate records of equipment inventories and maintenance. <p>College or technical course work in educational technology, media production, communications, or a related field including courses in instructional technology.</p>
<p>Graphic Artist Senior</p>	<p>Media</p>	<ul style="list-style-type: none"> • Performs illustrative and graphic arts work in a variety of media for publications, projects, exhibits or related materials. • Responsible for preparing production art, illustrations, calligraphy, charts, graphs, signage, and similar artwork. • Performs any other related assigned duties. <p>Office / Administrative experience.</p> <ul style="list-style-type: none"> • Considerable experience operating desktop publisher experience.
<p>Graphic Designer</p>	<p>Media</p>	<ul style="list-style-type: none"> • Develops, designs, and produces media art projects, exhibits, and publications for agency. • Advises and consults with clients to determine their graphics design needs. • Independently develops graphic design concepts. <p>Ability to use computer graphics software.</p>

Graphic Designer Senior	Media	<ul style="list-style-type: none"> • Develops, designs, and produces media art projects, exhibits, and publications for agency. • Advises and consults with clients to determine their graphics design needs. • Independently develops graphic design concepts. • Demonstrated ability to use computer graphics software.
TV / Video Production Specialist	Media	<ul style="list-style-type: none"> • Analyzes and plans the creative approach for television and multimedia productions. • Performs a combination of specialized production tasks such as production scheduling, videography, editing, and lighting. • Sets up and operates a variety of electronic video editing and recording systems, cameras, lights, settings, and related equipment. • Determines appropriate aesthetic applications of a variety of technical methodologies. <p>Considerable knowledge of costume construction & stage/set management, photography, digital imaging, web page services, illustrative and graphic art, multi-media production, and/or exhibit design, fabrication, and maintenance.</p>
TV / Video Production Technician	Media	<ul style="list-style-type: none"> • Develops, produces and directs television, film and video programming. • Provides basic technical support to television, video, film, and multimedia production staff. • Sets up, operates, and performs routine camera operation. • Performs minor maintenance on television and video production equipment. <p>Knowledge of art history; theatre, radio, audio visual and TV/video production; illustrative artwork; graphic materials and design and production techniques; exhibit fabrication and conservatorial techniques; costume construction; digital imaging; and/or photography, including all technical aspects.</p>
Graphic Artist	Media Services	<ul style="list-style-type: none"> • Performs illustrative and graphic arts work in a variety of media for publications, projects, exhibits or related materials. • Responsible for preparing production art, illustrations, calligraphy, charts, graphs, signage, and similar artwork. • Performs any other related assigned duties. <p>Office / Administrative experience. Operating desktop publisher experience.</p>
Dispatcher/Police	Security	<ul style="list-style-type: none"> • Performs a variety of communications and operational tasks in support of public safety, security, and law enforcement operations. • May operate or train in the operation of communications equipment, specialized vehicles, and process information related to law enforcement, emergency services, and emergency management activities. • Functions in communication or operation centers. • Functions in the field at incidents. <p>Strong communication skills. Ability to keep precise records and exercise good judgment.</p>
Unarmed Security Guard	Security	<ul style="list-style-type: none"> • Performs closely prescribed inspections on State property to ensure a safe environment. • Patrols, controls site or building access, monitors staff, visitors, and the public to ensure compliance with security and safety procedures. • Performs information exchange. • Reports unusual or emergency conditions to appropriate authorities.
Armed Security Officer	Security	<ul style="list-style-type: none"> • Includes entry and trainee level security officers to senior security officers responsible for providing security and safety functions for a state facility or educational institution. • Performs custody and control tasks in correctional settings for a state facility or education institution. • Monitors electronic and other communication devices on a transportation route or bridge/tunnel complex to ensure safe traffic flow and arrange for emergency services. • Supervises staff or serves as drill instructors in a military style institutional program. <p>Extensive knowledge of criminal justice, offender management, administration, and programs for offenders.</p>
Sergeant	Security	<ul style="list-style-type: none"> • Supervises and oversees the activities of security guards and security officers.
Lieutenant	Security	<ul style="list-style-type: none"> • Reports directly to the Security Captain. • Reviews and revises security post orders on a periodic basis. • Conducts uniform inspection of security officers assigned. Conducts site visits. • Reviews security officer paperwork for compliance with assigned posts. • Conducts equipment inspections at every post and makes needed recommendations. • Makes recommendations to the Security Captain. • Provides coverage for staff shortages

<p>Captain</p>	<p>Security</p>	<ul style="list-style-type: none"> • Coordinates on recruitment, selection, orientations and training of Security Officers assigned. • Prepares and coordinates staffing schedules. • Establishes post orders to guide assigned security supervisors and security officers in accordance with requirements • Participates in preparation and verification of payroll data to be submitted to client. • Reviews security officer reports on a periodic basis to ensure post orders and client directives are being satisfactorily followed. • Personally inspects posts monthly as part of the evaluation of security staff assigned and provides feedback to client on performance. • Meets regularly with client to address actual or potential challenges as well as reviews weekly all written incident reports by security officers to ensure they are properly written and contain the necessary key element for possible future investigation. • Acts as a conduit for information between the Contractor and client. • Conducts any mandatory security officer or supervisor training/meetings as directed by client.
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Maricopa County Bid Serial 11143-RFP: Temporary Staffing and Related Services Attachment B Pricing Sheet Administrative/Professional/Labor/Technical/Misc			
Service	Level / Description	Days to Receive Test results	Unit Cost (\$ / each
Criminal Check	State		
	National		
DMV	State		
	National		
Credit Check	Trans-Union/TRW/Equifax		
Employment History Verification	Past 5 years		
Education Verification	College, Trade & High School		
Sexual Offender Registry	State		
	National		
Alcohol Test	Qed A150		
Drug Testing - 5 Panel	Instant Technology Insta-Check 5		
Drug Testing - 10 Panel	Instant Technology Insta-Check 10		
Tuberculosis Test	Skin Test		
<p align="center">Please add any other testing services offered by your company such as personality testing, etc. Use more spaces as necessary.</p>			

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc

Please provide a volume based incremental discount rate to the bill rate you provided in each state tab. Discounts are to apply for each Participating Public Agency. For example, if the Bill Rate is \$10 per hour and volume discount for \$1 MM is 5%. Then the discounted Bill Rate will be \$9.5 per hour.

Estimated Annual Total Spend (\$ Millions)		Incremental Discount to the Bill Rate
From	To	
\$0.251	\$0.500	%
\$0.501	\$1.000	%
\$1.001	\$1.500	%
\$1.501	\$2.000	%
\$2.001	\$2.500	%
\$2.501	\$3.000	%
\$3.001	\$3.500	%
\$3.501	\$4.000	%
\$4.001	\$4.500	%
\$4.501	\$5.000	%
\$5.001 and over		%

Please provide a volume based incremental discount rate to the Screening Fees you provided in the Screening Fees tab. For example, if the Screening Fee is \$10 each and volume discount for \$1 MM is 5%. Then the discounted Screening Fee will be \$9.5 each.

Estimated Annual Total Spend (\$ Millions)		Incremental Discount to the Screening Fees
From	To	
\$0.251	\$0.500	%
\$0.501	\$1.000	%
\$1.001	\$1.500	%
\$1.501	\$2.000	%
\$2.001	\$2.500	%
\$2.501	\$3.000	%
\$3.001	\$3.500	%
\$3.501	\$4.000	%
\$4.001	\$4.500	%
\$4.501	\$5.000	%
\$5.001 and over		%

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment A-1
Pricing Sheet

Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Arizona

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -

Call Center/Customer Service	Sales & Promotion Sampler					\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I					\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II					\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I					\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II					\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshow Booth Attendant I					\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshow Booth Attendant II					\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshow Host/Hostess I					\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshow Host/Hostess II					\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I					\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II					\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III					\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV					\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V					\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst					\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead					\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator					\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I					\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II					\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I					\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II					\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I					\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II					\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager					\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I					\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II					\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)					\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)					\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -

General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -

Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -
Tax	General Clerical					\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)					\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)					\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor					\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent					\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician					\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead					\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor					\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist					\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant					\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior					\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter					\$ -	\$ -		\$ -	\$ -

Technical	Bridge Design Drafter Senior					\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter					\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant					\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor					\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist					\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor					\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician					\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician					\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior					\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer					\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior					\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst					\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner					\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist					\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field					\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field					\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician					\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior					\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician					\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior					\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer					\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician					\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor					\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer					\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior					\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner					\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller					\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician					\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator					\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator					\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I					\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II					\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I					\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II					\$ -	\$ -		\$ -	\$ -
Trades	Carpenter					\$ -	\$ -		\$ -	\$ -

Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -
	TOTAL				\$ -	\$ -	0%	\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Alabama

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Alaska

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Arkansas

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

California

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Colorado

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

- For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
- If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
- Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Connecticut

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

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3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Delaware

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Florida

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

- For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
- If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
- Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Georgia

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Hawaii

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Idaho

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Illinois

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Indiana

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Iowa

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Kansas

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Kentucky

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

- For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
- If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
- Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Louisiana

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

- For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
- If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
- Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Maine

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Maryland

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

- For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
- If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
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Massachusetts

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Michigan

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Minnesota

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

- For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
- If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
- Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Mississippi

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Missouri

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Montana

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Nebraska

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

- For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
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- Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Nevada

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

- For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
- If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
- Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

New Hampshire

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

New Jersey

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

New Mexico

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

- For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
- If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
- Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

New York

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

North Carolina

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

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North Dakota

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Ohio

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Oklahoma

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Oregon

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

- For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
- If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
- Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Pennsylvania

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Rhode Island

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

South Carolina

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

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3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

South Dakota

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Tennessee

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Texas

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Utah

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Vermont

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Virginia

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Washington

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

West Virginia

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Wisconsin

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist				\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Translator				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant				\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook				\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior				\$ -	\$ -		\$ -	\$ -
Food Related Services	Server				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist				\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior				\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager				\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist				\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst				\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II				\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist				\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I				\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician				\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist				\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer				\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior				\$ -	\$ -		\$ -	\$ -
Media	Photographer				\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist				\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician				\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police				\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard				\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer				\$ -	\$ -		\$ -	\$ -
Security	Sergeant				\$ -	\$ -		\$ -	\$ -
Security	Lieutenant				\$ -	\$ -		\$ -	\$ -
Security	Captain				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk				\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended				\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor				\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Attachment B-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Wyoming

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accountant Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager A				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager B				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Accounting Manager C				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - External Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Auditing - Internal Auditor Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Budget Analyst Senior				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Assistant				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technician				\$ -	\$ -		\$ -	\$ -
Accounting/Finance	Fiscal Technical Senior				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Customer Service Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Detailing Representative II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Help Desk Analyst				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Inbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Market Research Outbound				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Comparison Shopper II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Demonstrator II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales & Promotion Sampler				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Inbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Sales Outbound II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Booth Attendant II				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess I				\$ -	\$ -		\$ -	\$ -
Call Center/Customer Service	Tradeshaw Host/Hostess II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant III				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant IV				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Assistant V				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Administrative Staff Specialist Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Lead				\$ -	\$ -		\$ -	\$ -
General Administrative	Agency Management Analyst Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator				\$ -	\$ -		\$ -	\$ -
General Administrative	Data Entry Operator Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary				\$ -	\$ -		\$ -	\$ -
General Administrative	Executive Secretary Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Legal Assistant Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Library Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Assistant II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Biller II				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk I				\$ -	\$ -		\$ -	\$ -
General Administrative	Medical Records Clerk II				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Manager				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Aide				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Assistant				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Specialist				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor				\$ -	\$ -		\$ -	\$ -
General Administrative	Office Services Supervisor Senior				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator I				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator II				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator III (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Operator IV (Key Disc Operator)				\$ -	\$ -		\$ -	\$ -
General Administrative	Personal Assistant				\$ -	\$ -		\$ -	\$ -

General Administrative	Personal Assistant Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Photocopy Technician					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Photo-Typesetting Supervisor					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Aide Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Postal Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Coordinator					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist					\$ -	\$ -		\$ -	\$ -
General Administrative	Public Relations Specialist Assistant					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist					\$ -	\$ -		\$ -	\$ -
General Administrative	Receptionist Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary					\$ -	\$ -		\$ -	\$ -
General Administrative	Secretary Senior					\$ -	\$ -		\$ -	\$ -
General Administrative	Translator					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Operations Manager Assistant					\$ -	\$ -		\$ -	\$ -
Food Related Services	Food Production Worker					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook					\$ -	\$ -		\$ -	\$ -
Food Related Services	Second Cook Senior					\$ -	\$ -		\$ -	\$ -
Food Related Services	Server					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Classification / Compensation Consultant					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	EEO Program Specialist					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Employee Relations Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Assistant					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist					\$ -	\$ -		\$ -	\$ -
Human Resources	Human Resources Generalist Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Analyst Senior					\$ -	\$ -		\$ -	\$ -
Human Resources	Personnel Practices Manager					\$ -	\$ -		\$ -	\$ -
Human Services	Social Worker					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist					\$ -	\$ -		\$ -	\$ -
Human Services	Support Enforcement Specialist Senior					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst					\$ -	\$ -		\$ -	\$ -
Human Services	Utilization Review Analyst Senior					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster I					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Adjuster II					\$ -	\$ -		\$ -	\$ -
Insurance	Claims Specialist					\$ -	\$ -		\$ -	\$ -
Insurance	Worker's Compensation Specialist					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	CDL Driver					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Forklift Operator Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Flagger / Laborer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Lead					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Grounds Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Groundskeeper / Landscaper Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Heavy Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Supervisor Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Housekeeping Worker Senior					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Inventory Worker Light					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Light Industrial Worker (General Laborer)					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator A					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Motor Vehicle Operator B					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Packer					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist II					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Specialist III					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker I					\$ -	\$ -		\$ -	\$ -
Laborer/Industrial	Warehouse Worker II					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician					\$ -	\$ -		\$ -	\$ -
Media	Audio Visual Technician Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist					\$ -	\$ -		\$ -	\$ -
Media	Graphic Artist Senior					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer					\$ -	\$ -		\$ -	\$ -
Media	Graphic Designer Senior					\$ -	\$ -		\$ -	\$ -
Media	Photographer					\$ -	\$ -		\$ -	\$ -
Media	Photographer Senior					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Specialist					\$ -	\$ -		\$ -	\$ -
Media	TV / Video Production Technician					\$ -	\$ -		\$ -	\$ -
Security	Dispatcher/Police					\$ -	\$ -		\$ -	\$ -
Security	Unarmed Security Guard					\$ -	\$ -		\$ -	\$ -
Security	Armed Security Officer					\$ -	\$ -		\$ -	\$ -
Security	Sergeant					\$ -	\$ -		\$ -	\$ -
Security	Lieutenant					\$ -	\$ -		\$ -	\$ -
Security	Captain					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk					\$ -	\$ -		\$ -	\$ -
Tax	Data Entry Clerk/Remittance Processor Blended					\$ -	\$ -		\$ -	\$ -
Tax	Error Resolution and Document Processor					\$ -	\$ -		\$ -	\$ -

Tax	General Clerical				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Day)				\$ -	\$ -		\$ -	\$ -
Tax	On-Site Administrator (Evening)				\$ -	\$ -		\$ -	\$ -
Tax	Remittance Processor				\$ -	\$ -		\$ -	\$ -
Tax	Taxpayer Information & Assistance Agent				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Lead				\$ -	\$ -		\$ -	\$ -
Technical	Agricultural Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Analytical Chemist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Bridge Design Drafter Senior				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Drafter Assistant				\$ -	\$ -		\$ -	\$ -
Technical	Cartographic Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Design Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician				\$ -	\$ -		\$ -	\$ -
Technical	Engineering Drafting Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Planner				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Program Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Specialist Senior - Field				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician				\$ -	\$ -		\$ -	\$ -
Technical	Environmental Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician				\$ -	\$ -		\$ -	\$ -
Technical	Laboratory Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Residential Plan Reviewer				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician				\$ -	\$ -		\$ -	\$ -
Technical	Right of Way Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer				\$ -	\$ -		\$ -	\$ -
Technical	Safety Engineer Senior				\$ -	\$ -		\$ -	\$ -
Technical	Title Examiner				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller				\$ -	\$ -		\$ -	\$ -
Technical	Traffic Controller Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Analyst Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Data Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation District Utilities Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Engineering Technician -Survey Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Materials Technician Supervisor				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Planning Specialist Senior				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Program Coordinator				\$ -	\$ -		\$ -	\$ -
Technical	Transportation Technical Support Coordinator				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator II				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior I				\$ -	\$ -		\$ -	\$ -
Trades	Boiler Operator Senior II				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Carpenter Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electrician Supervisor Senior				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Equipment Install & Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician				\$ -	\$ -		\$ -	\$ -
Trades	Electronic Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician				\$ -	\$ -		\$ -	\$ -
Trades	Equipment Repair Technician Senior				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant				\$ -	\$ -		\$ -	\$ -
Trades	HVAC Installation & Repair Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Laboratory Mechanic Senior				\$ -	\$ -		\$ -	\$ -
Trades	Locksmith				\$ -	\$ -		\$ -	\$ -
Trades	Maintenance Field Worker				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer				\$ -	\$ -		\$ -	\$ -
Trades	Mason Plasterer Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Mechanic				\$ -	\$ -		\$ -	\$ -
Trades	Painter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter				\$ -	\$ -		\$ -	\$ -
Trades	Plumber / Steamfitter Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Printing Press Operator B				\$ -	\$ -		\$ -	\$ -
Trades	Production Supervisor				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist				\$ -	\$ -		\$ -	\$ -
Trades	Radio Specialist Senior				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker				\$ -	\$ -		\$ -	\$ -

Trades	Sheet Metal Worker Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Sheet Metal Worker Lead				\$ -	\$ -		\$ -	\$ -
Trades	Shipping / Receiving Clerk				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Assistant II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper I				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper II				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper III				\$ -	\$ -		\$ -	\$ -
Trades	Storekeeper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant				\$ -	\$ -		\$ -	\$ -
Trades	Tool Room Assistant Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utilities Worker Senior				\$ -	\$ -		\$ -	\$ -
Trades	Trades Utility Worker				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper				\$ -	\$ -		\$ -	\$ -
Trades	Tradesman Helper Senior				\$ -	\$ -		\$ -	\$ -
Trades	Welder				\$ -	\$ -		\$ -	\$ -
Trades	Welder Senior				\$ -	\$ -		\$ -	\$ -
Trades	Work Zone Safety Officer				\$ -	\$ -		\$ -	\$ -

Position Grouping	Position Title
Medical	Licensed Practical Nurse
Medical	Registered Nurse I
Medical	Registered Nurse II
Medical	Nurse Practitioner
Medical	Physician Assistant
Medical	Registered Nurse Manager I
Medical	Registered Nurse III
Medical	Nurse Practitioner II
Medical	Registered Nurse Manager II
Medical	Counselor I
Medical	Counselor II
Medical	Counselor II - Lead Supervisory
Medical	Counselor Manager
Medical	Direct Service Associate I
Medical	Direct Service Associate II
Medical	Direct Service Associate III
Medical	Direct Service Associate III (Supervisor)
Medical	Direct Service Associate IV
Medical	Health Care Compliance Specialist I
Medical	Health Care Compliance Specialist II
Medical	Health Care Compliance Manager
Medical	Health Care Technician
Medical	Health Care Technologist I
Medical	Health Care Technologist II
Medical	Health Care Technologist III
Medical	Health Care Manager
Medical	Laboratory and Research Aide
Medical	Laboratory and Research Technician
Medical	Laboratory and Research Specialist I
Medical	Laboratory and Research Specialist II (Advance-Expert)
Medical	Laboratory and Research Specialist II (Supervisor)
Medical	Laboratory and Research Manager
Medical	Psychologist I / Psychology Associate I
Medical	Psychologist II / Psychology Associate II
Medical	Psychologist III / Psychology Associate III
Medical	Psychology Manager
Medical	Therapist Assistant / Therapist I
Medical	Therapist I
Medical	Therapist II
Medical	Therapist II (SLP/Aud)
Medical	Therapist III
Medical	Therapist Manager I
Medical	Therapist Manager II
Medical	Program Administration Specialist I - Nutritionist & Dietitian
Medical	Dentist
Medical	Dental Hygienist
Medical	Dental Assistant

Medical	Pharmacist
Medical	Pharmacy Technician
Medical	Medical Doctor

Position Title	Position Description, Skills & Knowledge
Licensed Practical Nurse	The scope of services involves assisting in direct patient care. Applies knowledge of principles and practices of practical nursing and pharmacology acquired through formal education and training. Contacts are made with patients in the provision of practical nursing care. Work impacts the quality of practical nursing care and patient comfort. Successful application of skills results in positive patient outcomes. Receives guidance, direction and supervision from an R.N., nursing supervisor, manager, medical professional, or administrator. May take venipuncture specimens. Work requires some discretion and judgment and is clearly defined by the licensure regulations. May supervise or provide work direction to nursing aides or direct service staff.
Registered Nurse I	Scope of services involves all aspects of professional nursing care. Applies knowledge of principles and practices of professional registered nursing care acquired through formal education and training. Contacts are made with patients, medical support staff, supervisory nurses and physicians in the provision of professional nursing care. Work impacts the quality of patient care. Successful application of skills enhances positive medical outcomes. Receives guidance and direction from a nursing supervisor, manager or medical professional or administrator. Develops total patient assessment, which requires considerable judgment and decision-making. Provides leadership to LPNs and other medical direct service support staff. Work requires frequent use of discretion and judgment in patient assessment and case management.
Registered Nurse II (Charge, Supervisory, Specialty Area)	Scope of work ranges from responsibility for a nursing specialty area, working supervisor to charge nurse. Contacts are made with patients, staff nurses, supervisory, manager level nurses, physicians and other program or management staff. Assignments range from increased clinical or administrative responsibility to supervision of registered nurses, LPNs or other medical support staff. May perform clinical research and study activities, develop research protocol, gather and analyze data and prepare abstracts for publication. Work impacts the quality and effectiveness of patient care. Oversight of nursing services is significant. May serve as point of contact for a medical specialty area within a nursing program. Responsible for mentoring and developing others. Responsible for guidance and/or supervision of nursing, medical and direct support staff. May assign staff, evaluate clinical and administrative issues, and evaluate performance. Judgment is exercised over issues of patient care and performance of staff. Responsible for guidance and/or supervision of nursing, medical and direct support staff. May assign staff, evaluate clinical and administrative issues, and evaluate performance. Judgment is exercised over issues of patient care and performance of staff.
Nurse Practitioner	Applies knowledge acquired through formal education in an accredited program. May be designated according to field of specialization. Scope of work includes performing comprehensive physical examinations and preventive health measures, ordering and performing therapeutic and diagnostic procedures, and prescribing controlled substances and devices in accordance with current regulations. Contacts are made with patients in the provision of care and physicians for their consultation. The availability and oversight of a physician may limit the severity of complications. Patients receive general health care services and treatment. Interprets and evaluates diagnostic test results. Records physical findings. Develops and implements patient management plans; instructs and counsels patients regarding plans. Performs work with ready access to supervision and guidance from a physician. Refers complex cases beyond the scope of practice to a physician or specialist.
Physician Assistant	Applies knowledge acquired through formal education in an accredited program. Scope of work includes performing comprehensive physical examinations, performing therapeutic procedures, and prescribing controlled substances and devices in accordance with current regulations. Contacts are made with patients in the provision of care and physicians for their consultation. The availability and oversight of a physician may limit the severity of complications. Patients receive general health care services and treatment. Practice requires that the Board of Medicine be apprised of the supervising physician(s) and the way in which the Physician Assistant will be utilized. Develops and implements patient management plans; instructs and counsels patients regarding plans. Records physical findings. Interprets and evaluates diagnostic test results.
Registered Nurse Manager I	Applies knowledge of the principles of supervision, management, leadership, and administrative functions. Contacts are made with patients, staff nurses, supervisory nurses, physicians, and other clinical, program, or management staff concerning management of a nursing program. Work impacts the quality and effectiveness of patient care. Impact on services is significant. Develops nursing unit objectives, policies and standards. Develops standards for patient care, delivery of services and training and development of staff. Leads, supervises and manages RNs and medical support staff. May assign staff, evaluate clinical and administrative issues, evaluate performance of patient care by staff, assist with budget preparation and management, and direct all nursing programs for a unit or program. Exercises judgment over issues of patient care, performance of staff, and utilization of resources.
Registered Nurse III (Nursing consultation, Clinical Specialist)	Provides comprehensive services according to the specialized training received from an accredited program. Provides expert consultation on complex nursing issues. Contacts are made with patients, staff nurses, supervisory, manager level nurses, physicians and other program staff. Work impacts the quality and effectiveness of patient care. Impact on services is significant. Responsible for mentoring and developing others. Judgment is exercised over issues of nursing program consultation.
Nurse Practitioner II (Certified Nurse Practitioner)	Scope of work includes performing physical examinations and preventive health measures, ordering and performing diagnostic procedures, and prescribing controlled substances and devices in accordance with current regulations. Contacts are made with patients in the provision of care and more limited contact with physicians for their consultation. The limited availability of physician oversight increases the consequence of error. Work significantly affects the health of patients due to higher level of independence. Performs work under limited access to a physician or works in an environment where physician availability is typically limited. Works independently with minimal supervision providing diagnosis and treatment according to protocol.
Registered Nurse Manager II	Scope of work involves providing direction to an agency nursing program. Work requires extensive knowledge of nursing management. Contacts are made with field practitioners, physicians, and other clinical, program, and management staff. Work impacts the level and quality of nursing services, standards of nursing practice, and allocation of resources. Ensures quality of nursing care. Develops goals, objectives, and standards of nursing. Directs subordinate nurse managers and supervisors. Determines overall direction of comprehensive nursing and health care programs and budgets.
Counselor I	Work requires discretion and judgment in counseling Interventions. The scope of services involves case management, counseling, resource referral, and obtaining support services. Applies knowledge of principles and techniques of social and vocational case management, counseling techniques and practices, behavior modification, conflict management, mediation, and available community resources. May require a degree in social work or related field. Frequent contacts with clients, families, direct service staff, employers, community agencies, and other service providers to discuss the needs of clients and available resources. Work impact the quality and success of individualized service plans for clients. Effective performance improves the social, emotional, physical, vocational, and/or situational issues of clients. Exercises independent judgment in coordination and delivery of services. Collaborates with supervisor to develop individualized plans for clients. Receives guidance and direction in areas of policy application and priorities. Responsible for providing case management services to clients with social, emotional, physical, and/or situational problems.
Counselor II	Tasks are varied and progress in difficulty based on the type of client and the services required. A graduate degree or certification may be required. Frequent contact with: clients, and their families or friends; state, federal, or local human service agencies; court and law enforcement officials; medical or other clinical professionals; employers and the business community; and other service providers. Applies knowledge of the theory, techniques, and practices of counseling, social work, case management, conflict management, and mediation. Applies knowledge of human service legislation and laws and assistive technology. Provision of services directly affects the ability of clients to become independent, achieve gainful employment, or become participating member of society. Successful partnerships with clients and services providers impact the cost efficiency and effectiveness and the quality of services provided. Decisions regarding daily interaction with clients are made independently. Guidance is received regarding policy interpretation, development of new programs, and expenditure of funds. Experienced workers handle the most complex assignments or provide guidance to others on the more complex issues. Independently manages and authorizes expenditures for client services within authorized amounts.
Counselor II - Lead Supervisory	Applies knowledge of supervisory principles and practices. Applies knowledge of counseling methods and techniques. Assignments range from counseling clients, to leading or supervising staff, to recommending improvements in service delivery. Supervision of staff directly affects the ability of clients to become independent, achieve gainful employment, or become participating members of society. Influences the professional development and skill acquisition of direct service providers to ensure competent service delivery. Supervises, trains, or acts as a mentor to staff. Consults with higher level manager to resolve staff issues and to ensure the provision of quality services. Plans and schedules unit's activities independently.
Counselor Manager	Applies knowledge of the management of various social work and rehabilitation services, case management development, therapeutic assessment, counseling, treatment, and human service delivery systems. Applies knowledge of management practices and principles. A graduate degree or certification may be required. Ensures quality of services and coordination of community resources. Effective management of services meets the diverse needs of clients and has a long-term effect on overall program success. Effective budget administration ensures the continued provision of cost effective services for clients. Receives minimal guidance in the administration of program activities.
Direct Service Associate I	Work is well defined and is performed within prescribed policies and procedures. Tasks are repetitive and are influenced by the population served. Applies basic knowledge of processes, methods and/or procedures for a variety of services or a detailed knowledge of a specific program or service. Responsibilities include: cleaning and setting up instruments, equipment, and facilities; collecting specimens; preparing and providing routine information about services; providing routine/general guidance to clients, patients, customers. May have responsibility for: transporting patients and clients; basic housekeeping; changing dressings; measuring vital signs; supervising/observing children, client or patient activities and some routine administrative tasks. Actions affect the health, safety, and well being of clients. Clients are treated with respect and dignity. Limited discretion is required to carry out responsibilities. Supervision is received by detailed instructions and/or employee actions are subject to close review.

<p>Direct Service Associate II</p>	<p>Applies knowledge of related program, regulations, practices, procedures, methods, instruments, and/or equipment. Responsibilities include: providing information which conveys service availability to clients; assisting in the development of client service plans; implementing service plans; planning and implementing activities; and performing physical, dental, medical, laboratory, clinical, nutritional, administrative, environmental, eligibility, outreach and pharmaceutical tasks in support of clients or service delivery. Work is complicated by nature of assigned caseload. Understanding of a client's diagnosis and treatment or program plan. Services are broad in scope. Exercises situational judgment and discretion to assure appropriate action is or has been taken. Collects, records, and reports client data. Actions are subject to review. May lead or supervise other staff.</p>
<p>Direct Service Associate III</p>	<p>Applies knowledge related to either: a variety of service programs, practices, methods, procedures, regulations, instruments and equipment; or a specific service area. Supports interdisciplinary treatment or professional services, client assessment, or program development and coordination. Plans, provides, and documents services. May advise clients of their rights, investigate and respond to complaints, and maintain associated documentation. Services appropriate to client needs. Promotion of client social, recreation, personal care, independent living, or vocational skills, and self-esteem and motivation. Treatment/program plans meet goals. Services have long-term impact on client safety, security, physical and mental well being, as well as the ability of clients to obtain gainful employment and becoming participating member of society. Develops components of treatment/program plans. Applies discretion and judgment to independently resolve service delivery problems. Direct accountability for service due to occasional supervisory review. Decisions affect the efficiency and quality of service delivery. May have lead responsibilities. May be responsible for specialized laboratory techniques, such as repairing or manufacturing dental prosthetics</p>
<p>Direct Service Associate III (Supervisor)</p>	<p>Applies knowledge related to either: a variety of service programs, practices, methods, procedures, regulations, instruments and equipment; or a specific service area. Applies knowledge of the principles of supervision. May serve on, and/or coordinate activities of, an interdisciplinary team. Services are delivered as prescribed. Long-term impact on client safety, security, and physical and mental well being. Writes components of treatment/program plans. Evaluates program effectiveness in conjunction with professional staff. Responsibilities may control service delivery or have the potential for significant liability to the public agency. Ensures delivery of services. Applies discretion and judgment to independently resolve daily service administrative operations. Compliance with state and federal regulations. Decisions affect the efficiency and quality of service delivery. Client records contain appropriate documentation. Supervises staff providing direct services, sometimes on multiple shifts and in multiple living areas.</p>
<p>Direct Service Associate IV</p>	<p>Applies knowledge of face and mouth anatomy; the characteristics of the surrounding tissue, muscles and bones. Applies knowledge of the materials used in dental appliance and the characteristics, properties, and proper use of those materials. Ability to use laboratory techniques and methods and the use of laboratory instruments and equipment. May require knowledge of supervisory principles and practices. Consults with dentists on design, use of materials, shading and staining. Certification as a Certified Dental Technician required. Fabrication and repair of dental appliance meets the needs of the clients. Appliances are constructed in conformance with guidelines and specifications prescribed by a licensed dentist. Independently performs duties under the general guidance of a dentist or dental laboratory supervisor or manager. May supervise and evaluate laboratory personnel.</p>
<p>Health Care Compliance Specialist I</p>	<p>Applies program rules and regulations in the resolution of human services programs. Applies in-depth knowledge of one or more programs. Frequent contact with service providers, recipients and their families, and representatives of other state and federal agencies on benefits and claims issues. Employees conduct audits, inspections, or investigations of quality and utilization of services and we assist in promulgation review and revision of state licensure regulations operational guidelines. May provide guidance to staff, clients, or others in private and public organizations. May require knowledge of supervisory principles and practices. Case, billing, pricing and redemption, and payment records are audited in accordance with applicable regulations and guidelines. Discrepancies are identified and a report-of-findings or other communication is initiated. Findings result in recommendations for, or provision of, corrective actions. Directly accountable for the determination or detection of fraud, proper operation, and third party liability. May lead or supervise staff. Recommends licensure and certification of facilities. Accountable for program policy interpretation.</p>
<p>Health Care Compliance Specialist II</p>	<p>Applies rules, regulations, and laws in administration of programs. Renders decisions on unusual problems involving policy interpretation. Frequent contact with health care providers, program administrators, and representatives from state and federal agencies, and other direct and indirect human service providers to confer on policy problems and request legal opinions. May require knowledge of supervisory principles and practices. Implements and oversees corrective actions. May testify at administrative appeals and hearings. Inspectors may be required to have licensure. Approves and/or recommends corrective actions/plans that affect programmatic operations (e.g., changes to policies, or procedures). Decisions may affect accreditation, licensure, and funding. May lead or supervise staff. Evaluates program effectiveness and compliance. Develops administrative procedures. Some positions approve and issue licenses and certifications.</p>
<p>Health Care Compliance Manager</p>	<p>Directs a major organizational component of an agency, requiring management of staff, programs, and administrative functions. Applies knowledge of general managerial and financial management principles and practices for purposes of conducting and assessing short and long-range planning. Collaborates with state and federal officials on program compliance. May require knowledge of forecasting and statistical methods and procedures. May provide expert testimony for administrative, criminal and civil cases. May require licensure in a health services occupation. Decisions made affect program outcomes, service quality, accreditation, licensure, and funding. Develops and implements business strategies and follows through with implementation. Decisions affect public perception of the regulatory programs' effectiveness and expenditure of taxpayer dollars. Leadership and supervision of staff. Responsible for evaluating program effectiveness and ensuring compliance with state and federal statutes. Provides the highest level of consultation in the function. Relies on expertise and judgment to determine, plan and accomplish goals. May approve and issue licenses and certifications.</p>
<p>Health Care Technician</p>	<p>Tasks are usually repetitive in the mounting of films, posting information to files and records, and scheduling patients. Tasks may involve collection of laboratory specimens and performing clinical laboratory tests such as hemoglobin, hematocrit, glucose, urine pregnancy, and urine dipsticks. Clinical testing may also include limited microscopic chemistry or microbiological tests. Work facilitates the effective operation of a clinic through the scheduling and monitoring of patient flow. Results may be used by others in the diagnosis, treatment, and prevention of disease. Proper laboratory procedures impact outcomes of clinical tests. Work impacts the quality of patient care and level of customer service. Responsible for narrow scope of routine well-defined duties and processes.</p>
<p>Health Care Technologist I</p>	<p>Procedures support clinical laboratory programs. Tasks are varied and require application of a variety of diagnostic and therapeutic radiological procedures including those requiring special patient positioning and/or the use of contrast media, catheters, or special equipment. Applies knowledge of scientific or technical principles, practices, and regulatory requirements of functional areas. Responsibilities may include explaining procedures to the patient, preparation of the patient and preparing radiopaque contrast media such as barium enemas, barium swallows, intravenous pyelograms, cystograms, and gastro-intestinal series in a clinic or hospital setting. May teach radiographic techniques to students. May serve as lead or single on-duty technologist. Products are used by others in the diagnosis, treatment, and prevention of disease. Work impacts quality of patient care and level of customer service. Responsible for clear production of radiographs. May review films and decide if procedures need to be repeated. Independently performs standardized or specialized procedures and seeks advice on more complex or non-routine issues. May work without on-site supervision in small lab settings.</p>
<p>Health Care Technologist II</p>	<p>Work requires the application of knowledge in a physical science normally attained through higher levels of learning (e.g., medical technology, chemistry, microbiology, or biological science) and documented training in order to perform advanced clinical or anatomical laboratory testing, or training in CT scan, MRI and invasive radiological procedures. May apply knowledge of leadership or supervisory principles and practices. May specialize in computed tomography, magnetic resonance or complex radiological procedures. May perform clinical treatment and oral health education. Typical assignments support the diagnosis of diseases and the identification of disease agents. Others use results in the diagnosis, treatment, and prevention of disease. Work impacts the efficiency, operation, and creditability of a clinical laboratory as well as the program's continued accreditation. May impact the client's health and the prevention of tooth decay and disease. May have leadership, supervisory or teaching responsibilities. Responsible for clear production of radiographs requiring the use of contrast media, catheters, or special equipment or for performing other complex medical laboratory tests. May coordinate employee assignments. Responsible for performing dental hygienist's clinical treatment and education of the client.</p>
<p>Health Care Technologist III</p>	<p>Applies fundamental concepts, practices, and procedures of supervision and leadership. Plans and implements the delivery and improvement of services, staffing, and resources (e.g., testing new procedures before implementation in a laboratory) in accordance with quality standards and/or accreditation requirements. Provides training and consultation to laboratory users on sampling techniques, testing procedures, and interpretation of results. Work impacts the laboratory evidence for diagnosis of diseases or identification of disease agents. Responsible for all laboratory services and the impact on patient care as well as the efficiency, operation, and credibility and accreditation of a clinical laboratory. Responsible for the leadership and/or supervision of staff. Operation of a full service laboratory or subspecialty laboratory. Incorporates productivity improvements to enhance customer service and laboratory credibility.</p>
<p>Health Care Manager</p>	<p>Applies knowledge of management principles and practices. Establishes work schedules and consults with subordinate supervisors. Develops operational goals and objectives. Prepares operational budget. Responsible for laboratory quality assurance including quality, control, training, and safety in the clinical laboratory. May require certification, documented training, and advanced education to meet regulatory and/or accreditation requirements. Work impacts the efficiency, operation, and credibility of a clinical laboratory as well as continued program accreditation. May design in-service programs for laboratory professionals. Leadership and development of staff. Management of a full service medical laboratory. Provides guidance to subordinate supervisors. Provides input into short- and long- range planning of facilities, equipment, staffing, and policies.</p>
<p>Laboratory and Research Aide</p>	<p>Applies knowledge of basic sanitation techniques, laboratory safety procedures, research procedures, animal handling/care and hygiene, and use of laboratory equipment. Performs routine work with limited variation. Follows established directions and procedures. Limited contacts outside of co-workers and supervision. May perform a variety of tasks related to animal care such as feeding and caring for animals. Proper sanitation procedures ensure appropriate laboratory testing and research conditions. Provides responsible care of animals. Responsible for equipment in support of research, laboratory, or clinical programs or teaching services. May be required to adhere to established standards and guidelines as set forth by accredited programs. Decision-making and judgment is limited to assigned functional area and based on clearly defined procedures and guidelines or under direct supervision.</p>

<p>Laboratory and Research Technician</p>	<p>Applies knowledge of sanitation techniques and laboratory safety. Applies knowledge of research and testing procedures supporting laboratory, research, clinical or autopsy and necropsy services, or geological services. May provide limited surgical assistance. Follows established directions and procedures. Frequent contacts with co-workers, supervisors, students, faculty and research staff to discuss study techniques or results or handling and care of animals. Proper laboratory, autopsy and necropsy procedures impact outcomes of test and research, and impact the safety, health, and well-being of laboratory animals, staff and the general public through the identification of scientific and legal findings or contagious disease sources. Proper sanitation procedures ensure appropriate laboratory testing and research conditions. Provides responsible care of animals. Responsible for equipment in support of research, laboratory, or clinical programs or teaching services. May be required to adhere to established standards and guidelines as set forth by accredited programs. Responsible for generally well defined procedures supporting laboratory, testing, research or clinical programs. Decision-making and judgment is typically based on clearly defined procedures, although skilled positions may exercise independent judgment. Refers non-routine issues to supervision. May lead other staff, activities, or provide guidance and leadership to students and interns. Development of competencies may lead to broader, more responsible assignments.</p>
<p>Laboratory and Research Specialist I</p>	<p>Applies knowledge of scientific/technical principles, practices, and regulatory requirements of functional areas. Performs a variety of procedures supporting clinical, research, field research, service or regulatory and/or diagnostic laboratory programs. Duties may include performing standardized or specialized scientific or clinical procedures, performing preliminary procedures to prepare, expedite and facilitate further scientific examination and training, assisting in veterinary surgical procedures, analysis and compilation of data, communicating findings/research results, animal care, repairing and maintaining equipment and ordering supplies. May have contact with private business, other government agencies, faculty, students and researchers, and/or the general public to communicate results and explain laboratory procedures or regulatory requirements. Proper application of procedures impacts outcomes of tests and research, legal evidence, and the safety, health, and economic well being of the general public, research staff, environment and/or animals through identification of scientific and legal findings, contagious and benign disease sources. Performance of duties may impact the level of public confidence and consumer satisfaction. May be required to adhere to established standards and guidelines as set forth by accredited programs. Independently performs standardized or specialized procedures and seeks advice on more complex or non-routine issues. Decision-making has moderate to significant impact on program's success. Exercises judgment and decision making to determine appropriate procedures; compiles data, documents and communicates findings. May lead, train or supervise students, staff or coordinate program activities.</p>
<p>Laboratory and Research Specialist II (Advance-Expert)</p>	<p>Applies knowledge of assigned technical or research area. Participates or leads in the design, modification and performance of laboratory or research projects. Frequent contact with private business, other government agencies, principal investigators, faculty, laboratory staff, students and researchers, and/or the general public to report and interpret results, provide consultation and technical assistance, and discuss research projects. Responsibilities include: participating in or leading work in the design, modification, evaluation and performance of laboratory, field surveys or research procedures; writing or modifying computer programs to analyze data and generate reports; researching literature related to project/procedures; conducting experiments; writing segments of reports and manuscripts; coordinating grants and budgets; assisting lower level staff; troubleshooting instrument problems and performing preventive maintenance on equipment. Accurate scientific testing, research, and consultation minimized errors in laboratory findings, scientific research and fieldwork. Proper application of procedures impacts outcomes of tests and research, and the safety, health, and well being of the general public, research staff, and laboratory animals through identification of scientific findings, and contagious and benign disease sources. Independently performs and provides consultation on specialized laboratory/research procedures and projects. Independent decision-making on appropriate methods, design and data interpretation. Some positions ensure compliance with established standards and guidelines as set forth by accredited programs. Independently monitors, evaluates and analyzes quality control results and determines corrective action as needed.</p>
<p>Laboratory and Research Specialist II (Supervisor)</p>	<p>Applies knowledge of supervisory principles and practices. Applies knowledge of assigned technical or research area. Participates or leads in the design, modification and performance of laboratory or research projects. Frequent contact with principal investigators, research faculty, laboratory personnel and students to discuss policies, procedures and methodology; coordinate research projects; report and interpret results; and provide consultation, and technical assistance. Responsibilities include: writing grant proposals and identifying funding sources; designing and directing complex research projects in consultation with a principal investigator; modifying and developing laboratory and field procedures, quality control processes and determining work methods; reviewing the scientific work results; directing animal care according to applicable federal laws and regulations; hiring and training personnel or students; approving procurement, budgeting, other administrative duties; and teaching a laboratory section of college level students. Accurate scientific testing, quality control, research, or consultation and supervision minimize errors in laboratory findings or research, and impact the success of grant proposals and scientific findings. Work impacts the health, safety and well being of the general public, the environment, industry, research, and animal health and welfare. Independently supervises laboratory research operation or animal care facility to include business functions and accountability for services provided to administrators, faculty, and other users. Responsible for program and staff supervision. Leads teams or special projects. May be required to ensure compliance with established standards and guidelines as set forth by accredited programs.</p>
<p>Laboratory and Research Manager</p>	<p>Applies knowledge of the principles and methods of laboratory administration and management. Applies knowledge of the theory and application of lab methods and instrumentation for the assigned discipline(s). Ability to plan, lead and evaluate the work of professional staff. Frequent contacts with regulatory boards or government agencies regarding standards, quality assurance, and lab procedures. Frequent contact with internal departments regarding administrative matters and with vendors concerning equipment and supplies. Frequent contacts with researchers, staff and students to provide information, consultation or direction concerning laboratory operations. Plans, manages and evaluates the work of professional staff; develops goals, objectives and timetables; develop and monitor budgets; determine and implement technical methodologies, ensure that quality control standards and safety procedures are in compliance with government regulations and laws. May teach and/or serve as technical experts. Proper management of laboratory operations ensures the scientific accuracy, timeliness and quality of services and impacts public health, safety, and the environment. Responsible for the provision of quality and timely laboratory services. Manages work of subordinate supervisors and professional and technical staff engaged in laboratory operations and research. Establishes and monitors quality control procedures. May ensure compliance with established standards and guidelines as set forth by accredited programs.</p>
<p>Psychologist I / Psychology Associate I</p>	<p>Requires the ability to conduct psychological assessments and diagnose using current DSM-IV-TR and ICD-10 classification systems and determine the need for more specialized care. Skill in using various treatment modalities with minimal direct clinical supervision in the treatment of mental disorders and/or developmental disabilities. Crisis intervention skills and ability to assess and manage risk of harm to self or others. Skill in maintaining therapeutic relationships and services while complying with ethical and professional standards. Ability to document services consistent with expectations of third parties. The Psychologist I require an advanced degree and licensure as a clinical, applied, or school psychologist, depending upon the assigned program. Licensure must demonstrate the training and educational background sufficient to fulfill this role. The Psychology Associate I may require advanced course work and requires supervision by a licensed psychologist. May require the ability to develop training programs for professional and paraprofessional staff members. May require some expertise in a specific clinical area such behavioral psychology, clinical psychology, substance use disorders, traumatic brain injury, or forensic psychology. Accurate diagnosis with appropriate recommendations for accommodations and interventions. Reports that are timely, readable and consistent with the professional standards. Interventions that meet measurable goals, established treatment plan. exercise independent judgment within policy and parameters. Guidance is received on difficult cases, in the development of new clinical competencies, or in situations that present as ethical dilemmas. All services are provided under the direction of a higher-level Psychologist, typically a licensed clinical psychologist.</p>
<p>Psychologist II / Psychology Associate II</p>	<p>Work requires knowledge of a variety of psychological interventions such as psychotherapy, psychoanalysis, group therapy and program development and monitoring. Work requires knowledge of a variety of psychological assessments used for diagnosis, treatment planning, and treatment evaluation. Possess skills in administering and interpreting cognitive, neuropsychological, achievement, adaptive behavior, vocational and personality tests to a wide variety of individuals with physical, mental and emotional disabilities. The Psychologist II (licensed clinical psychologist) may require court testimony as expert witness. The Psychologist II requires an advanced degree and licensure as a clinical, applied, or school psychologist sufficient to support the legal requirements of the assigned program. The Psychology Associate II may require advanced coursework and requires supervision by a licensed psychologist. May oversee the development, implementation and evaluation of developmental disabilities and mental health services. Services meet the needs and expectations of referral sources inside and outside of the agency. Accurate assessment and/or diagnosis with appropriate recommendations for services. Services help to improve the treatment team's ability to meet clients/consumers' goals. Clinical reports that are timely, readable and consistent with professional standards. Interventions that meet measurable goals, established in treatment plan. Accurate assessment, diagnosis and treatment allowing clients to enhance their well being. Decisions may affect systems beyond the immediate clinical area such as the legal system or the overall provision of psychological/neuropsychological services. Licensed Psychologists exercise independent judgment regarding individual client care and may assume a leadership role in the mentoring and development of interns, postdoctoral fellows, or other educational or research affiliates. Licensed Psychologists may serve as lead service provider, project team leader, supervisor of less experienced psychologists and/or associates. guidance is received on difficult cases, in the development of new clinical competencies, or in situations that present as ethical dilemmas.</p>
<p>Psychologist III / Psychology Associate III</p>	<p>Applies expertise, knowledge and experience in directing, evaluating, integrating, and coordinating behavior analysis/psychological/neuropsychological services. The Psychologist III requires an advanced degree and licensure as a clinical, applied or school psychologist, sufficient to support the legal requirements of the assigned program, and in addition, may require advanced training or certification in a recognized specialty. The Psychology Associate III may require advanced coursework and requires supervision by a licensed psychologist. Effective decisions facilitate successful delivery and timing of services and treatment. Decisions affect on-going program planning and general management. Assessments, training/treatment plans, and follow-up appropriate for clients with complex needs. Licensed Psychologist provides leadership in maintenance of quality assurance and direction and supervision to subordinate personnel. Licensed Psychologist exercises independent judgment regarding client care and program services and assumes responsibility for subordinate staff. The Psychologist III typically supervises unlicensed staff.</p>

Psychology Manager	Applies clinical, programmatic and administrative knowledge. Applies knowledge of management practices and principles. Applies knowledge of facility and community MR, MH, or SA Services. Work requires an advanced degree and licensure as a clinical, applied or school psychologist, sufficient to satisfy the legal requirements of the assigned program, and in addition, may require advanced training or certification in a recognized specialty. Effective program management promotes successful therapeutic outcomes. Actions impact efficient and effective allocation of resources and contribute to a positive community image. Responsible for policy development, quality assurance, evidence-based practices and the supervision of psychology staff. Determines overall direction of comprehensive psychological services programs. May serve as an expert consultant to public and private agencies.
Therapist Assistant / Therapist I	Applies knowledge acquired through formal education in an accredited program. Applied knowledge and principles and practices related to therapeutic interventions. Client assessments are based on information from standardized assessments (within practice guidelines), observations, medical records, caregivers, and clients. Response to treatment is assessed to enable appropriate progression within the parameters of the treatment plan. Work is performed within the parameters of established treatment plans and strategies. Treatment interventions may include instructing in daily living skills, sensory-motor integration skills, mobility skills, therapeutic exercises, and various physical treatment procedures. May be responsible for planning or leading group activities or classes. Client receives educational information, guidance, and encouragement in performance of therapeutic activities. Plans for therapy are implemented. Client quality of life is improved. Promotes client independence. Ensures that clients perform activities and progress toward goals in accordance with treatment plan. Records client progress for use by therapist. Communicates immediately any change in client condition requiring medical attention or re-evaluation. May provide direction to interns, students, or staff providing supportive services. Works under supervision of a licensed therapist.
Therapist I	Clients are assessed in leisure, recreation, and socialization skills based on information from standardized assessments, observations, medical staff, medical records, family, and clients. Plans, organizes, conducts, and modifies individual group therapeutic interventions. Applies knowledge of principles and practices related to therapeutic program. works as a member of an interdisciplinary treatment team and in collaboration with physicians, nurses, psychologists, social workers, other therapists, and other health care and vocation professionals. May be responsible for planning or leading group activities or classes. May be responsible for teaching clinical interns, students or staff. Client assessments are based on information from standardized assessments (within practice guidelines), observations, medical records, caregivers, and clients. Client's physical, mental, and social well being is encouraged. Client's depression, stress, and anxiety are reduced. Client's needs, interests, and choices are supported. Clients learn new leisure skills. Clients experience exercise, mental stimulation, and creativity through recreation and leisure activities. Provides clients with opportunities for physical activity, mental stimulation, creativity, and fun by the use of leisure activities, arts and crafts, animals, sports, games, dance and movement, drama, music, horticulture, and community outings. Evaluates and reports client progress. May provide guidance to interns, students, and staff providing supportive services.
Therapist II	Conducts assessments, develops and implements treatment plans and intervention techniques, and evaluates results. Requires in-depth knowledge in area of specialization. Works as a member of an interdisciplinary treatment team. May require the application of knowledge of supervisory practices and principles. Therapeutic interventions are carried out in accordance with program plans. Program and services meet the needs of clients and are in accordance with agency and accrediting body standards. May supervise professional staff or programs. Decisions affect the efficiency and quality of service delivery. Program data shows progress. Client record indicates participation in appropriate recreation/leisure activities.
Therapist II (SLP/Aud)	Applies knowledge acquired through formal education in an accredited program. Conducts client evaluations and re-evaluations using numerous standardized and informal assessment tools. Interprets assessment data to make diagnoses and develop scientifically based treatment plans that meet individual client needs. Works in collaboration with physicians, psychologists, social workers, other therapists, and other health care and vocational professionals. Works as a member of an interdisciplinary treatment team. Selects and implements appropriate therapeutic interventions based on client needs. May design and fabricate adaptive equipment and instruct clients in its use. Provides education to professionals, paraprofessionals, families, and caregivers regarding specific communication and cognitive disabilities and management techniques. Clients develop or recover reliable communication, auditory, and cognitive skills that enable them to meet educational, vocational, social, independent living goals. Program and services meet the needs of clients and are in accordance with agency and accrediting body standards. Documents client initial evaluation, progress, and problems. Documentation affects reimbursement to the organization. Decisions affect the efficiency and quality of service delivery.
Therapist III	Applies knowledge acquired through formal education in an accredited program. Numerous evaluative tools are used to assess needs and evaluate progress toward goals. May design and fabricate adaptive equipment and instruct clients in its use. Selects and implements appropriate therapeutic interventions based on individual client needs. works in collaboration with physicians, psychologists, social workers, other therapists, and other health care and vocation professionals. works as a member of an interdisciplinary treatment team. Some positions require knowledge of supervisory practices and principles. May instruct other clinical professionals in areas of expertise in assessment and treatment techniques. Daily living and work skills as well as overall fitness and health are developed, recovered, or promoted. Clients progress toward identified goals for independent, productive, and satisfying lives. Plans and implements programs. Documents activities and progress, modifying therapeutic interventions when necessary. Documentation affects reimbursement to the organization. Some positions lead or supervise professionals and paraprofessionals or may take a team leadership/mentoring position in specific areas of expertise. Independently identifies problems and provides services to clients.
Therapist Manager I	Plans and implements speech, language and hearing services. Coordinates services with other programs. May instruct other clinical professionals on disorders of speech and hearing. Applies knowledge acquired through formal education in an accredited program. Applies knowledge of management principles and practices. A high-quality comprehensive speech and hearing diagnostic and therapy program. Tests and treatments for impaired hearing and communication are available to relevant client groups. Develops, manages plans, organizes, directs, controls, and coordinates programs. Manages fiscal aspects of program in accordance with all legal and regulatory guidelines. Evaluates program standards and assesses client progress based on program and individual objectives. Oversees staff and administrative and clinical functions. Accountable for program performance. Keeps abreast of the most recent developments in testing and treatment in order to evaluate and recommend modern clinical procedures and testing and treatment equipment. Develops, plans, and administers the training program for student interns, therapy aides, and others.
Therapist Manager II	Responsibility exists for planning and directing a wide range of therapeutic services in a number of operational work units. May also provide direct therapy services. Coordinates program development and modifications with other services to ensure that clients receive fully integrated services. Prepares and delivers lectures in area of expertise to other clinical professionals and students. Applies knowledge acquired through formal education in an accredited program. Applies knowledge of comprehensive therapeutic rehabilitative services. Applies knowledge of management principles and practices. Results in a high-quality comprehensive rehabilitative therapy program. Program complies with accreditation and certification standards governing service delivery. Develops, manages plans, organizes, directs, controls, and coordinates programs. Evaluates program standards and assesses client progress based on program and individual objectives. Oversee staff and administrative and clinical functions. Develops, plans, and administers the training program for student interns, therapy aides, and others. Keeps abreast of the most recent developments in testing and treatment in order to evaluate and recommend modern clinical procedures and testing and treatment equipment. Accountable for program performance.
Program Administration Specialist I - Nutritionist & Dietitian	Applies knowledge of specific program(s) operations and technical aspects to make judgments of quality of services provided. Applies knowledge of service programs including practices, methods, procedures, regulations, human rights, instruments, and equipment. Responsibilities include: program planning and development; conducting studies and research; technical training and programmatic assistance; needs assessment and case management; habilitation and rehabilitation service development and implementation; housing, vocational and transportation related services; eligibility determination, program evaluation, client rights and/or grievance resolution; policy development and analysis; inspection and certification; and, coordination of resources. Certification and/or license may be required. Services provided meet the needs of a customer within a particular program. Policies and procedures are interpreted to facilitate optimum service delivery and program performance. Impacts the use of funds, staff, and program efficiency. Provides technical and program advice to others. Performs tasks that are specialized and affect the quality and level of services provided and the program's success. Direct accountability for service delivery without supervisory assistance. may review the work of, lead or supervise staff. May influence policy and program changes.
Dentist	DMD or DDS, Patient Care: Examines patients' teeth and mouth; Analyzes x-rays and evaluates dental needs; Plans treatment and health promotion programs; Administers anesthetics to patients; Treats teeth and tissue problems using equipment and tools, such as drills or mouth mirrors; cleans teeth using a variety of brushes, probes, and polishers to remove plaque and stains; cleans out and fills in cavities, rebuilds broken teeth, replaces missing teeth, and pulls out unnecessary or severely damaged teeth; Extracts teeth, makes models for replacement teeth, and takes accurate measurements for new teeth. Performs surgery on gums or on supporting bones. Provides instruction on dental care. Writes prescriptions for patients. Keeps records of the work done on patients. Business Tasks: Manages and hires staff; Supervises workers and office processes including bookkeeping and buying equipment and supplies.
Dental Hygienist	Assesses dental condition and needs of patient using patient screening procedures, including medical history review, dental charting, and period charting. Delivers direct patient care using established dental hygienist procedures. Takes patient vital signs. Performs routine treatment procedures, such as cleaning and polishing. Takes, develops and mounts radiographs. Traces radiographs required for corrective treatment. Applies sealants and fluorides. Makes impressions of patients' teeth for study casts. Record keeping. Documents patient dental history or chief complaint. Records and reports pertinent observations and patient reactions to dental staff. Documents lab procedures and ensuring follow up on results. Teaches clients how to prevent tooth decay and gum disease through proper diet and oral homecare. cleans and sterilizes instruments. Graduate of accredited dental hygiene program and licensed to practice in geographic region of employment.
Dental Assistant	Assists the dentist in providing dental treatment. Prepares and maintains dental instruments, supplies, and equipment. Collects and records patient health histories. Patient management during dental procedures. Instrument transfer. Dental procedure isolation techniques. Prepares dental materials cements, amalgam, composite, impression materials, etc. Dental charting. Supervises prevention and management of dental medical emergencies. Inventory control management. Patient and community educator. Delivers patient personal oral care instructions. Delivers community dental health presentations. Plans, assembles and mans health fair booths. Dental Assistant Certification required.

<p>Pharmacist</p>	<p>Compound and dispense medications following prescriptions issued by physicians, dentists, or other authorized medical practitioners. Manage pharmacy operations, hiring and supervising staff, performing administrative duties, and buying and selling non-pharmaceutical merchandise. Assess the identity, strength, and purity of medications. Publish educational information for other pharmacists, doctors, and/or patients. Review prescriptions to assure accuracy, to ascertain the needed ingredients, and to evaluate their suitability. Provide information and advice regarding drug interactions, side effects, dosage and proper medication storage. Analyze prescribing trends to monitor patient compliance and to prevent excessive usage or harmful interactions. Order and purchase pharmaceutical supplies, medical supplies, and drugs, maintaining stock and storing and handling it properly. Maintain records, such as pharmacy files, patient profiles, charge system files, inventories, control records for radioactive nuclei, and registries of poisons, narcotics, and controlled substances. Provide specialized services to help patients manage conditions such as diabetes, asthma, smoking cessation, or high blood pressure. Advise customers on the selection of medication brands, medical equipment and health-care supplies. Collaborate with other health care professionals to plan, monitor, review, and evaluate the quality and effectiveness of drugs and drug regimens, providing advice on drug applications. Compound and dispense medications as prescribed by doctors or dentist, by calculating, weighing, measuring, and mixing ingredients, or oversee these activities. Offer health promotion and prevention activities. Refer patients to other health professionals and agencies when appropriate. Prepare sterile solutions and infusions for use in surgical procedures, emergency rooms, or patients' homes. Plan, implement, and maintain procedures for mixing, packaging, and labeling pharmaceuticals, according to policy and legal requirements, to ensure quality, security, and proper disposal. BLS certification required.</p>
<p>Pharmacy Technician</p>	<p>Duties can include retrieving prescription orders, counting, pouring, measuring and weighing tablets and medications, mixing medications, selecting the proper prescription container, and creating prescriptions labels. Additional non-medication related duties may include preparing insurance claim forms, maintaining patient profiles, completing cash register transactions, answering phones, taking inventory of over-the-counter medications and being aware of the latest medicines and their availability. Pharmacy Technician certification or other credentials.</p>
<p>Medical Doctor</p>	<p>MD. Provides medical patient care by interviewing, examining and treating of clinical patients in order to meet their medical needs. Educates patients on wellness, prevention and early detection by providing materials and resources to the patients and families. Determines which referrals are required based on examination and patient needs. Determines level of urgency of follow-up, referral/consultation appointments. Exercises final medical treatment and clinical drugs to patients. Orders studies, test and ancillary services. Documents all services in patient medical record. Reviews on a regular basis long term cases that require ongoing medical attention. consults with other professionals as needed regarding patient care, assessment, and education issues. Participates in quality improvement, management, continuing education, and other patient care programs established by the hospital or clinic requirements. Oversees mid-level medical staff as assigned as well as nursing clinical staff. Assists in the resolution of complaints, requests and inquiries from patients. Maintains confidentiality of all patient information according to federal guidelines and regulations.</p>

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical			
Service	Level / Description	Days to Receive Test results	Unit Cost (\$ / each
Criminal Check	State		
	National		
DMV	State		
	National		
Credit Check	Trans-Union/TRW/Equifax		
Employment History Verification	Past 5 years		
Education Verification	College, Trade & High School		
Sexual Offender Registry	State		
	National		
Alcohol Test	Qed A150		
Drug Testing - 5 Panel	Instant Technology Insta-Check 5		
Drug Testing - 10 Panel	Instant Technology Insta-Check 10		
Tuberculosis Test	Skin Test		
<p align="center">Please add any other testing services offered by your company such as personality testing, etc. Use more spaces as necessary.</p>			

Maricopa County
Serial 16111-RFP: Staffing Services and Related Services and Solutions
Attachment A-2
Pricing Sheet
Medical

Please provide a volume based incremental discount rate to the bill rate you provided in each state tab. Discounts are to apply for each Participating Public Agency.
 For example, if the Bill Rate is \$10 per hour and volume discount for \$1 MM is 5%. Then the discounted Bill Rate will be \$9.5 per hour.

Estimated Annual Total Spend (\$ Millions)		Incremental Discount to the Bill Rate
From	To	
\$0.250	\$0.500	%
\$0.501	\$1.000	%
\$1.001	\$1.500	%
\$1.501	\$2.000	%
\$2.001	\$2.500	%
\$2.501	\$3.000	%
\$3.001	\$3.500	%
\$3.501	\$4.000	%
\$4.001	\$4.500	%
\$4.501	\$5.000	%
\$5.001 and over		%

Please provide a volume based incremental discount rate to the Screening Fees you provided in the Screening Fees tab.
 For example, if the Screening Fee is \$10 each and volume discount for \$1 MM is 5%. Then the discounted Screening Fee will be \$9.5 each.

Estimated Annual Total Spend (\$ Millions)		Incremental Discount to the Screening Fees
From	To	
\$0.250	\$0.500	%
\$0.501	\$1.000	%
\$1.001	\$1.500	%
\$1.501	\$2.000	%
\$2.001	\$2.500	%
\$2.501	\$3.000	%
\$3.001	\$3.500	%
\$3.501	\$4.000	%
\$4.001	\$4.500	%
\$4.501	\$5.000	%
\$5.001 and over		%

Maricopa County
Serial 16111-RFP: Staffing Services and Related Services and Solutions
Attachment A-2
Pricing Sheet
Medical

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Arizona

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Medical	Licensed Practical Nurse	\$ 1.00	\$ 2.00	10.00%	\$ 1.10	\$ 2.20	10.00%	\$ 1.65	\$ 3.30
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse III				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -

Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Advance-Expert)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist I / Psychology Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist II / Psychology Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist III / Psychology Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II (SLP/Aud)				\$ -	\$ -		\$ -	\$ -
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -
Medical	Dentist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Alabama										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Alaska										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Arkansas										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
California										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical									
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2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Colorado									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -
Medical	Dentist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
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2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Connecticut										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Delaware										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Florida									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Advanced-Expen)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist I - Psychology Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist II - Psychology Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist III - Psychology Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -
Medical	Dentist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Georgia										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical									
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2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
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Hawaii									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist I - Psychology Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist II - Psychology Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist III - Psychology Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -
Medical	Dentist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical									
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Idaho									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -
Medical	Dentist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Illinois										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expen)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I - Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II - Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III - Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Indiana										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I - Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II - Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III - Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical									
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2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
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Iowa									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist I - Psychology Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist II - Psychology Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist III - Psychology Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -
Medical	Dentist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
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Kansas										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I - Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II - Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III - Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
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Kentucky										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I - Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II - Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III - Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

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Louisiana									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -
Medical	Dentist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -

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3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Maine									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -
Medical	Dentist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Maryland									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -
Medical	Dentist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Massachusetts										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical									
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Michigan									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Advanced-Expen)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist I - Psychology Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist II - Psychology Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist III - Psychology Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -
Medical	Dentist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical									
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Minnesota									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -
Medical	Dentist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
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Mississippi										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Missouri										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
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2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Montana										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
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Nebraska										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
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Nevada										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -	

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New Hampshire										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -	

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New Jersey										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expen)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
New Mexico										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
New York										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I - Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II - Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III - Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
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North Carolina										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
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North Dakota										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

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Ohio									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -
Medical	Dentist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -

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1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Oklahoma										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Oregon									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -
Medical	Dentist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Pennsylvania										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I - Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II - Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III - Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
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Rhode Island										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
South Carolina										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
South Dakota										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Tennessee										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Texas										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Utah										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I - Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II - Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III - Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
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Vermont										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expen)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
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Virginia										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
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Washington										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Director				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
West Virginia										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Wisconsin										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I, Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II, Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III, Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-2 Pricing Sheet Medical										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Wyoming										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
Medical	Licensed Practical Nurse				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner				\$ -	\$ -		\$ -	\$ -	
Medical	Physician Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse II				\$ -	\$ -		\$ -	\$ -	
Medical	Nurse Practitioner II				\$ -	\$ -		\$ -	\$ -	
Medical	Registered Nurse Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor I				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor II - Lead Supervisory				\$ -	\$ -		\$ -	\$ -	
Medical	Counselor Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate III (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Direct Service Associate IV				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Specialist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Compliance Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist I				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist II				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Technologist III				\$ -	\$ -		\$ -	\$ -	
Medical	Health Care Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Aide				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist I				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Advanced-Expert)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Specialist II (Supervisor)				\$ -	\$ -		\$ -	\$ -	
Medical	Laboratory and Research Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist I - Psychology Associate I				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist II - Psychology Associate II				\$ -	\$ -		\$ -	\$ -	
Medical	Psychologist III - Psychology Associate III				\$ -	\$ -		\$ -	\$ -	
Medical	Psychology Manager				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Assistant / Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist II (SLP/Audi)				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist III				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager I				\$ -	\$ -		\$ -	\$ -	
Medical	Therapist Manager II				\$ -	\$ -		\$ -	\$ -	
Medical	Program Administration Specialist I - Nutritionist & Dietitian				\$ -	\$ -		\$ -	\$ -	
Medical	Dentist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Hygienist				\$ -	\$ -		\$ -	\$ -	
Medical	Dental Assistant				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacist				\$ -	\$ -		\$ -	\$ -	
Medical	Pharmacy Technician				\$ -	\$ -		\$ -	\$ -	
Medical	Medical Doctor				\$ -	\$ -		\$ -	\$ -	

Position Grouping	Position Title
IT	Business Analyst I
IT	Business Analyst II (Corrections)
IT	C++ Programmer
IT	CADD Technician I
IT	CADD Technician II
IT	CADD Technician III
IT	Client/Server Specialist
IT	Computer Operator
IT	Data Communications Network Analyst
IT	Data Processing Operations Control
IT	Data Processing Planning Analyst II
IT	Data Warehouse Developer
IT	Database Administrator
IT	Database Manager
IT	Database Modeler
IT	Database Specialist II
IT	Database Specialist III
IT	Development Manager
IT	Documentation Specialist
IT	E-Commerce Solutions Architect
IT	EDP Planning Analyst
IT	GISs Specialist
IT	Internet Application Developer
IT	Java Programmer
IT	LAN/WAN Administrator
IT	Mainframe Capacity Study
IT	Management Information Specialist
IT	MS SQL Server Administrator
IT	Oracle Server Administrator
IT	Other Database Server Administrator
IT	PC LAN Technician
IT	Programmer Analyst II
IT	Programmer Analyst III
IT	Project Administrator
IT	Project Director
IT	Project Manager
IT	Quality Assurance Engineer
IT	Quality Assurance Manager
IT	Quality Assurance/systems Testing Analyst
IT	Security Engineer
IT	Server Based Computing Engineer
IT	Sr. EDP Planning Analyst
IT	Storage and Retrieval System Design
IT	System Architect
IT	Systems Project Manager
IT	Technical Support Specialist II
IT	Technical Support Specialist III
IT	Telecommunications Specialist II
IT	Telecommunications Specialist III
IT	UNIX System Administrator
IT	Visual Basic Developer I
IT	Visual Basic Developer II
IT	Visual Basic Developer III

IT	Web Content/Communications Manager
IT	WEB Site Developer
IT	WEWB Document Specialist

Position Title	Classification	Position Description, Skills & Knowledge
Business Analyst I	IT	<p>Business Analyst I: Supports the Office of Enterprise Technology as portfolio coordinator. The Business Analyst is responsible for a full range of activities which ensures the operational effectiveness and excellence of the Projects Assigned. The Business Analyst will design and document workflow and make appropriate recommendations that will positively impact operational effectiveness. This position will track and analyze business unit trends and make appropriate recommendations that will positively impact the unit. The Business Analyst will be the functional expert on the specified application(s) he/she will be the sole point of contact between the business unit and OET. This job may include the following job duties and is not an all-inclusive list of all job duties that may be required. Employees will be required to perform other related duties as assigned. 1. Leads a number of key specific projects for OET with emphasis on project requirements gathering/specification, testing, quality assurance and user training; 2. Maintains the documentation, processes, guidelines and procedures of the Project Management methodology; 3. Partners with business units to complete project management activities to ensure successful completion of project needs; 4. Prepares project documentation as required; 5. Reviews and consolidates all final project documentation to ensure compliance with records retention schedules; 6. Collects and consolidates project summary. Minimum education and/or experience:</p> <ul style="list-style-type: none"> • Bachelor's degree in Information Technology, Business Administration or related field , and • A minimum of 3 years of related business analysis • Experience serving as a liaison between the community and an IT organization required.
Business Analyst II (Corrections)	IT	<p>Business Analyst II (Corrections): The Business Analyst will be expected to perform business requirements gathering, workflow capture, review and documentation, process analysis and functional assessment by scheduling, interviewing and observing business and clinical staff in a correctional health work environment, INCLUDING WORKING INSIDE JAIL FACILITIES. The Business Analyst will also be able to organize, analyze, and present this information in written documents, graphics, tables, diagrams, and oral presentations to operational, technical and executive staff of the organization. This job may include the following job duties and is not an all-inclusive list of all job duties that may be required. Employees will be required to perform other related duties as assigned: 1. Leads key specific projects with an emphasis on project requirements gathering/specification, testing, quality assurance and user training; 2. Works with other technical and project groups to ensure that infrastructure/software application requirements are identified at an early stage, ensuring that new build requirements or expansions are captured, and plans produced for any upgrades/expansions and new build; 3. Must maintain requirements change requests and track gaps between commercial off the shelf vendor package software and business requirements specifications; 4. Maintains the documentation, processes, guidelines, and procedures of the project management methodology including infrastructure procedures and protocols for the smooth operation of the day-to-day business; 5. Prepares project documentation as required; champion the production of business cases for software development or migration; 6. Reviews and consolidates all final project documentation to ensure compliance with records retention schedules; 7. Partners with business, clinical, quality and utilization teams to complete project management activities to ensure successful completion of project needs; 8. Collects, prepares, reviews and consolidates project documents, summaries and all final project documentation to ensure compliance. Minimum education and/or experience:</p> <ul style="list-style-type: none"> • Bachelor's degree in Information Technology, Business Administration or related field. • At least (5) five years of business systems analysis experience and (3) years of experience in a healthcare industry environment or with healthcare projects.
C++ Programmer	IT	<p>C++ Programmer: Responsibilities include designing, developing, testing, and implementing C/C++ object-oriented applications and subsystems using established object-oriented methodologies and RDBMS technologies. Experience with Microsoft's Visual C++ and the Microsoft Foundation Classes is required. Must have a minimum of 2-years of hands-on C++ application and subsystem development experience using Visual C++. Must have experience using an established object-oriented methodology (e.g., Booch, Rumbaugh, Coad-Yourdon, etc.), and an excellent working knowledge of RDBMS technologies, ODBC, and data modeling. Experience must include the development of database applications, DLLs, and ActiveX DLLs. Experience developing COM, DCOM, COM+, and OCX controls is desirable.</p>
CADD Technician I	IT	<p>CADD Technician I: Under supervision, performs detailing and design work of routine difficulty utilizing Computer Aided Design and Detailing. Is responsible for preparation of plans and details utilizing Microstation CADD work stations in applying standard designing and drafting methods and techniques, calculation and documentation of quantities, coordinate geometry applications of horizontal and vertical alignments, interpretation and application of survey data, pavement markings, sign design, traffic control, quantity takeoffs, cost estimation, field reconnaissance, etc. Knowledge of drafting, design and construction standards applied to the preparation of a variety of construction plans (including but not limited to highway/traffic design) as required by the customer, Knowledge of methods, procedures and techniques used in analyzing and interpreting a variety of data such as field surveys, aerial photographs and maps, Skill in interpreting, utilizing and verifying the accuracy of data, Skill in verbal, graphical and written communication, Two years relevant CADD experience required.</p>

<p>CADD Technician II</p>	<p>IT</p>	<p>CADD Technician II: Under general supervision, exercises considerable independent and discretionary judgement within policies and procedures. Performs detailing and design work of moderately complex difficulty utilizing Computer Aided Design and Detailing. Is responsible for preparation of plans and details utilizing Microstation CADD work stations in applying standard designing and drafting methods and techniques, calculation and documentation of quantities, coordinate geometry applications of horizontal and vertical alignments, interpretation and application of survey data, pavement markings, sign design, traffic control, quantity takeoffs, cost estimation, field reconnaissance, etc. Knowledge of drafting, design and construction standards applied to the preparation of a variety of construction plans (including but not limited to highway/traffic design) as required by the customer, Knowledge of methods, procedures and techniques used in analyzing and interpreting a variety of data such as field surveys, aerial photographs and maps. Skill in interpreting, utilizing and verifying the accuracy of data. Skill in</p>
<p>CADD Technician III</p>	<p>IT</p>	<p>CADD Technician III: Under general supervision, exercises considerable independent and discretionary judgement within policies and procedures. Performs detailing and complex design work of moderately complex difficulty utilizing Computer Aided Design and Detailing. Is responsible for preparation of plans and details utilizing Microstation CADD work stations in applying standard designing and drafting methods and techniques, calculation and documentation of quantities, coordinate geometry applications of horizontal and vertical alignments, interpretation and application of survey data, pavement markings, sign design, traffic control, quantity takeoffs, cost estimation, field reconnaissance, etc. Knowledge of drafting, design and construction standards applied to the preparation of a variety of construction plans (including but not limited to highway/traffic design) as required by the customer, Knowledge of methods, procedures and techniques used in analyzing and interpreting a variety of data such as field surveys, aerial photographs and maps, Skill in interpreting, utilizing and verifying the accuracy of data, Skill in verbal, graphical and written communication, Two years Traffic Design experience performing complex work with minimal supervision required, Has significant experience in SIGNCAD and sign design software.</p>
<p>Client/Server Specialist</p>	<p>IT</p>	<p>Client/Server Specialist: Serves as an experienced client/server applications programmer/analyst in designing, developing, testing, and implementing client/server programs. Is responsible for design & development of C/S application programs. Develops code, tests and implements those programs. Assists in setting C/S application standards. Has good experience designing and developing application programs using object-oriented methodologies. Good working knowledge of RDBMS technologies, ODBC and data modeling. Good knowledge of two and three-tier client/server systems, Visual Basic or Powerbuilder programming languages.</p>
<p>Computer Operator</p>	<p>IT</p>	<p>Computer Operator: Performs a full range of journeyman level work in operations of a data center that includes multiple computer and peripheral equipment operations on a large scale mainframe system oriented computer in which two or more jobs are processed concurrently under the control of the operating system, serves as the operator responsible for production cycles, saves and backs up, restores data, traces and corrects operator or machine errors as required or directed. Requires a minimum of 3 years experience operating computer equipment and peripherals in a full multi-function data center.</p>
<p>Data Communications Network Analyst</p>	<p>IT</p>	<p>Data Communications Network Analyst: Provides technical support to the network operation of large data communications networks; analyzes and resolves network problems; monitors network operations' efficiency; writes network documentation procedures and enhancements. Must have experience in the configuration, installation, testing, administration, and troubleshooting of CISCO routers and switches, and Nortel routers and switches. Must have experience with network management tools such as Cabletron Spectrum, CiscoWorks 2000, and Concord Network Health, Sniffer, and IBM NetView. Must have experience with SNA, TCP/IP, IPX/SPX, and other network protocols, as well as, network gateway systems. Must be well versed in the planning, designing, developing, and deploying of network security systems that would include, but not be limited to internetworking. Work performed must adhere to State network addressing and security standards. May act as lead.</p>
<p>Data Processing Operations Control</p>	<p>IT</p>	<p>Data Processing Operations Control: Supervises input/output control of a data processing installation by supervising the data control function in a data processing installation which includes an magnetic records library on one or more shifts; or supervises a shift of data control activities in a major installation having considerable batch and on-line processing, multiple user interface and coordination responsibilities. A minimum of 3 years experience in support of a large multi-functional system-oriented computer center analyzing and resolving operational problems associated with tape libraries and job scheduling and control.</p>

Data Processing Planning Analyst II	IT	Data Processing Planning Analyst II: Under direction, performs work of considerable difficulty in coordinating and supervising the analysis of computer installation resources and needs, and the preparation of appropriate plans to meet future needs; and performs related work as required. 5+ years of technical experience using specified software packages/products in development/maintenance projects. Provides programming and design services in developing applications. Ability to understand functional requirements and design data models/applications accordingly. Ability to lead JAD sessions and conduct client interviews to gather technical and business requirements.
Data Warehouse Developer	IT	Data Warehouse Developer: Will utilize project leadership and business/system analysis skills providing expertise in Data Warehouse design and decision support. Design dimensional data models to create star schemas/data warehousing repositories. Familiarity with Data Warehouse modeling tools. 3 to 5 years experience in data warehousing, datamarts, definitions, OLAP, report writers, data mining tools, SQL, and layouts.
Database Administrator	IT	Database Administrator: This position designs, installs and administers relational database management systems (RDBMS), ensures implementation of backup and recovery procedures, monitors database performance and resource consumption. Works independently on or leads large, complex database projects. Configures and maintains database management systems. Provides technical expertise to less experienced database administrators, develops and monitors procedures for maintaining and updating organizational metadata. Provides technical assistance and consultation to applications developers who create and maintain applications using RDBMS's. Assist technical infrastructure staff in resolving problems between the operating system, hardware, integration points and the database management system. Participates in and influences the direction of the overall automation architecture. Bachelor's degree in Information Technology or Computer Science and 5 years of progressively responsible programming experience or an equivalent combination of training and experience. Some positions may require a valid driver's license.
Database Manager	IT	Database Manager: Responsible for all activities in the designing, planning, analyzing, implementing, and maintaining of major data base facilities and support systems involving complex structures. Directs, reviews, and evaluates work of subordinates in data base policies and procedures, technical problems, priorities, and methods. Minimum of 3 years database administration and 6 years of relational database experience. College level training in relational database design theory. Solid understanding of relational database internals (memory structures, distributed architecture, client architecture, parallel server, locking mechanisms). Complete understanding of technical concepts, including database startup and shutdown options, create and manage indexes, diagnose and resolve locking conflicts, understand and use data dictionary tables and views. Working knowledge of disaster recovery, replication servers, and other database maintenance tools. Experience designing, implementing, and maintaining high transaction volume databases. A detail-oriented, problem-solving attitude, strong time management skills, and effective oral and written communication skills required. Knowledge of data warehouse architecture.
Database Modeler	IT	Database Modeler: Perform logical & conceptual Data Modeling functions and collect business data requirements in order to design functional/logical and physical databases. Shall have 4 to 6 years of strong Data Management/Modeling experience working on corporate enterprise-wide relational databases (Oracle, SQL, Server, Informaix, Sybase, etc), Background should demonstrate ability in: 1) Full life cycle application database project design , development and implementation, 2) Systems analysis experience including requirements gathering and documentation, 3) Process and standards creation and implementation, 4) Facilitation of Design Session, 5) Logical Data Modeling (Case Tool exp. desired), Must possess superior oral & written communication skills as well as excellent interpersonal skills.
Database Specialist II	IT	Database Specialist II: Performs work of moderate difficulty in planning, analyzing, implementing, and maintaining data base facilities. A minimum of 2 years experience under general supervision, performs tasks associated with database software programming, design or performance analysis to enhance the productivity of structured database installations. Investigates and maintains database integrity and takes or recommends corrective action to resolve technical problems.

Database Specialist III	IT	Database Specialist III: Performs work of considerable difficulty in planning, analyzing, implementing and maintaining major data base facilities involving complex structures. Possesses at least 3 years experience at a journeyman level, and under minimum supervision, plans, analyzes and maintains major database facilities involving complex systems. Either serves as a technical expert over complex database structures or as a project leader is involved in all aspects of database structures, performance, integrity, recovery, standards and interface requirements.
Development Manager	IT	Development Manager: Serves as the "hands-on" manager of an IT development project, responsible for managing a project team involved in the design and implementation of a data processing system (et al). Oversees all aspects of project development from the initial design to the project implementation, Responsible for the quality and timeliness of project deliverables as well as constant communication with other IT management and key customers, Supervisory experience of at least a 3 member staff of application programmers or analysts, excellent oral and written communication skills required.
Documentation Specialist	IT	Documentation Specialist: Responsible for supporting systems projects by preparing and/or maintaining user guides, installation guides, systems documentation, operational manuals and generating standards for systems. 3+ years experience as a technical writer, editor or similar category. Strong written skills with the ability to adapt output to targeted audience (i.e., executive level, technical level, end-user).
E-Commerce Solutions Architect	IT	E-Commerce Solutions Architect: Designing and developing webbased software solutions, experience in development languages such as Java, HTML, Java Script, Visual Basic and C++. Aide in creating systems architecture and design system environments across multiple platforms in an e-commerce environment. Experience with designing component based Intranet, Extranet or Internet solutions. 3+ years experience with MS Architecture including Windows NT, Visual Studio, InterDev, ASP/IIS, Active X, Remote Access Server, Transaction Server, DCOM and a working knowledge of Microsoft Commerce Server are required.
EDP Planning Analyst	IT	EDP Planning Analyst: Serves as a member of an EDP planning team for the creation of IT strategic and tactical plans, Responsible to perform the analysis of current computer installation resources and project the future needs of the IT department based upon customer projected requirements, Gathers information from IT and customer, Creates planning documents as directed, Conducts presentations as directed, Has significant experience in the creation, analysis, review and revision of application data models and entity relationship diagrams, Must have excellent interview skills as well as oral and written communication skills, Experience in EDP project management.
GISs Specialist	IT	GIS Specialist: Serves as programmer/analyst in developing and implementing GIS applications. Writes, tests and documents software for spatial data creation, maintenance and analysis. Adds new data and manipulates existing data in multiple work files. Analyzes and resolves database and software problems. Produces maps and other GIS products. Has significant experience and knowledge of geographic and cartographic techniques and mathematics. Has significant experience in geographic data processing and analysis. Has good knowledge of GIS database structures.
Internet Application Developer	IT	Internet Application Developer: Build user interface applications and back-end database using various programming and scripting languages, author complex Web pages, assist in project planning and Web site design. Must be able to create technical methodologies for engineering solutions to Web-based development problems. Determine new Web technologies to utilize, such as browsers, languages, and plug-ins, based on organization's needs. Make suggestions on creating Web-based technical standards for specific Web sites and the organization a whole. 3+ years in ASP Development, Web Design, SQL Scripting, Visual Basic, Visual InterDev, MS SQL, Visual Basic, ASP, Java, HTML/DHTML/XML, CGI, C/C++.

Java Programmer	IT	Java Programmer: Responsibilities include designing, developing, testing, and implementing Java object-oriented applications and applets using established object-oriented methodologies. Must have experience with a major Java-based integrated development environment (e.g., IBM Visual Age, Symantec Visual Café, Microsoft Visual J++, etc.) is required. Must have a minimum of 2 years of hand-on Java application and applet development experience using integrated development environments. Must have experience using an established object-oriented methodology (e.g., Booch, Rumbaugh, Coad-Yourdon, etc.). Experience must include the development of stand-alone and web-based applications utilizing AWT, Swing, JDBC, JSP and serverlets. Must also have experience in Java 1.0.2, Java 1.1.x, and developing applications that make use of the Java 1.1 Event Model. Experience deploying web-based Java applications in both UNIX/Netscape Enterprise, and Windows NT/Microsoft IIS environments desirable.
LAN/WAN Administrator	IT	LAN/WAN Administrator: Provides technical hardware and software support at the Senior Level for Local and Wide Area Network installations. Must have experience in moving, adding, changing, and deleting to network resources in local/wide area network environments. Resources to be administered includes, but are not limited to, system security (i.e user profiles), application software, and device setup (e.g. printers, displays, mice). Other duties will include providing customer support, assisting with network troubleshooting, developing network, capacity plans, coordinating activities with other network managers and administrators, and otherwise ensuring the smooth operation of the LAN/WAN system. Must have a minimum of 3 years experience with network administration tools, software, operating systems and hardware components. Demonstrated ability to effectively interface with end users at all levels of the organization as well as the various network support specialists and vendors supporting the network.
Mainframe Capacity Study	IT	Mainframe Capacity Study: Will be responsible for analysis and formal reporting of current and future projections of mainframe capacity including direct access storage units, magnetic tape, Mips capacity, and other elements affecting mainframe capacity usage. Background should include 5+ years of capacity planning in a medium to large size mainframe shop. Good writing ability along with the use of graphic charts for presentation to middle and upper management.
Management Information Specialist	IT	Management Information Specialist: Represents as user liaison representative, the agency and division with the central data processing division for the planning, design, development and implementation of new or revised data and word processing systems. Minimum of 2 years experience as an analyst or specialist emphasizing liaison between end users and information technology professionals and managers.
MS SQL Server Administrator	IT	MS SQL Server Administrator: Responsible for security, modeling, metadata collection and maintenance; installation; performance monitoring and tuning; capacity and fault tolerance planning; and database recovery. Recommended 3 years of SQL Server experience and 6 years of relational database experience. MS-SQL Server 6.5, MS-SQL Server 7.0 and MS-SQL 2000, Database Replication, Clustering, Windows NT Server 4.0 and 2000 administration, VB Database programming skills, fault tolerance and experience with performance monitoring and tuning. College level training in relational database design theory with knowledge of data warehouse architecture a plus.
Oracle Server Administrator	IT	Oracle Server Administrator: Responsible for maintenance; installation; upgrades; performance monitoring and tuning; capacity and fault tolerance planning; data integrity; and database recovery. Minimum of 3 years Oracle database administration and 6 years of relational database experience.. Solid understanding of Oracle internals (memory structures, distributed architecture, client architecture, parallel server, locking mechanisms). Complete understanding of technical Oracle concepts, including database startup and shutdown options, create and manage indexes, diagnose and resolve locking conflicts, understand and use data dictionary tables and views. Working knowledge of disaster recovery, replication servers, and other database maintenance tools. Experience designing, implementing, and maintaining high transaction volume databases. A detail-oriented, problem-solving attitude, strong time management skills, and effective oral and written communication skills required.

Other Database Server Administrator	IT	Other Database Server Administrator: Responsible for maintenance; installation; upgrades; performance monitoring and tuning; capacity and fault tolerance planning; data integrity; and database recovery. Minimum of 3 years database administration experience and 6 years of relational database experience. Solid understanding of other database administrator internals (memory structures, distributed architecture, client architecture, parallel server, locking mechanisms). Complete understanding of technical other database administrator concepts, including database startup and shutdown options, create and manage indexes, diagnose and resolve locking conflicts, understand and use data dictionary tables and views. Working knowledge of disaster recovery, replication servers, and other database maintenance tools. Experience designing, implementing, and maintaining high transaction volume databases. A detail-oriented, problem-solving attitude, strong time management skills, and effective oral and written communication skills required.
PC LAN Technician	IT	PC LAN Technician: Serves as a PC technician for standalone and networked PCs and printers. Analyzes and resolves PC and printer problems and issues. Shares technical information to peers, supervisors and others. Advises team on PC standards. Creates documentation as appropriate. Has significant experience in installing and supporting network PCs and printers. Experienced with configuring/installing a PC onto a NT network. Experienced in troubleshooting PC-related problems.
Programmer Analyst II	IT	Programmer Analyst II: Under general supervision, performs applications programming and related tasks of considerable difficulty; may perform limited systems analysis work; participate in projects of moderate difficulty requiring user contact and the modification or design of computer systems; and performs related work as required. 2+ years experience in data processing, including program coding, debugging and documentation. The skill set is responsible for developing complex code, test scripts, fixing bugs and adherence to programming and technical standards.
Programmer Analyst III	IT	Programmer Analyst III: Under general supervision, performs applications programming work of considerable difficulty involving the most complex scientific, engineering and/or mathematical problems; or performs system analysis and application programming work of considerable difficulty requiring user contact and the modification and design of computer systems; and performs related work as required. 4+ years experience in data processing, including program coding, debugging and documentation. The skill set is responsible for performing a range of functions in areas such as complex application systems design, applications programming, conversion, implementation, performance measurement and evaluation.
Project Administrator	IT	Project Administrator: Serves as chief coordinator for all activities in multiple IT projects, Responsible for the accurate allocation of funding and paying invoices, Ensures that procurement and personnel rules are followed, Interfaces with the Project Manager or Development Manager of each project regarding deliverables, financial issues, documentation, etc, Has a strong understanding and experience in all the elements of project administration, Has demonstrated excellent organizational skills in a large IT department or large, complex IT projects, excellent oral and written communication skills required.
Project Director	IT	Project Director: Serves at an executive level with customer CIO for the purpose of establishing goals, directives, and priorities with executive management, Initiates or assists in securing funding and resources, Provides direction for major project development and implementation planning and decisions, Establishes IT project operational criteria and direction, Background should include a history of engagements with large private or public entities whereby this individual was responsible for setting goals and priorities, Strong project management experience required.
Project Manager	IT	Project Manager: Serves as the general IT Project Manager over very large or multiple IT projects, Responsible for managing development or operational or maintenance or enhancement project teams for major data processing systems (et al), Interfaces with both IT and customer management personnel, Ensures that project objectives and target dates are achieved, Minimum of 4 years experience in planning, managing and implementing IT projects, excellent oral and written communications skills required.
Quality Assurance Engineer	IT	Quality Assurance Engineer: Serves as an experienced quality assurance staff member. Is responsible for the quality of IT products and services. Assists in creating quality assurance procedures. Organizes testing and identifies failures and quality checkpoints. Updates documentation as appropriate. Is very knowledgeable in quality assurance testing, QA methods and procedures. Experienced with creating quality assurance documentation. Has good judgement in identifying significant and insignificant quality problems.

Quality Assurance Manager	IT	Quality Assurance Manager: Serves as a manager overseeing a program and staff dedicated to ensuring that quality IT products and services are delivered. Is responsible for quality assurance procedures, testing and managing the QA staff and ensures that QA procedures are current with standards. Works with other IT managers to develop priorities, test plans and determine target dates. Gives directions to staff regarding QA procedures and testing methodology. Has 5+ years experience working with Quality Assurance teams. Is very knowledgeable in quality assurance testing, QA methods and procedures. Has experience in supervising a QA staff. Excellent written communication, verbal communication and team-building skills.
Quality Assurance / Systems Testing Analyst	IT	Quality Assurance/Systems Testing Analyst: Serves as a quality assurance analyst. Is responsible for the quality of IT products and services. Follows all quality assurance procedures. Organizes own testing scenarios and identifies failures and quality checkpoints. Experienced in writing quality assurance documentation. Updates documentation as appropriate. Is knowledgeable in quality assurance testing, QA methods and procedures. Organized, thorough, and is disciplined in following procedures. Has good judgement in identifying significant and insignificant quality problems.
Security Engineer	IT	Security Engineer: Is responsible for determining what security configurations are most suitable, establish a baseline security policy to enforce firewall and network policies, and configure security for medium to high complexity networks. Must be able to produce technical and process recommendations, perform network and infrastructure reviews, conduct intrusion tests, work alone to identify client infrastructure and networking security issues, produce and deliver reports to drive action, and work with a team to resolve infrastructure and network security issues. Must have 3-5 years of computer network and Internet security engineering with demonstrable experience in security system troubleshooting and implementation. Must have in-depth knowledge of Microsoft Windows NT and its networking infrastructure, and a working knowledge of UNIX. Should have knowledge and experience in the following areas for medium to large scale networks: configuration of routers & switches, firewall architectures, TCP/IP, Routing Protocols, Internet Protocols, Wireless (802.11x), VPNs, encryption methods and products, intrusion detection devices, troubleshooting experience using protocol analyzers, Internet security scanners, and cracker programs.
Server Based Computing Engineer	IT	Server Based Computing Engineer: Required to maintain/update large-scale enterprise class Windows NT and Citrix MetaFrame systems. Engineers must have a through knowledge of thin client technologies - as they apply to initial systems reviews and recommendations, application testing, scalability, redundancy, security and remote access. Engineers must have experience with Microsoft Windows NT 4.0 Terminal Server Edition, Microsoft Windows 2000 Advanced Server, Citrix MetaFrame for Windows Terminal Server 4.0, Citrix MetaFrame for Windows 2000, Citrix Resource Management Services, Citrix Load Balancing Services and Citrix Installation Management Services.
Sr. EDP Planning Analyst	IT	Sr. EDP Planning Analyst: Serves as the lead individual in creating IT strategic and tactical plans, Responsible to coordinate and supervise the analysis of current computer installation resources and project the future needs of the IT department based upon customer projected requirements, Gathers information from IT and customer, Coordinates staff activities, Creates planning documents as directed, Makes presentations as directed, Has significant experience in the creation, analysis, review and revision of application data models and entity relationship diagrams, Must have excellent interview skills as well as oral and written communication skills, Experience in EDP project management.
Storage and Retrieval System Design	IT	Storage and Retrieval System Design: Perform senior level work in the application of computing and communications hardware and software to the automation of data center processes, analysis and information transfer. Assignments require broad knowledge of Computer Storage and Retrieval Systems including Storage Area Networks and RAID Technology. Direct experience in the design and installation of storage and retrieval systems across multiple complex computing systems.

<p>System Architect</p>	<p>IT</p>	<p>System Architect: Will be responsible for analysis, design, project execution and implementation of project architecture. Will serve as a technical expert for clients and in certain areas such as databases, component layer and presentation layer primarily through project execution. Will supervise the training of team members in various technologies and ensure that members are utilized on projects in a manner that balances professional growth with project effectiveness. Background should include 5+ years hands-on software development experience in the Windows environment, n-tier development experience, 2+ years of experience in a complex architectural environment (multiple products within a product line, one very complex product, etc.), experience in Windows NT 4.x internals, VB/MFC/COM, TCP/IP, firewalls. Experience in Java and HTML is a plus. Experience supporting Microsoft Internet Information Server or Site Server is a plus. MS in Computer Science or equivalent experience is required.</p>
<p>Systems Project Manager</p>	<p>IT</p>	<p>Systems Project Manager: Under direction, is responsible for managing project teams involved in the planning, installation, design and implementation of major data processing systems; and performs related work as required. A minimum of 5 years experience managing all phases of the system development life cycle for all types of information technology projects that are typically found in a Fortune 500 Company. The proposed manager must have experience with using formal methodologies and tools in the management of IT projects. Preference to project management experience in a Government environment.</p>
<p>Technical Support Specialist II</p>	<p>IT</p>	<p>Technical Support Specialist II: Under general supervision, is responsible for work of average difficulty in the design, installation, modification and/or maintenance of IBM OS/390 system software, and other operating systems; participates in the programming and testing of major systems; and performs related work as required. Subsystems to include: OS/390, JES2, IMS DB/DC, CICS, DB2, Open Systems, ACF/VTAM and related OS/390 third-party software packages; Bull, HP, UNIX, AIX, etc.</p>
<p>Technical Support Specialist III</p>	<p>IT</p>	<p>Technical Support Specialist III: Under direction, is responsible for work of considerable difficulty supervising a group of technical support specialists engaged in a wide variety of technical support activities; or serving as a project leader over technical support staff in major systems design and modifications of a large, complex OS/390 operations, or other operating systems; or as the technical advisor with expertise in all systems support areas to coordinate integration and development of diverse systems; and performs related work as required. Subsystems to include: OS/390, JES2, IMS DB/DC, CICS, DB2, Open Systems, ACF/VTAM and related OS/390 third-party software packages; Bull, HP, UNIX, AIX, etc.</p>
<p>Telecommunications Specialist II</p>	<p>IT</p>	<p>Telecommunications Specialist II: Performs analysis and design work of moderate difficulty to design, develop, operate, and maintain high-speed voice and data telecommunications network facilities; including links, switching systems, and network monitoring and control facilities. 3 years experience under general supervision performing journeyman level work of considerable difficulty maintaining all aspects of telecommunications systems. This includes installation and maintenance of hardware and software components found in modern telecommunications systems and networks.</p>
<p>Telecommunications Specialist III</p>	<p>IT</p>	<p>Telecommunications Specialist III: Performs work of considerable difficulty in the design, development, operation, and maintenance of high-speed voice and data telecommunications network facilities, including links, switching systems, and network monitoring and control facilities. 5 years experience performing analysis and design work of high complexity to design, develop, operate and maintain high speed voice and data telecommunications network facilities. Conduct studies, analyzes needs, develops specifications and makes recommendations on acquisition of hardware and software.</p>

<p>UNIX System Administrator</p>	<p>IT</p>	<p>UNIX System Administrator: Under direction, is responsible for work of considerable difficulty supervising a group of technical support specialists engaged in a wide variety of technical support activities; or serving as a project leader over technical support staff in major systems design and modifications at a large, complex mainframe or distributed server operations; or as the technical advisor with expertise in all systems support areas to coordinate integration and development of diverse systems: and performs related work as required. Sub-systems may include: IBM AIX, or IBM AIX compatible, or SUN, or Hewlett Packard, and related, third-party software. Administrators must be fluent in UNIX networking, security, data management, and hardware maintenance. Security experience must include integrating UNIX into heterogeneous networks, setting up and maintaining user accounts and groups, shadowing, and auditing. Data mgmt includes adding and removing storage devices, implementation, maintenance and auditing of backup schemas.</p>
<p>Visual Basic Developer I</p>	<p>IT</p>	<p>Visual Basic Developer I: Will be responsible for developing code (hands-on), providing technical support to external and internal customers/users. Hands-on development ability in Visual Basic; object oriented design and analysis ability; database familiarity. Strong Visual Basic coding skills, knowledge and use of visual modeling, to testing and change management. Quality assurance principles in coding. 2+ years experience in application development, 1+ years experience with Visual Basic (must include current version). Must have experience with SQL Server 6.5/7.0, ADO, Active X, COM+ and RDO.</p>
<p>Visual Basic Developer II</p>	<p>IT</p>	<p>Visual Basic Developer II: Will be responsible for requirement gathering and definition, design, development, programming and implementation. Will be responsible for developing code (hands-on), providing technical support to external and internal customers/users, while mentoring less experienced developers. Hands-on development ability in Visual Basic; object oriented design and analysis ability; database familiarity; networking experience. Strong Visual Basic coding skills. Extensive knowledge in software tools to support best practices in order to accelerate time-to-completion and deliver high quality software. Quality assurance principles in all phases of the project life cycle. 3+ years experience in application development, 2+ years experience with Visual Basic (must include current version). Must have experience with SQL Server 6.5/7.0, ADO, Active X, COM+, RDO, Win 32 API and MCSD.</p>
<p>Visual Basic Developer III</p>	<p>IT</p>	<p>Visual Basic Developer III: Will be responsible for requirement gathering and definition, design, development, programming and implementation. Will be responsible for developing code (hands-on), providing technical support to external and internal customers/users, while mentoring less experienced developers and providing technical project lead support. Hands-on development ability in Visual Basic; object oriented design and analysis ability; experience with Internet/Intranet development; database familiarity; networking experience. Strong Visual Basic coding skills, knowledge and use of visual modeling, to testing and change management. Extensive knowledge in software tools to support best practices in order to accelerate time-to-completion and deliver high quality software. Quality assurance principles in all phases of the project life cycle are required. 5+ years experience in application development, 3+ years experience with Visual Basic (must include current version). Must have 2+ years experience with SQL Server 6.5/7.0, ADO, Active X, COM+, RDO, Win 32 API and certification as an MCSD a plus.</p>
<p>Web Content / Communications Manager</p>	<p>IT</p>	<p>Web Content/Communications Manager: Performs work for the necessary development of Policy, Procedures and Standards regarding building and maintaining a website (incl. intranet) presence, Must be able to work with multiple internal managers as well as the CIO, Meet with department contacts to continue development of their sites, Working with graphic designers to develop web friendly "home page" graphics, assisting content owners to use Web conversion tools to convert documents to HTML, Creating graphics for lower level pages, Meeting with Intranet Steering Committee as directed, Heading a Web Developers Group for Customers as directed, Working with Internet Services Group within IT to develop interactive databases on Intranet, Working with team to market Intranet through promotional items, Delivering presentations to outside visitors about company Intranet, Using Adobe Acrobat to deliver forms through Intranet, writing technical user guides, etc, Communicate with all departments "real time" information, Shall have solid knowledge of HTML coding, keep up to date on web technologies, extensive experience creating graphics (incl. Adobe Acrobat), hands-on experience with Web conversion tools, prior content/Intranet management experience, corporate communication skills and writing skills.</p>

<p>WEB Site Developer</p>	<p>IT</p>	<p>WEB Site Developer: Utilizes various graphical software tools and technologies to transform graphical concepts into specific web pages. Implements existing site design and branding standards and guidelines into new and existing sites. Ensures that all page and site design is based on human factors best practices. Integrates graphics, images, text and advanced media into the graphical design of web pages. Makes changes to web site based on feedback from peers and Customers. Must have 2 years of technical graphic design or web development experience. Knowledge of DHTML, VBScript, JavaScript, Visual InterDev, FrontPage a plus.</p>
<p>WEWB Document Specialist</p>	<p>IT</p>	<p>WEB Document Specialist: Responsible for development of Web site document pages through programing in HTML and upload of pages onto the site, and integrates multimedia assets/applications into the site. Integrates new technologies into the WEB environment. Maintains cross-platform and cross-browser compatibility. Maintains and supports the department's Disaster Recovery Scheme for Web hardware and software along with performing specially assigned duties. Is responsible for total quality management of the site including evaluation of links and usability, and for achieving department's production metrics for WEB environment. Assists the IS development team with the implementation of new WEB applications. Generates periodic and utilization reports. Job requires at least 2 yrs experience with document conversion and HTML, coding, with UNIX, Shell and Perl scripting a plus, CGI programming and/or Java scripting a plus, Light UNIX admin experience a plus. Responsible for performing HTML coding/document conversion, training staff to assist with document conversion, ensure automated generation and posting or reports to web pages, work with internal employees on issues related to site, (translate business needs to WEB site capability). Develop, document and implement policies and procedures related to external site. Added duties: Answer, route, and track inquires and e-mail, maintain WEB server software, perform upgrades, evaluate functionality, work directly with system administrator to maintain and enhance WEB server platforms.</p>

Maricopa County
Serial 16111-RFP: Staffing Services and Related Services and Solutions
Attachment A-3
Pricing Sheet
IT

Service	Level / Description	Days to Receive Test results	Unit Cost (\$) / each
Criminal Check	State		
	National		
DMV	State		
	National		
Credit Check	Trans-Union/TRW/Equifax		
Employment History Verification	Past 5 years		
Education Verification	College, Trade & High School		
Sexual Offender Registry	State		
	National		
Alcohol Test	Qed A150		
Drug Testing - 5 Panel	Instant Technology Insta-Check 5		
Drug Testing - 10 Panel	Instant Technology Insta-Check 10		
Tuberculosis Test	Skin Test		
Please add any other testing services offered by your company such as personality testing, etc. Use more spaces as necessary.			

Maricopa County
Serial 16111-RFP: Staffing Services and Related Services and Solutions
Attachment A-3
Pricing Sheet
IT

Please provide a volume based incremental discount rate to the bill rate you provided in each state tab. Discounts are to apply for each Participating Public Agency. For example, if the Bill Rate is \$10 per hour and volume discount for \$1 MM is 5%. Then the discounted Bill Rate will be \$9.5 per hour.

Estimated Annual Total Spend (\$ Millions)		Incremental Discount to the Bill Rate
From	To	
\$0.250	\$0.500	%
\$0.501	\$1.000	%
\$1.001	\$1.500	%
\$1.501	\$2.000	%
\$2.001	\$2.500	%
\$2.501	\$3.000	%
\$3.001	\$3.500	%
\$3.501	\$4.000	%
\$4.001	\$4.500	%
\$4.501	\$5.000	%
\$5.001 and over		%

Please provide a volume based incremental discount rate to the Screening Fees you provided in the Screening Fees tab. For example, if the Screening Fee is \$10 each and volume discount for \$1 MM is 5%. Then the discounted Screening Fee will be \$9.5 each.

Estimated Annual Total Spend (\$ Millions)		Incremental Discount to the Screening Fees
From	To	
\$0.250	\$0.500	%
\$0.501	\$1.000	%
\$1.001	\$1.500	%
\$1.501	\$2.000	%
\$2.001	\$2.500	%
\$2.501	\$3.000	%
\$3.001	\$3.500	%
\$3.501	\$4.000	%
\$4.001	\$4.500	%
\$4.501	\$5.000	%
\$5.001 and over		%

Maricopa County
Serial 16111-RFP: Staffing Services and Related Services and Solutions
Attachment A-3
Pricing Sheet
IT

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Arizona

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I	\$ 1.00	\$ 2.00	10.00%	\$ 1.10	\$ 2.20	10.00%	\$ 1.65	\$ 3.30
IT	Business Analyst II (Corrections)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GISs Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -

IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Alabama									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Alaska									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Arkansas									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
California									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Colorado									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Connecticut									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Delaware									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Florida									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
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Georgia									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
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Hawaii									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Idaho									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Illinois									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Indiana									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Iowa									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
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Kansas									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
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Kentucky									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Louisiana									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Maine									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Maryland									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
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Massachusetts									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
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Michigan									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
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Minnesota									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Mississippi									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Missouri									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Montana									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
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Nebraska									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
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IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
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Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
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Nevada									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
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IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
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IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
New Hampshire									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
New Jersey									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
New Mexico									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
New York									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
North Carolina									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
North Dakota									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Ohio									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Oklahoma									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Oregon									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Pennsylvania									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Rhode Island									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
South Carolina									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
South Dakota									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Tennessee									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Texas									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
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Utah									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Vermont									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
Virginia										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -	
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -	
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -	
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -	
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -	
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -	
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -	
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -	
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -	
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -	
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -	
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -	
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -	
IT	Database Manager				\$ -	\$ -		\$ -	\$ -	
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -	
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -	
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -	
IT	Development Manager				\$ -	\$ -		\$ -	\$ -	
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -	
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -	
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -	
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -	
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -	
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -	
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -	
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -	
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -	
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -	
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -	
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -	
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -	
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -	
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -	
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -	
IT	Project Director				\$ -	\$ -		\$ -	\$ -	
IT	Project Manager				\$ -	\$ -		\$ -	\$ -	
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -	
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -	
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -	
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -	
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -	
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -	
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -	
IT	System Architect				\$ -	\$ -		\$ -	\$ -	
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -	
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -	
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -	
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -	
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -	
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -	
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -	
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -	
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -	
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -	
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -	
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.									
Washington									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT										
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.										
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.										
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.										
West Virginia										
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High	
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -	
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -	
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -	
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -	
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -	
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -	
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -	
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -	
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -	
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -	
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -	
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -	
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -	
IT	Database Manager				\$ -	\$ -		\$ -	\$ -	
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -	
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -	
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -	
IT	Development Manager				\$ -	\$ -		\$ -	\$ -	
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -	
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -	
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -	
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -	
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -	
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -	
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -	
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -	
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -	
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -	
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -	
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -	
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -	
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -	
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -	
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -	
IT	Project Director				\$ -	\$ -		\$ -	\$ -	
IT	Project Manager				\$ -	\$ -		\$ -	\$ -	
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -	
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -	
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -	
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -	
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -	
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -	
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -	
IT	System Architect				\$ -	\$ -		\$ -	\$ -	
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -	
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -	
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -	
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -	
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -	
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -	
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -	
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -	
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -	
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -	
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -	
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -	

Maricopa County Serial 16111-RFP: Staffing Services and Related Services and Solutions Attachment A-3 Pricing Sheet IT									
1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
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Wisconsin									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

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1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.									
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.									
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Wyoming									
Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
IT	Business Analyst I				\$ -	\$ -		\$ -	\$ -
IT	Business Analyst II (Correctional)				\$ -	\$ -		\$ -	\$ -
IT	C++ Programmer				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician I				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician II				\$ -	\$ -		\$ -	\$ -
IT	CADD Technician III				\$ -	\$ -		\$ -	\$ -
IT	Client/Server Specialist				\$ -	\$ -		\$ -	\$ -
IT	Computer Operator				\$ -	\$ -		\$ -	\$ -
IT	Data Communications Network Analyst				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Operations Control				\$ -	\$ -		\$ -	\$ -
IT	Data Processing Planning Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Data Warehouse Developer				\$ -	\$ -		\$ -	\$ -
IT	Database Administrator				\$ -	\$ -		\$ -	\$ -
IT	Database Manager				\$ -	\$ -		\$ -	\$ -
IT	Database Modeler				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Database Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Development Manager				\$ -	\$ -		\$ -	\$ -
IT	Documentation Specialist				\$ -	\$ -		\$ -	\$ -
IT	E-Commerce Solutions Architect				\$ -	\$ -		\$ -	\$ -
IT	EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	GIS Specialist				\$ -	\$ -		\$ -	\$ -
IT	Internet Application Developer				\$ -	\$ -		\$ -	\$ -
IT	Java Programmer				\$ -	\$ -		\$ -	\$ -
IT	LAN/WAN Administrator				\$ -	\$ -		\$ -	\$ -
IT	Mainframe Capacity Study				\$ -	\$ -		\$ -	\$ -
IT	Management Information Specialist				\$ -	\$ -		\$ -	\$ -
IT	MS SQL Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Oracle Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	Other Database Server Administrator				\$ -	\$ -		\$ -	\$ -
IT	PC LAN Technician				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst II				\$ -	\$ -		\$ -	\$ -
IT	Programmer Analyst III				\$ -	\$ -		\$ -	\$ -
IT	Project Administrator				\$ -	\$ -		\$ -	\$ -
IT	Project Director				\$ -	\$ -		\$ -	\$ -
IT	Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Engineer				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance Manager				\$ -	\$ -		\$ -	\$ -
IT	Quality Assurance/Systems Testing Analyst				\$ -	\$ -		\$ -	\$ -
IT	Security Engineer				\$ -	\$ -		\$ -	\$ -
IT	Server Based Computing Engineer				\$ -	\$ -		\$ -	\$ -
IT	Sr. EDP Planning Analyst				\$ -	\$ -		\$ -	\$ -
IT	Storage and Retrieval System Design				\$ -	\$ -		\$ -	\$ -
IT	System Architect				\$ -	\$ -		\$ -	\$ -
IT	Systems Project Manager				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Technical Support Specialist III				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist II				\$ -	\$ -		\$ -	\$ -
IT	Telecommunications Specialist III				\$ -	\$ -		\$ -	\$ -
IT	UNIX System Administrator				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer I				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer II				\$ -	\$ -		\$ -	\$ -
IT	Visual Basic Developer III				\$ -	\$ -		\$ -	\$ -
IT	Web Content/Communications Manager				\$ -	\$ -		\$ -	\$ -
IT	WEB Site Developer				\$ -	\$ -		\$ -	\$ -
IT	WEWB Document Specialist				\$ -	\$ -		\$ -	\$ -

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EXHIBIT 4

*(DRAFT CONTRACT)***CONTRACT PURSUANT TO RFP**

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This Contract is entered into this ____ day of _____, 20__ by and between Maricopa County (“County”), a political subdivision of the State of Arizona, and _____, an Arizona corporation (“Contractor”) for the purchase of _____ services.

1.0 CONTRACT TERM:

- 1.1 This Contract is for a term of Three (3) years, beginning on the _____ day of _____, 2016 and ending the _____ day of _____, 20_____.
- 1.2 The County may, at its option and with the agreement of the Contractor, renew the term of this Contract for additional terms up to a maximum of Three (3) additional years, (or at the County’s sole discretion, extend the contract on a month-to-month bases for a maximum of six (6) months after expiration). The County shall notify the Contractor in writing of its intent to extend the Contract term at least sixty (60) calendar days prior to the expiration of the original contract term, or any additional term thereafter.

2.0 FEE ADJUSTMENTS:

- 2.1 Any request for a fee adjustment must be submitted sixty (60) days prior to the current Contract expiration date. Requests for adjustment in cost of labor and/or materials must be supported by appropriate documentation. If County agrees to the adjusted fee, County shall issue written approval of the change. The reasonableness of the request will be determined by comparing the request with the (Consumer Price Index) or by performing a market survey.

3.0 PAYMENTS:

- 3.1 As consideration for performance of the duties described herein, County shall pay Contractor the sum(s) stated in Exhibit “A.”
- 3.2 Payment shall be made upon the County’s receipt of a properly completed invoice.

3.3 INVOICES:

- 3.3.1 The Contractor shall submit one (1) legible copy of their detailed invoice before payment(s) can be made. Incomplete invoices will not be processed. At a minimum, the invoice must provide the following information:

- Company name, address and contact
- County bill-to name and contact information
- Contract Serial Number or

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- County purchase order number
 - Invoice number and date
 - Payment terms
 - Date of service or delivery
 - Quantity (number of days or weeks)
 - Contract Item number(s)
 - Description of Purchase (product or services)
 - Pricing per unit of purchase
 - Extended price
 - Mileage w/rate (if applicable)
 - Arrival and completion time (if applicable)
 - Total Amount Due
- 3.3.2 Problems regarding billing or invoicing shall be directed to the using agency as listed on the Purchase Order.
- 3.3.3 Payment shall be made to the Contractor by Accounts Payable through the Maricopa County Vendor Express Payment Program. This is an Electronic Funds Transfer (EFT) process. After Contract Award the Contractor shall complete the Vendor Registration Form located on the County Department of Finance Vendor Registration Web Site (<http://www.maricopa.gov/Finance/Vendors.aspx>).
- 3.3.4 Discounts offered in the contract shall be calculated based on the date a properly completed invoice is received by the County (ROI).
- 3.3.5 EFT payments to the routing and account numbers designated by the Contractor will include the details on the specific invoices that the payment covers. The Contractor is required to discuss remittance delivery capabilities with their designated financial institution for access to those details.
- 3.4 **APPLICABLE TAXES:**
- 3.4.1 **Payment of Taxes:** The Contractor shall pay all applicable taxes. With respect to any installation labor on items that are not attached to real property performed by Contractor under the terms of this Contract, the installation labor cost and the gross receipts for materials provided shall be listed separately on the Contractor's invoices.
- 3.4.2 **State and Local Transaction Privilege Taxes:** Maricopa County is subject to all applicable state and local transaction privilege taxes. To the extent any state and local transaction privilege taxes apply to sales made under the terms of this contract_it is the responsibility of the seller to collect and remit all applicable taxes to the proper taxing jurisdiction of authority.
- 3.4.3 **Tax Indemnification:** Contractor and all subcontractors shall pay all Federal, state, and local taxes applicable to its operation and any persons employed by the Contractor. Contractor shall, and require all subcontractors to hold Maricopa County harmless from any responsibility for taxes, damages and interest, if applicable, contributions required under Federal, and/or state and local laws and regulations and any other costs including transaction privilege taxes, unemployment compensation insurance, Social Security and Worker's Compensation.
- 3.5 **TAX: (SERVICES)**
- No tax shall be levied against labor. It is the responsibility of the Contractor to determine any and all taxes and include the same in proposal price.

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3.6 STRATEGIC ALLIANCE for VOLUME EXPENDITURES (\$AVE):

3.6.1 The County is a member of the \$AVE cooperative purchasing group. \$AVE includes the State of Arizona, many Phoenix metropolitan area municipalities, and many K-12 unified school districts. Under the \$AVE Cooperative Purchasing Agreement, and with the concurrence of the successful Respondent under this solicitation, a member of \$AVE may access a contract resulting from a solicitation issued by the County. If you **do not** want to grant such access to a member of \$AVE, **please so state** in your proposal. In the absence of a statement to the contrary, the County will assume that you do wish to grant access to any contract that may result from this Request for Proposal.

3.7 INTERGOVERNMENTAL COOPERATIVE PURCHASING AGREEMENTS (ICPA's)

3.7.1 County currently holds ICPA's with numerous governmental entities throughout the State of Arizona. These agreements allow those entities, with the approval of the Contractor, to purchase their requirements under the terms and conditions of the County Contract. Please indicate on Attachment A, your acceptance or rejection regarding such participation of other governmental entities. Your response will not be considered as an evaluation factor in awarding a contract

4.0 AVAILABILITY OF FUNDS:

4.1 The provisions of this Contract relating to payment for services shall become effective when funds assigned for the purpose of compensating the Contractor as herein provided are actually available to County for disbursement. The County shall be the sole judge and authority in determining the availability of funds under this Contract. County shall keep the Contractor fully informed as to the availability of funds.

4.2 If any action is taken by any state agency, Federal department or any other agency or instrumentality to suspend, decrease, or terminate its fiscal obligations under, or in connection with, this Contract, County may amend, suspend, decrease, or terminate its obligations under, or in connection with, this Contract. In the event of termination, County shall be liable for payment only for services rendered prior to the effective date of the termination, provided that such services are performed in accordance with the provisions of this Contract. County shall give written notice of the effective date of any suspension, amendment, or termination under this Section, at least ten (10) days in advance.

5.0 DUTIES:

5.1 The Contractor shall perform all duties stated in Exhibit "B", or as otherwise directed in writing by the Procurement Officer.

5.2 During the Contract term, County may provide Contractor's personnel with adequate workspace for consultants and such other related facilities as may be required by Contractor to carry out its contractual obligations.

6.0 TERMS and CONDITIONS:

6.1 INDEMNIFICATION:

To the fullest extent permitted by law, and to the extent that claims, damages, losses or expenses are not covered and paid by insurance purchased by the Contractor, the Contractor shall defend indemnify and hold harmless the County (as Owner), its agents, representatives, agents, officers, directors, officials, and employees from and against all claims, damages, losses, and expenses (including, but not limited to attorneys' fees, court costs, expert witness fees, and the costs and attorneys' fees for appellate proceedings) arising out of, or alleged to have resulted from the negligent acts, errors, omissions, or mistakes relating to the performance of this Contract.

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Contractor's duty to defend, indemnify, and hold harmless the County, its agents, representatives, agents, officers, directors, officials, and employees shall arise in connection with any claim, damage, loss, or expense that is attributable to bodily injury, sickness, disease, death or injury to, impairment of, or destruction of tangible property, including loss of use resulting there from, caused by negligent acts, errors, omissions, or mistakes in the performance of this Contract, but only to the extent caused by the negligent acts or omissions of the Contractor, a subcontractor, any one directly or indirectly employed by them, or anyone for whose acts they may be liable, regardless of whether or not such claim, damage, loss, or expense is caused in part by a party indemnified hereunder.

The amount and type of insurance coverage requirements set forth herein will in no way be construed as limiting the scope of the indemnity in this paragraph.

The scope of this indemnification does not extend to the sole negligence of County.

Each Party (as "indemnitor") agrees to indemnify, defend, and hold harmless the other Party (as "indemnitee") from and against any and all claims, losses, liability, costs, or expenses (including reasonable attorney's fees) (hereinafter collectively referred to as "claims") arising out of the negligent performance of this Agreement, but only to the extent that such claims which result in vicarious/derivative liability to the indemnitee are caused by the act, omission, negligence, misconduct, or other fault of the indemnitor, its officers, officials, agents, employees, or volunteers.

6.2 INSURANCE.

- 6.2.1 Contractor, at Contractor's own expense, shall purchase and maintain the herein stipulated minimum insurance from a company or companies duly licensed by the State of Arizona and possessing a current A.M. Best, Inc. rating of B++. In lieu of State of Arizona licensing, the stipulated insurance may be purchased from a company or companies, which are authorized to do business in the State of Arizona, provided that said insurance companies meet the approval of County. The form of any insurance policies and forms must be acceptable to County.
- 6.2.2 All insurance required herein shall be maintained in full force and effect until all work or service required to be performed under the terms of the Contract is satisfactorily completed and formally accepted. Failure to do so may, at the sole discretion of County, constitute a material breach of this Contract.
- 6.2.3 Contractor's insurance shall be primary insurance as respects County, and any insurance or self-insurance maintained by County shall not contribute to it.
- 6.2.4 Any failure to comply with the claim reporting provisions of the insurance policies or any breach of an insurance policy warranty shall not affect the County's right to coverage afforded under the insurance policies.
- 6.2.5 The insurance policies may provide coverage that contains deductibles or self-insured retentions. Such deductible and/or self-insured retentions shall not be applicable with respect to the coverage provided to County under such policies. Contractor shall be solely responsible for the deductible and/or self-insured retention and County, at its option, may require Contractor to secure payment of such deductibles or self-insured retentions by a surety bond or an irrevocable and unconditional letter of credit.
- 6.2.6 The insurance policies required by this Contract, except Workers' Compensation and Errors and Omissions, shall name County, its agents, representatives, officers, directors, officials and employees as Additional Insureds.
- 6.2.7 The policies required hereunder, except Workers' Compensation and Errors and Omissions, shall contain a waiver of transfer of rights of recovery (subrogation) against

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County, its agents, representatives, officers, directors, officials and employees for any claims arising out of Contractor's work or service.

6.2.8 Commercial General Liability.

Commercial General Liability insurance and, if necessary, Commercial Umbrella insurance with a limit of not less than \$2,000,000 for each occurrence, \$4,000,000 Products/Completed Operations Aggregate, and \$4,000,000 General Aggregate Limit. The policy shall include coverage for premises liability, bodily injury, broad form property damage, personal injury, products and completed operations and blanket contractual coverage, and shall not contain any provisions which would serve to limit third party action over claims. There shall be no endorsement or modifications of the CGL limiting the scope of coverage for liability arising from explosion, collapse, or underground property damage.

6.2.9 Automobile Liability.

Commercial/Business Automobile Liability insurance and, if necessary, Commercial Umbrella insurance with a combined single limit for bodily injury and property damage of not less than \$1,000,000 each occurrence with respect to any of the Contractor's owned, hired, and non-owned vehicles assigned to or used in performance of the Contractor's work or services or use or maintenance of the Premises under this Contract.

6.2.10 Workers' Compensation.

Workers' Compensation insurance to cover obligations imposed by federal and state statutes having jurisdiction of Contractor's employees engaged in the performance of the work or services under this Contract; and Employer's Liability insurance of not less than \$1,000,000 for each accident, \$1,000,000 disease for each employee, and \$1,000,000 disease policy limit.

Contractor, its contractors and its subcontractors waive all rights against Contract and its agents, officers, directors and employees for recovery of damages to the extent these damages are covered by the Workers' Compensation and Employer's Liability or commercial umbrella liability insurance obtained by Contractor, its contractors and its subcontractors pursuant to this Contract.

6.2.11 Errors and Omissions (Professional Liability) Insurance.

Errors and Omissions (Professional Liability) insurance and, if necessary, Commercial Umbrella insurance, which will insure and provide coverage for errors or omissions or professional liability of the **CONTRACTOR**, with limits of no less than \$2,000,000 for each claim.

6.2.12 Professional Liability.

Contractor shall maintain Professional Liability insurance which will provide coverage for any and all acts arising out of the work or services performed by the Contractor under the terms of this Contract, with a limit of not less than \$1,000,000 for each claim, and \$3,000,000 aggregate claims.

6.2.13 Crime – If any vendor is touching County funds

CONTRACTOR shall maintain Commercial Crime Liability Insurance with a limit of not less than \$500,000 for each occurrence. The policy shall include, but not be limited to, coverage for employee dishonesty, fraud, theft, or embezzlement.

6.2.14 Cyber – If a vendor is “getting into” County computer systems

Policy Limit:

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- 6.2.14.1 The policy shall be issued with minimum limits of \$100,000.
- 6.2.14.2 The policy shall include coverage for all directors, officers, agents and employees of the Contractor.
- 6.2.14.3 The policy shall **include coverage for third party fidelity.**
- 6.2.14.4 The policy shall **include coverage for theft.**
- 6.2.14.5 The policy shall **contain no requirement for arrest and conviction.**
- 6.2.14.6 The policy shall cover loss outside the premises of the **Named Insured.**
- 6.2.14.7 The policy shall endorse (**Blanket Endorsements are not acceptable**) the Department as **Loss Payee** as our interest may appear.

6.2.15 Sexual molestation and physical abuse

When services involve working with these groups of individuals, the insurance requirements in the contract need to be revised to include coverage for "**sexual molestation and physical abuse**". Coverage for this type of claim, or allegation, is excluded from standard general liability policies. Therefore, contractors whose services include working with and/or caring for children/elderly and disabled persons should have their policies specifically endorsed to include this coverage.

6.2.15.1 Commercial General Liability – Occurrence Form

Policy shall include bodily injury, property damage and broad form contractual liability coverage.

- a. **The policy shall be endorsed to include coverage for physical/sexual abuse and molestation.**
- b. The policy shall be endorsed to include the following additional insured language: "(____), its subsidiary, parent, associated and/or affiliated entities, successors, or assigns, its elected officials, trustees, employees, agents, and volunteers shall be named as additional insureds with respect to liability arising out of the activities performed by, or on behalf of the Contractor".

6.2.15.2 Minimum Limits:

General Aggregate	\$1,000,000
Products/Completed Operations Aggregate	\$1,000,000
Each Occurrence Limit	\$1,000,000
Personal/Advertising Injury	\$1,000,000
Sexual Abuse/Molestation	\$1,000,000

6.2.16 Medical Mal – Any contractor that has a medical degree doing work with patience such as Psych or any other type of treatment

Medical Malpractice insurance and, if necessary, Commercial Umbrella insurance, which will insure and provide coverage for Medical Malpractice of the Contractor, with limits of no less than \$5,000,000 for each claim.

6.2.17 Certificates of Insurance.

- 6.2.17.1 Prior to Contract **AWARD**, Contractor shall furnish the County with valid and complete certificates of insurance, or formal endorsements as required by the Contract in the form provided by the County, issued by Contractor’s insurer(s), as evidence that policies providing the required coverage, conditions and limits required by this Contract are in full force and effect. Such certificates shall identify this contract number and title.

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6.2.17.2 In the event any insurance policy (ies) required by this contract is (are) written on a "claims made" basis, coverage shall extend for two years past completion and acceptance of Contractor's work or services and as evidenced by annual Certificates of Insurance.

6.2.17.3 If a policy does expire during the life of the Contract, a renewal certificate must be sent to County fifteen (15) days prior to the expiration date.

6.2.18 Cancellation and Expiration Notice.

Applicable to all insurance policies required within the Insurance Requirements of this Contract, Contractor's insurance shall not be permitted to expire, be suspended, be canceled, or be materially changed for any reason without thirty (30) days prior written notice to Maricopa County. Contractor must provide to Maricopa County, within 2 business days of receipt, if they receive notice of a policy that has been or will be suspended, canceled, materially changed for any reason, has expired, or will be expiring. Such notice shall be sent directly to Maricopa County Office of Procurement Services and shall be mailed or hand delivered to 320 West Lincoln Street, Phoenix, AZ 85003, or emailed to Procurement Officer noted in solicitation.

6.3 WARRANTY OF SERVICES:

6.3.1 The Contractor warrants that all services provided hereunder will conform to the requirements of the Contract, including all descriptions, specifications and attachments made a part of this Contract. County's acceptance of services or goods provided by the Contractor shall not relieve the Contractor from its obligations under this warranty.

6.3.2 In addition to its other remedies, County may, at the Contractor's expense, require prompt correction of any services failing to meet the Contractor's warranty herein. Services corrected by the Contractor shall be subject to all the provisions of this Contract in the manner and to the same extent as services originally furnished hereunder.

6.4 REQUIREMENTS CONTRACT:

6.4.1 Contractors signify their understanding and agreement by signing a bid submittal, that the Contract resulting from the bid is a requirements contract. However, the Contract does not guarantee any minimum or maximum number of purchases will be made. It only indicates that if purchases are made for the materials or services contained in the Contract, they will be purchased from the Contractor awarded that item if the Contractor can meet all the delivery requirements of the County. Orders will only be placed when the County identifies a need and proper authorization and documentation have been approved.

6.4.2 County reserves the right to cancel Purchase Orders within a reasonable period of time after issuance. Should a Purchase Order be canceled, the County agrees to reimburse the Contractor for actual and documentable costs incurred by the Contractor in response to the Purchase Order. The County will not reimburse the Contractor for any costs incurred after receipt of County notice of cancellation, or for lost profits, shipment of product prior to issuance of Purchase Order, etc.

6.4.3 Contractors agree to accept verbal notification of cancellation of Purchase Orders from the County Procurement Officer with written notification to follow. By submitting a bid in response to this Invitation for Bids, the Contractor specifically acknowledges to be bound by this cancellation policy.

6.5 Background Check:

Contractors need to be aware that there may be multiple background checks (Sheriff's Office, County Attorney's Office, Courts as well as Maricopa County general government) to determine if

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the respondents employees are acceptable for the contractor to do business with the County. This applies to (but is not limited to) the company and sub-contractors. Employees or others who fail to pass these checks shall not be allowed to work on County projects. Failure to meet these requirements may lead to termination of the contract.

6.6 Suspension of Work

The Procurement Officer may order the Contractor, in writing, to suspend, delay, or interrupt all or any part of the work of this contract for the period of time that the Procurement Officer determines appropriate for the convenience of the County. No adjustment shall be made under this clause for any suspension, delay, or interruption to the extent that performance would have been so suspended, delayed, or interrupted by any other cause, including the fault or negligence of the Contractor. No request for adjustment under this clause shall be granted unless the claim, in an amount stated, is asserted in writing as soon as practicable after the termination of the suspension, delay, or interruption, but not later than the date of final payment under the contract.

6.7 Stop Work Order

The Procurement Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Procurement Officer shall either—

6.7.1 Cancel the stop-work order; or

6.7.2 Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the County, clause of this contract.

6.7.3 The Procurement Officer may make an equitable adjustment in the delivery schedule and/or contract price, or otherwise, and the contract shall be modified, in writing, accordingly, if the Contractor demonstrates that the stop work order resulted in an increase in costs to the Contractor.

6.8 UNCONDITIONAL TERMINATION FOR CONVENIENCE:

Maricopa County may terminate the resultant Contract for convenience by providing sixty (60) calendar days advance notice to the Contractor.

6.9 TERMINATION FOR DEFAULT:

The County may, by written notice of default to the Contractor, terminate this contract in whole or in part if the Contractor fails to:

6.9.1 Deliver the supplies or to perform the services within the time specified in this contract or any extension;

6.9.2 Make progress, so as to endanger performance of this contract; or

6.9.3 Perform any of the other provisions of this contract.

6.9.4 The County's right to terminate this contract under these subparagraph may be exercised if the Contractor does not cure such failure within 10 days (or more if authorized in writing by the County) after receipt of the notice from the Procurement Officer specifying the failure.

SERIAL 16111-RFP**6.10 STATUTORY RIGHT OF CANCELLATION FOR CONFLICT OF INTEREST:**

Notice is given that pursuant to A.R.S. § 38-511 the County may cancel any Contract without penalty or further obligation within three years after execution of the contract, if any person significantly involved in initiating, negotiating, securing, drafting or creating the contract on behalf of the County is at any time while the Contract or any extension of the Contract is in effect, an employee or agent of any other party to the Contract in any capacity or consultant to any other party of the Contract with respect to the subject matter of the Contract. Additionally, pursuant to A.R.S § 38-511 the County may recoup any fee or commission paid or due to any person significantly involved in initiating, negotiating, securing, drafting or creating the contract on behalf of the County from any other party to the contract arising as the result of the Contract.

6.11 CONTRACTOR LICENSE REQUIREMENT:

6.11.1 The Respondent shall procure all permits, insurance, licenses and pay the charges and fees necessary and incidental to the lawful conduct of his/her business, and as necessary complete any required certification requirements, required by any and all governmental or non-governmental entities as mandated to maintain compliance with and in good standing for all permits and/or licenses. The Respondent shall keep fully informed of existing and future trade or industry requirements, Federal, State and Local laws, ordinances, and regulations which in any manner affect the fulfillment of a Contract and shall comply with the same. Contractor shall immediately notify both Office of Procurement Services and the using agency of any and all changes concerning permits, insurance or licenses.

6.11.2 Respondents furnishing finished products, materials or articles of merchandise that will require installation or attachment as part of the Contract, shall possess any licenses required. A Respondent is not relieved of its obligation to possess the required licenses by subcontracting of the labor portion of the Contract. Respondents are advised to contact the Arizona Registrar of Contractors, Chief of Licensing, at (602) 542-1525 to ascertain licensing requirements for a particular contract. Respondents shall identify which license(s), if any, the Registrar of Contractors requires for performance of the Contract.

6.12 SUBCONTRACTING:

6.12.1 The Contractor may not assign to another Contractor or Subcontract to another party for performance of the terms and conditions hereof without the written consent of the County. All correspondence authorizing subcontracting must reference the Bid Serial Number and identify the job project.

6.12.2 The Subcontractor's rate for the job shall not exceed that of the Prime Contractor's rate, as bid in the pricing section, unless the Prime Contractor is willing to absorb any higher rates or the County has approved the increase. The Subcontractor's invoice shall be invoiced directly to the Prime Contractor, who in turn shall pass-through the costs to the County, without mark-up. A copy of the Subcontractor's invoice must accompany the Prime Contractor's invoice.

6.13 AMENDMENTS:

All amendments to this Contract shall be in writing and approved/signed by both parties. Maricopa County Office of Procurement Services shall be responsible for approving all amendments for Maricopa County.

6.14 ADDITIONS/DELETIONS OF SERVICE:

6.14.1 The County reserves the right to add and/or delete materials and services to a Contract. If a service requirement is deleted, payment to the Contractor will be reduced proportionately, to the amount of service reduced in accordance with the bid price. If

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additional materials or services are required from a Contract, prices for such additions will be negotiated between the Contractor and the County.

- 6.14.2 The County reserves the right of final approval on proposed staff for all Task Orders. Also, upon request by the County, the Contractor will be required to remove any employees working on County projects and substitute personnel based on the discretion of the County within two business days, unless previously approved by the County.

6.15 **VALIDITY:**

The invalidity, in whole or in part, of any provision of this Contract shall not void or affect the validity of any other provision of the Contract.

6.16 **SEVERABILITY:**

The invalidity, in whole or in part, of any provision of this Contract shall not void or affect the validity of any other provision of this Contract.

6.17 **RIGHTS IN DATA:**

The County shall have the use of data and reports resulting from a Contract without additional cost or other restriction except as may be established by law or applicable regulation. Each party shall supply to the other party, upon request, any available information that is relevant to a Contract and to the performance thereunder.

6.18 **NON-DISCRIMINATION:**

CONTRACTOR agrees to comply with all provisions and requirements of Arizona Executive Order 2009-09 including flow down of all provisions and requirements to any subcontractors. Executive Order 2009-09 supersedes Executive order 99-4 and amends Executive order 75-5 and may be viewed and downloaded at the Governor of the State of Arizona's website <http://azmemory.azlibrary.gov/cdm/singleitem/collection/execorders/id/680/rec/1> which is hereby incorporated into this contract as if set forth in full herein. During the performance of this contract, CONTRACTOR shall not discriminate against any employee, client or any other individual in any way because of that person's age, race, creed, color, religion, sex, disability or national origin.

6.19 **CERTIFICATION REGARDING DEBARMENT AND SUSPENSION**

- 6.19.1 The undersigned (authorized official signing for the Contractor) certifies to the best of his or her knowledge and belief, that the Contractor

6.19.1.1 is not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal Department or agency;

6.19.1.2 have not within 3-year period preceding this Contract been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

6.19.1.3 are not presently indicted or otherwise criminally or civilly charged by a government entity (Federal, State or local) with commission of any of the offenses enumerated in paragraph (2) of this certification; and

6.19.1.4 have not within a 3-year period preceding this Contract had one or more public transaction (Federal, State or local) terminated for cause of default.

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6.19.2 The Contractor agrees to include, without modification, this clause in all lower tier covered transactions (i.e. transactions with subcontractors) and in all solicitations for lower tier covered transactions related to this Contract.

6.20 VERIFICATION REGARDING COMPLIANCE WITH ARIZONA REVISED STATUTES §41-4401 AND FEDERAL IMMIGRATION LAWS AND REGULATIONS:

6.20.1 By entering into the Contract, the Contractor warrants compliance with the Immigration and Nationality Act (INA using e-verify) and all other federal immigration laws and regulations related to the immigration status of its employees and A.R.S. §23-214(A). The contractor shall obtain statements from its subcontractors certifying compliance and shall furnish the statements to the Procurement Officer upon request. These warranties shall remain in effect through the term of the Contract. The Contractor and its subcontractors shall also maintain Employment Eligibility Verification forms (I-9) as required by the Immigration Reform and Control Act of 1986, as amended from time to time, for all employees performing work under the Contract and verify employee compliance using the E-verify system and shall keep a record of the verification for the duration of the employee's employment or at least three years, whichever is longer. I-9 forms are available for download at USCIS.GOV.

6.20.2 The County retains the legal right to inspect contractor and subcontractor employee documents performing work under this Contract to verify compliance with paragraph 4.21 of this Section. Contractor and subcontractor shall be given reasonable notice of the County's intent to inspect and shall make the documents available at the time and date specified. Should the County suspect or find that the Contractor or any of its subcontractors are not in compliance, the County will consider this a material breach of the contract and may pursue any and all remedies allowed by law, including, but not limited to: suspension of work, termination of the Contract for default, and suspension and/or debarment of the Contractor. All costs necessary to verify compliance are the responsibility of the Contractor.

6.21 INFLUENCE

As prescribed in MC1-1202 of the Maricopa County Procurement Code, any effort to influence an employee or agent to breach the Maricopa County Ethical Code of Conduct or any ethical conduct may be grounds for Disbarment or Suspension under MC1-902.

An attempt to influence includes, but is not limited to:

6.21.1 A Person offering or providing a gratuity, gift, tip, present, donation, money, entertainment or educational passes or tickets, or any type valuable contribution or subsidy,

6.21.2 That is offered or given with the intent to influence a decision, obtain a contract, garner favorable treatment, or gain favorable consideration of any kind.

If a Person attempts to influence any employee or agent of Maricopa County, the Chief Procurement Officer, or his designee, reserves the right to seek any remedy provided by the Maricopa County Procurement Code, any remedy in equity or in the law, or any remedy provided by this contract.

6.22 CONTRACTOR EMPLOYEE WHISTLEBLOWER RIGHTS AND REQUIREMENT TO INFORM EMPLOYEES OF WHISTLERBLOWER RIGHTS.

6.22.1 The Parties agree that this Contract and employees working on this Contract will be subject to the whistleblower rights and remedies in the pilot program on contractor employee whistleblower protections established at 41 U.S.C. § 4712 by section 828 of the National Defense Authorization Act for Fiscal Year 2013 (Pub. L. 112-239) and section 3.908 of the Federal Acquisition Regulation;

SERIAL 16111-RFP

6.22.2 Contractor shall inform its employees in writing, in the predominant language of the workforce, of employee whistleblower rights and protections under 41 U.S.C. § 4712, as described in section 3.908 of the Federal Acquisition Regulation. Documentation of such employee notification must be kept on file by Contractor and copies provided to County upon request.

6.22.3 Contractor shall insert the substance of this clause, including this paragraph (c), in all subcontracts over the simplified acquisition threshold (\$150,000 as of September 2013).

6.23 ACCESS TO AND RETENTION OF RECORDS FOR THE PURPOSE OF AUDIT AND/OR OTHER REVIEW:

6.23.1 In accordance with section MCI 371 of the Maricopa County Procurement Code the Contractor agrees to retain all books, records, accounts, statements, reports, files, and other records and back-up documentation relevant to this Contract for six (6) years after final payment or until after the resolution of any audit questions which could be more than six (6) years, whichever is latest. The County, Federal or State auditors and any other persons duly authorized by the Department shall have full access to, and the right to examine, copy and make use of, any and all said materials.

6.23.2 If the Contractor's books, records, accounts, statements, reports, files, and other records and back-up documentation relevant to this Contract are not sufficient to support and document that requested services were provided, the Contractor shall reimburse Maricopa County for the services not so adequately supported and documented.

6.23.3 If at any time it is determined by the County that a cost for which payment has been made is a disallowed cost, the County shall notify the Contractor in writing of the disallowance. The course of action to address the disallowance shall be at sole discretion of the County, and may include either an adjustment to future invoices, request for credit, request for a check or deduction from current billings Submitted by the Contractor by the amount of the disallowance, or to require reimbursement forthwith of the disallowed amount by the Contractor by issuing a check payable to Maricopa County.

6.24 AUDIT DISALLOWANCES:

If at any time, County determines that a cost for which payment has been made is a disallowed cost, such as overpayment, County shall notify the Contractor in writing of the disallowance. County shall also state the means of correction, which may be but shall not be limited to adjustment of any future claim submitted by the Contractor by the amount of the disallowance, or to require repayment of the disallowed amount by the Contractor.

6.25 OFFSET FOR DAMAGES;

In addition to all other remedies at Law or Equity, the County may offset from any money due to the Contractor any amounts Contractor owes to the County for damages resulting from breach or deficiencies in performance of the contract.

6.26 PUBLIC RECORDS:

Under Arizona law, all Offers submitted and opened are public records and must be retained by the Records Manager at the Office of Procurement Services. Offers shall be open to public inspection and copying after Contract award and execution, except for such Offers or sections thereof determined to contain proprietary or confidential information. by the Office of Procurement Services. If an Offeror believes that information in its Offer or any resulting Contract should not be released in response to a public record request under Arizona law, the Offeror shall indicate the specific information deemed confidential or proprietary and submit a statement with its offer detailing the reasons that the information should not be disclosed. Such reasons shall include the specific harm or prejudice which may arise from disclosure. The Records Manager of

SERIAL 16111-RFP

the Office of Procurement Services shall determine whether the identified information is confidential pursuant to the Maricopa County Procurement Code.

6.27 PRICES:

Contractor warrants that prices extended to County under this Contract are no higher than those paid by any other customer for these or similar services.

6.28 INTEGRATION:

This Contract represents the entire and integrated agreement between the parties and supersedes all prior negotiations, proposals, communications, understandings, representations, or agreements, whether oral or written, express or implied.

6.29 RELATIONSHIPS:

In the performance of the services described herein, the Contractor shall act solely as an independent contractor, and nothing herein or implied herein shall at any time be construed as to create the relationship of employer and employee, co-employee, partnership, principal and agent, or joint venture between the County and the Contractor.

6.30 GOVERNING LAW:

This Contract shall be governed by the laws of the state of Arizona. Venue for any actions or lawsuits involving this Contract will be in Maricopa County Superior Court or in the United States District Court for the District of Arizona, sitting in Phoenix, Arizona

6.31 ORDER OF PRECEDENCE:

In the event of a conflict in the provisions of this Contract and Contractor's license agreement, if applicable, the terms of this Contract shall prevail.

6.32 INCORPORATION OF DOCUMENTS:

The following are to be attached to and made part of this Contract:

6.32.1 Exhibit A, Pricing;

6.32.2 Exhibit A-1, Pricing;

6.32.3 Exhibit A-2, Pricing;

6.32.4 Exhibit A-3, Pricing;

6.32.5 Exhibit B, Scope of Work;

6.32.6 Exhibit D, Office of Procurement Services Contractor Travel and Per Diem Policy.

NOTICES:

All notices given pursuant to the terms of this Contract shall be addressed to:

For County:

Maricopa County
Office of Procurement Services
ATTN: Contract Administration
320 West Lincoln Street
Phoenix, Arizona 85003-2494

SERIAL 16111-RFP

For Contractor:

SERIAL 16111-RFP

IN WITNESS WHEREOF, this Contract is executed on the date set forth above.

CONTRACTOR

AUTHORIZED SIGNATURE

PRINTED NAME AND TITLE

ADDRESS

DATE

MARICOPA COUNTY

CHAIRMAN, BOARD OF SUPERVISORS

DATE

ATTESTED:

CLERK OF THE BOARD

DATE

APPROVED AS TO FORM:

DEPUTY COUNTY ATTORNEY

DATE

Question and Answers for Bid #16111-RFP - STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS

Overall Bid Questions

Question 1

Is the Q & A deadline really today, May 20, 2016, @ 8:00 am? The Bid was just released May 19, 2016. I only got my email notification today, Fri 5/20/2016 at 5:11 AM. Or is this a misprint? (Submitted: May 20, 2016 6:18:15 AM MST)

Answer

- Please note per the document no questions will be accepted or answered until after the pre-proposal meeting. See instruction in the RFP document. (Answered: May 20, 2016 8:03:14 AM MST)



The New York State Contract Reporter

This document printed
Friday, 05/20/2016

*NYS' official source of contracting opportunities
Bringing business and government together*

Contracting Opportunity

*** This ad has not been published. It has been reviewed and pending publication. ***

Title: Staffing Services and Related Services and Solutions

Agency: U.S. Communities
Operations

Contract Number: 16111

Contract Term: Three (3) years with an option to renew for an additional three (3) years

Date of Issue: 05/23/2016

Due Date/Time: 07/14/2016 2:00 PM
responses due 2pm local time

County(ies): All NYS counties

Location: Maricopa County, AZ

Classification: Safety & Security - *Consulting & Other Services*

Opportunity Type: General

Entered By: Mary Pelfrey

Description: Staffing Services and Related Services and Solutions

Minority Owned Sub-Contracting Goal: 0%

Women Owned Sub-Contracting Goal: 0%

Service-Disabled Veteran-Owned Business Contracting Goal: 0%

Disadvantaged Owned Sub-Contracting Goal: 0%

* These goods or services have been purchased from an out-of-state/foreign vendor within the past three years.

Contact Information

Primary contact: U.S. Communities
Operations
Alexis Turner
Solicitation Manager
2999 Oak Road, Suite 710
Walnut Creek, NY 94597
United States
Ph: 214-629-2056
aturner@uscommunities.org

Submit to contact: U.S. Communities
Operations
Alexis Turner
Solicitation Manager
2999 Oak Road, Suite 710
Walnut Creek, NY 94597
United States
Ph: 214-629-2056
aturner@uscommunities.org

Supporting document shown below:

The following supporting documents are available for download:

Document title	Description	Type
Solicitation 16111	Staffing Service and Related Services and Solutions	pdf

To download these documents, please visit the New York State Contract Reporter website: <http://www.nyscr.ny.gov>

© 2016, Empire State Development <http://www.esd.ny.gov/>

**CLASS 1
MARICOPA
COUNTY**

NOTICE OF CALL FOR BIDS

NOTICE IS HEREBY GIVEN that sealed bids/proposals will be received by the Chief Procurement Officer, Office of Procurement Services, 320 W. Lincoln Street, Phoenix, Arizona, 85003 for furnishing the items listed below for Maricopa County. The County reserves the right to reject any and all bids/proposals, and to waive any informalities in any bid/proposal. The Board shall let the contract for bids (IFBs) to the lowest responsible/responsive bidder meeting specifications. For proposals (RFPs), award will be made to the responsive/responsible proposer whose proposal has been deemed most advantageous in accordance with the evaluation criteria contained in the RFP.

Copies of bids, proposals and awarded contracts are available via the Internet on the Maricopa County home page (<http://p://www.maricopa.gov/procurement/procurement.asp>) or at BidSync (<http://www.bidsync.com>).

Proposals will be opened and read aloud in the Office of Procurement Services Bid Conference Room at the time and date specified below:

UNTIL TUESDAY, 2:00 P.M., JUNE 14, 2016
16123-S SOLAR GENERATING SYSTEMS MAINTENANCE AND REPAIR (ELECTRONIC RESPONSES ONLY)
THERE WILL BE A MANDATORY PRE-BID CONFERENCE ON JUNE 01, 2016, 2:00 P.M., (AZ TIME) AT THE MARICOPA COUNTY FACILITIES MANAGEMENT DEPARTMENT, TRAINING ROOM, LOCATED AT 401 W. JEFFERSON ST., PHOENIX, AZ 85003.

PARKING AVAILABLE IN LOT WEST OF FMD ON 5TH AVENUE. PARKING IS ON A FIRST COME BASIS, IF SPACES ARE AVAILABLE**.

*TO PARTICIPATE IN THE BIDDING PROCESS FOR THIS SERIAL, VENDORS ARE REQUIRED TO REGISTER AT BIDS SYNC OR CONTACT BIDS SYNC AT THE FOLLOWING: TO REGISTER WITH BIDS SYNC, PLEASE GO TO www.bidsync.com AND CLICK ON THE ORANGE "REGISTER" LINK. REGISTRATION HAS NO COST, AND WILL ALLOW YOU TO ACCESS ALL OF THE BID INFORMATION, RECEIVE BID NOTIFICATIONS, AND SUBMIT AN OFFER. FOR ASSISTANCE, PLEASE CONTACT BIDS SYNC VENDOR SUPPORT DEPARTMENT VIA PHONE OR E-MAIL. DURING REGULAR BUSINESS HOURS: (801)765-9245 OR agency-support@bidsync.com.

ONLY RESPONSES THAT ARE SUBMITTED THROUGH BIDS SYNC.COM WILL BE REVIEWED.

16127-S OVERHEAD DOOR MAINTENANCE, REPAIR, REPLACEMENT AND INSTALLATION

THERE WILL BE A NON-MANDATORY PRE-BID CONFERENCE ON JUNE 2, 2016 AT 1:00 P.M. (AZ TIME) AT THE MARICOPA COUNTY FACILITIES MANAGEMENT DEPARTMENT, LIBERTY ROOM, 401 W. JEFFERSON STREET, PHOENIX, ARIZONA 85003.

PARKING AVAILABLE IN LOT WEST OF FMD ON 5TH AVENUE. PARKING IS ON A FIRST COME BASIS, IF SPACES ARE AVAILABLE**.

*TO PARTICIPATE IN THE BIDDING PROCESS FOR THIS SERIAL, VENDORS ARE REQUIRED TO REGISTER AT BIDS SYNC OR CONTACT BIDS SYNC AT THE FOLLOWING: TO REGISTER WITH BIDS SYNC, PLEASE GO TO www.bidsync.com AND CLICK ON THE ORANGE "REGISTER" LINK. REGISTRATION HAS NO COST, AND WILL ALLOW YOU TO ACCESS ALL OF THE BID INFORMATION, RECEIVE BID NOTIFICATIONS, AND SUBMIT AN OFFER. FOR ASSISTANCE, PLEASE CONTACT BIDS SYNC VENDOR SUPPORT DEPARTMENT VIA PHONE OR E-MAIL. DURING REGULAR BUSINESS HOURS: (801)765-9245 OR agency-support@bidsync.com.

ONLY RESPONSES THAT ARE SUBMITTED THROUGH BIDS SYNC.COM WILL BE REVIEWED.

UNTIL THURSDAY 2:00 P.M., JULY 14, 2016

16111-RFP STAFFING AND RELATED SERVICES AND SOLUTIONS (PAPER RESPONSE)

THERE WILL BE A MANDATORY PRE-PROPOSAL CONFERENCE ON JUNE 21, 2016, 9:00 A.M., (AZ TIME) AT THE MARICOPA COUNTY OFFICE OF PROCUREMENT SERVICES, 320 W. LINCOLN ST., PHOENIX, AZ 85003.

DUE TO SPACE LIMITATIONS VENDORS LIMIT ATTENDANCE TO NO MORE THAN TWO (2) PEOPLE

Maricopa County supports the participation of small business enterprises in County contracting opportunities through its Small Business Enterprise Program.

WES BAYSINGER, CHIEF PROCUREMENT OFFICER
OFFICE OF PROCUREMENT SERVICES
MARICOPA COUNTY
Pub: MAY 19 & MAY 26, 2016

01

Arizona Business Gazette

The business resource

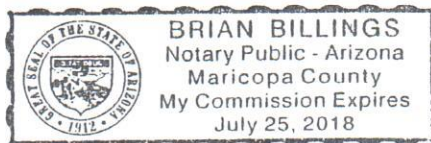
PO BOX 194
Phoenix, Arizona 85001-0194
(602) 444-7315 FAX (602) 444-5901

STATE OF ARIZONA }
COUNTY OF MARICOPA } SS.

Angelina Aguilar, being first duly sworn, upon oath deposes and says: That she is the Legal Ad Rep of the Arizona Business Gazette, a newspaper of general circulation in the counties of Maricopa, Coconino, Pima and Pinal, in the State of Arizona, published weekly at Phoenix, Arizona, and that the copy hereto attached is a true copy of the advertisement published in the said paper on the dates indicated.

5/19/2016
5/26/2016

Sworn to before me this
27TH day of
MAY 2016


Notary Public

AFFIDAVIT OF PUBLICATION

DJC



921 S.W. Washington St. Suite 210 / Portland, OR 97205-2810
(503) 226-1311

STATE OF OREGON, COUNTY OF MULTNOMAH--ss.

I, **Nick Bjork**, being first duly sworn, depose and say that I am a **Publisher** of the **Daily Journal of Commerce**, a newspaper of general circulation in the counties of CLACKAMAS, MULTNOMAH, and WASHINGTON as defined by ORS 193.010 and 193.020; published at Portland in the aforesaid County and State; that I know from my personal knowledge that the Goods and Services notice described as

**MASTER AGREEMENT FOR STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS
US Communities Government; Bid Location Maricopa, AZ, Maricopa County; Due 07/14/2016 at 02:00 PM**

a printed copy of which is hereto annexed, was published in the entire issue of said newspaper for 7 time(s) in the following issues:

5/23/2016
6/1/2016

5/25/2016
6/3/2016

5/27/2016
6/6/2016

5/30/2016

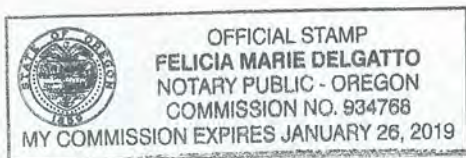
State of Oregon
County of Multnomah

SIGNED OR ATTESTED BEFORE ME
ON THE **6th** DAY OF **June**, 2016

Nick Bjork

Nick Bjork

Felicia Delgatto
Notary Public-State of Oregon



**U.S. COMMUNITIES
MASTER AGREEMENT FOR
STAFFING SERVICES AND RELATED
SERVICES AND SOLUTIONS
Proposals due 2:00pm, July 14, 2016
REQUEST FOR PROPOSALS**

Maricopa County, AZ (the "Lead Public Agency"), on behalf of U.S. Communities Government Purchasing Alliance, the members of the advisory board and all local and state government agencies, higher education and nonprofit entities that elect to access the Master Agreement is soliciting proposals to enter into a Master Agreement for Staffing Services and Related Services and Solutions. The resulting contract may be awarded to multiple suppliers. The RFP is subject to the Lead Public Agency's General Conditions & Instructions to Bidders. Proposals are due no later than 2:00 PM local time on July 14th, 2016. Additional information may be found at: www.maricopa.gov/procurement/solicitation.aspx.
Published May 23, 25, 27, 30; Jun. 1, 3 & 6, 2016.

11075129

Mary Pelfrey
U.S. Communities
5929 Copperleaf Commons Ct
Charlotte, NC 28277-2058

Order No.: 11075129
Client Reference No:

AFFIDAVIT OF PUBLICATION

IN THE MATTER OF
Solicitation 16111- RFP

}
}
}
}
}
}
}


STATE OF HAWAII }
 } SS.
City and County of Honolulu }

Doc. Date: MAY 27 2016 # Pages: 1

Notary Name: Patricia K. Reese First Judicial Circuit

Doc. Description: Affidavit of
Publication

Patricia K. Reese MAY 27 2016
Notary Signature Date



Lisa Kaukani being duly sworn, deposes and says that she is a clerk, duly authorized to execute this affidavit of Oahu Publications, Inc. publisher of The Honolulu Star-Advertiser, MidWeek, The Garden Island, West Hawaii Today, and Hawaii Tribune-Herald, that said newspapers are newspapers of general circulation in the State of Hawaii, and that the attached notice is true notice as was published in the aforementioned newspapers as follows:

Honolulu Star-Advertiser 0 times on:

MidWeek 0 times on:

The Garden Island 0 times on:

Hawaii Tribune-Herald 7 times on:
05/21, 05/22, 05/23, 05/24, 05/25, 05/26, 05/27/2016

West Hawaii Today 0 times on:

Other Publications: 0 times on:

And that affiant is not a party to or in any way interested in the above entitled matter.

Lisa Kaukani

Lisa Kaukani

Subscribed to and sworn before me this 27th day of May A.D. 2016

Patricia K. Reese
Patricia K. Reese, Notary Public of the First Judicial Circuit, State of Hawaii

My commission expires: Oct 07, 2018

Ad # 0000877322

Solicitation 16111- RFP

Maricopa County, AZ (the "Lead Public Agency"), on behalf of U.S. Communities Government Purchasing Alliance, the members of the advisory board and all local and state government agencies, higher education and nonprofit entities that elect to access the Master Agreement is soliciting proposals to enter into a Master Agreement for Staffing Services and Related Services and Solutions. The resulting contract may be awarded to multiple suppliers. The RFP is subject to the Lead Public Agency's General Conditions & Instructions to Bidders. Proposals are due no later than 2:00 PM local time on July 14th, 2016. Additional information may be found at: www.maricopa.gov/procurement/solicitation.aspx. (HTH877322 5/21, 5/22, 5/23, 5/24, 5/25, 5/26, 5/27/16)



SP.NO.: _____ L.N.

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Document Request List: N/A

Staffing Services and Related Services and Solutions

Disclaimer

Header

Reference Number	369640
Solicitation Number	16111
Organization Name	U.S. Communities
Source ID	PU.MU.USA.457357.C50448
Associated Components	Yes

Dates

Published	2016-05-23
Revised	
Closing	2016-07-14 02:00 PM Mountain Daylight Saving Time MDT

Details

Category	Professional, Administrative and Management Support Services
GSINS	
Region of Delivery	Canada
Region of Opportunity	Canada
Agreement Type	None
Tender Type	Notice of Proposed Procurement (NPP)
Estimated Value	\$50,000,001 - \$100,000,000
Solicitation Method	Open

Notice Description

Staffing Services and Related Services and Solutions

Maricopa County, AZ (the "Lead Public Agency"), on behalf of U.S. Communities Government Purchasing Alliance, the members of the advisory board and all local and state government agencies, higher education and nonprofit entities that elect to access the Master Agreement is soliciting proposals to enter into a Master Agreement for Staffing Services and Related Services and Solutions. The resulting contract may be awarded to multiple suppliers. The RFP is subject to the Lead Public Agency's General Conditions & Instructions to Bidders. Proposals are due no later than 2:00 PM local time on July 14th, 2016. Additional information may be found at: www.maricopa.gov/procurement/solicitation.aspx.

Contact(s)

Contracting Authority

Name	Mary Pelfrey
Address	2999 Oak Road Suite 710
City	Walnut Creek
State / Province	CA
Country	United States
Postal Code	94597
Phone	704-564-0320
Fax	803-547-5361
Email	mpelfrey@uscommunities.org
Website URL	http://www.uscommunities.org

[< Back](#)

Document Request List: N/A

Note: Web site links will be displayed when available. If you click a web site link, you will be connected to another web site. Your MERX session will timeout after 20 minutes of inactivity. Should this occur, please return to the MERX home page and log in to MERX again.

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Type: RFP/RFI/RFQ
Project Name: [RFP - Staffing and Related Services and Solutions](#)
Agency: [Maricopa County](#)
Location: Phoenix, AZ 85003
Level Of Government: County
Submittal/Due Date: **7/14/2016 2:00 PM** **Due in 55 days**
Pre-Bid Meeting Date: 6/21/2016 9:00 AM **Mandatory**
Agency Bid #: 16111
Publication Date: 5/19/2016
Last Updated Date: 5/19/2016
Onvia Reference #: RFP:30751527



[Click here](#) to jump to additional information to help you qualify this opportunity

Specifications

Description: RFP - Staffing and Related Services and Solutions

Bid Date & Time:
07/14/16 2:00 PM
Prebid:
06/21/16 9:00 AM

Prebid Mandatory: yes

Solicitation Title:
RFP - Staffing and Related Services and Solutions
Owner Solic Number:
16111

Status: bidding

Report: 7052495

Country :
United States

State: AZ

County: Maricopa
Location: Phoenix

Scope: Provide staffing and related services and solutions.

Notes: There will be a mandatory pre-bid conference on June 21, 2016 at 9:00 AM at the Maricopa County Office of Procurement Services, 320 W. Lincoln St., Phoenix, AZ 85003. Due to space limitations vendors limit attendance to no more than two (2) people.

Plans: From Owner.
Owner Type: Public

Buyer: Maricopa County, Procurement Dept.
Address: 320 W Lincoln St, 2nd Floor
City: Phoenix State: AZ Zip/Postal Code: 85003-2494
TEL: 602-506-3967 FAX: 602-258-1573
Website: <http://www.maricopa.gov>
Contact: Wes Baysinger

Contact Title: Director Materials Management

Bid Pkg Source: Maricopa County, Procurement Dept.
Address: 320 W Lincoln St, 2nd Floor
City: Phoenix State: AZ Zip/Postal Code: 85003-2494
TEL: 602-506-3967 FAX: 602-258-1573
Website: <http://www.maricopa.gov>
Contact: Wes Baysinger
Contact Title: Director Materials Management

Products and Services: **Primary:** Staffing services

Categories: General Staffing


Agency Contact

Buyer: [Wes Baysinger](#)
Buyer Job Title: Director
Buyer Department: CONTRACT ADMINISTRATION
Buyer Address: 320 W Lincoln St
Phoenix, Arizona 85003
Buyer Email: wbaysing@mail.maricopa.gov
Buyer Phone: p: (602) 506-3967
Agency: [Maricopa County](#)
Owner Address: 301 W. Jefferson St.
Phoenix, Arizona 85003
Owner Phone: p: (602) 506-3011
Owner Website: <http://www.maricopa.gov>

Most Recent Awards: Maricopa County

AWARD TITLE: VOICE MAIL, MESSAGING ...
VENDOR: SCOTTEL VOICE & DATA

AWARD DATE: 07/30/15	AWARD VALUE: N/A
--------------------------------	----------------------------



AWARD TITLE: TEMPORARY AGENCY WORKE...
VENDOR: DEVAU HUMAN RESOURCES

AWARD DATE: 06/19/15	AWARD VALUE: N/A
--------------------------------	----------------------------



AWARD TITLE: TEMPORARY AGENCY WORKE...
VENDOR: ALLSTAFF SERVICES

AWARD DATE: 06/19/15	AWARD VALUE: N/A
--------------------------------	----------------------------



[See more awards...](#)

Current Solicitations

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Listed below are posting details and documents for competitive solicitations currently in progress. Resulting contracts will be made available through the U.S. Communities cooperative purchasing program.

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BY CATEGORY

- [Facilities](#)
- [Office & School](#)
- [Specialty](#)
- [Technology](#)

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- [Government Purchasing](#)
- [Nonprofit](#)
- [Housing Authorities](#)
- [Go Green Program](#)
- [Innovation Exchange](#)

Staffing Services and Related Services and Solutions

Lead Agency:

Maricopa County, AZ



Mandatory Pre-proposal conference: June 21, 2016
 Questions Due: June 23, 2016
 Responses Due: July 14, 2016

RFP Documents:

[RFP 16111](#)

Postings

Posting Information:	Date Posted:
U.S. Communities: Current Solicitations	May 19, 2016 – July 14, 2016
Onvia/DemandStar	May 19, 2016 – July 14, 2016
Maricopa County	May 19, 2016 – July 14, 2016
Canadian MERX Public Tenders	May 19, 2016 – July 14, 2016
State of Hawaii and Oregon	May 19, 2016 – July 14, 2016
Oregon Association of Counties	May 19, 2016 – July 14, 2016

Athletic and Physical Education Supplies, Equipment and Related Products

Lead Agency:

Harford County Public Schools, MD



Questions Due: April 18, 2016
 Responses Due: May 10, 2016

RFP Documents:

[RFP 16-SRD-010](#)
[RFP 16-SRD-010 Addendum 1](#)

Postings

Posting Information:	Date Posted:
U.S. Communities: Current Solicitations	April 4, 2016 – May 10, 2016
Onvia/DemandStar	April 4, 2016 – May 10, 2016
Harford County Public Schools	April 4, 2016 – May 10, 2016
Canadian MERX Public Tenders	April 4, 2016 – May 10, 2016
State of Hawaii and Oregon	April 4, 2016 – May 10, 2016
Oregon Association of Counties	April 4, 2016 – May 10, 2016

Disaster Recovery Services, Restoration Services and any Related Services

RFP Documents:



The Buy Line

City Purchasing Announcements, Current Bid Solicitations & Archives



Citylink.Seattle.gov

Welcome to City Purchasing Blog
« Previous post

U.S. COMMUNITIES-Staffing Services and Related Services and Solutions RFP#16111

Original Date Posted: May 23, 2016 9:40 am [ShareThis](#)

[Click here to access Request for Proposal #16111.pdf](#)

Bid Number **16111-RFP**

Bid Title **STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS**

Bid Start Date **May 19, 2016 11:30:04 AM MST**

Bid End Date **Jul 14, 2016 2:00:00 PM MST**

Question & Answer

End Date **May 20, 2016 7:00:00 AM MST**

Bid Contact **Steve Dahle**
Strategic Team Manager
602-506-3450
Sdahle@mail.maricopa.gov

Pre-Bid Conference **Jun 21, 2016 9:00:00 AM MST**

Attendance is mandatory

Location: THERE WILL BE A MANDATORY PRE-PROPOSAL CONFERENCE ON JUNE 21, 2016 AT 9:00 AM

ARIZONA TIME, AT THE MARICOPA COUNTY OFFICE OF PROCUREMENT SERVICES, 320 WEST LINCOLN

STREET, PHOENIX, ARIZONA 85003. (DUE TO SPACE LIMITATIONS VENDORS LIMIT ATTENDANCE TO NO MORE THAN TWO (2) PEOPLE).

Description

THE FIRST RELEASE DID NOT CONTAIN THE ATTACHEMENTS

This solicitation is to establish a nationwide purchasing requirements agreement with one or more Staffing Services providers to provide all services in Section 2.0 of the document. This should include any proposed management tools available (see Section 2.13). Proposers are to propose the broadest possible selection of STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS they offer. The intent of this solicitation is to provide Participating Public Agencies with a comprehensive offering of products and services to meet their various needs. Therefore, the Proposers should have demonstrated experience in providing the Products and Services as defined in this RFP, including but not limited to:

Staffing Services – The complete portfolio of staffing services available by Proposer including

Pages

- [Purchasing Overview](#)
- [Contract Search](#)

Search

Categories

[Announcements \(RSS\)](#)

[Bids & Proposals \(RSS\)](#)

- [ITB #FAS-3348 \(RSS\)](#)
- [ITB #FFD-3586 \(RSS\)](#)
- [ITB #POL-2016 \(RSS\)](#)
- [ITB #SCL-1279 \(RSS\)](#)
- [ITB #SCL-3438 \(RSS\)](#)
- [ITB #SCL-3557 \(RSS\)](#)
- [ITB#SCL-1328 \(RSS\)](#)
- [RFP #CTY-3214 \(RSS\)](#)
- [RFP #CTY-3525 \(RSS\)](#)
- [RFP #FAS-3481 \(RSS\)](#)
- [RFP #SCL-3450 \(RSS\)](#)
- [RFP #SCL-3508 \(RSS\)](#)
- [RFP DIT 140114 \(RSS\)](#)
- [RFP TRN#3599 \(RSS\)](#)
- [RFP-13120 \(RSS\)](#)
- [RFP-9-14 \(RSS\)](#)
- [RFP-SCL-12014 \(RSS\)](#)
- [RFP#16111 \(RSS\)](#)

[History/Archives \(RSS\)](#)

May 2016

M	T	W	T	F	S	S
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administrative staffing (administrative, professional, laborer, technical, trades, etc.), information technology staffing, medical staffing, and any other staffing services offered by Proposer.

Managed Service Provider Solutions – The complete portfolio of managed service provider solutions such as contingent workforce management strategy development, strategic vendor management technology, risk mitigation methods, employment compliance methods, rate and spend management (cost savings), efficient standard processes and workflow, staffing vendor selection and management, workforce utilization trends, in-depth program reporting and analytics, and any other managed service provider solutions offered by Proposer.

Related Services and Solutions – The complete range of related services and solutions offered by Proposer such as temporary-to-hire services, direct hire services, outsourcing solutions, career management consulting, independent contractor compliance/risk management, onsite management programs, recruitment process outsourcing, outplacement services, payroll services, and any other services and solutions offered by Proposer.

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23 24 25 26 27 28 29
 30 31
 << **Apr**

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Solicitation ID: 33043
Customer Ref #: 16111-RFP
Title: STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS
Contact: Steve Dahle
Organization: Seattle, City of

Active Date: 5/23/2016
Inactive Date: 7/14/2016
Solicitation Type: RFP
Public: Yes
Estimated Value: 150,000,000

Vendor Details:

Company Name	DBAName	Status	Match Code	Main Contact	Email	Phone	City
Treinen Associates, Inc.	Treinen Associates	SB	Y	William Treinen	wtreinen@treinen.com	(360) 455-5168 Ext. 101	Olympia, WA

Vendor Summary:

Total Veteran Owned	0
Total Vendors	1
Total Washington Small Business	1

**SERIAL 16111 RFP STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS
Contract - ACRO Service Corporation**

DATE OF LAST REVISION: March 14, 2017

CONTRACT END DATE: December 31, 2019

CONTRACT PERIOD THROUGH DECEMBER 31, 2019

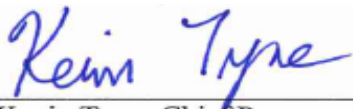
TO: All Departments

FROM: Office of Procurement Services

SUBJECT: Contract for **STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS**

Attached to this letter is published an effective purchasing contract for products and/or services to be supplied to Maricopa County activities as awarded by Maricopa County on **November 16, 2016 (Eff. 01/01/17)**.

All purchases of products and/or services listed on the attached pages of this letter are to be obtained from the vendor holding the contract. Individuals are responsible to the vendor for purchases made outside of contracts. The contract period is indicated above.



Kevin Tyne, Chief Procurement Officer
Office of Procurement Services

SD/mm
Attach

Copy to: Office of Procurement Services
Kelly Farrow, Human Resources

(Please remove Serial 08033-LOI from your contract notebooks)



CONTRACT PURSUANT TO RFP

SERIAL 16111-RFP

This Contract is entered into this 16th day of November, 2016 by and between Maricopa County ("County"), a political subdivision of the State of Arizona, and ACRO Service Corporation, a Michigan corporation ("Contractor") for the purchase of Staffing and Related Services.

1.0 CONTRACT TERM:

- 1.1 This Contract is for a term of Three (3) years, beginning on the 1st day of January, 2017 and ending the 31st day of December, 2019.
- 1.2 The County may, at its option and with the agreement of the Contractor, renew the term of this Contract for additional terms up to a maximum of Six (6) additional years, (or at the County's sole discretion, extend the contract on a month-to-month bases for a maximum of six (6) months after expiration). The County shall notify the Contractor in writing of its intent to extend the Contract term at least sixty (60) calendar days prior to the expiration of the original contract term, or any additional term thereafter.

2.0 FEE ADJUSTMENTS:

- 2.1 Any request for a fee adjustment must be submitted sixty (60) days prior to the current Contract expiration date. Requests for adjustment in cost of labor and/or materials must be supported by appropriate documentation. If County agrees to the adjusted fee, County shall issue written approval of the change. The reasonableness of the request will be determined by comparing the request with the (Consumer Price Index) or by performing a market survey.

3.0 PAYMENTS:

- 3.1 As consideration for performance of the duties described herein, County shall pay Contractor the sum(s) stated in Exhibit "A, A-1, A-2, A-3, A-4, A-5."
- 3.2 Payment shall be made upon the County's receipt of a properly completed invoice.

3.3 INVOICES:

- 3.3.1 The Contractor shall submit one (1) legible copy of their detailed invoice before payment(s) can be made. Incomplete invoices will not be processed. At a minimum, the invoice must provide the following information:
 - Company name, address and contact
 - County bill-to name and contact information
 - Contract Serial Number or
 - County purchase order number
 - Invoice number and date
 - Payment terms
 - Date of service or delivery
 - Quantity (number of days or weeks)

- Contract Item number(s)
- Description of Purchase (product or services)
- Pricing per unit of purchase
- Extended price
- Mileage w/rate (if applicable)
- Arrival and completion time (if applicable)
- Total Amount Due

3.3.2 Problems regarding billing or invoicing shall be directed to the using agency as listed on the Purchase Order.

3.3.3 Payment shall be made to the Contractor by Accounts Payable through the Maricopa County Vendor Express Payment Program. This is an Electronic Funds Transfer (EFT) process. After Contract Award the Contractor shall complete the Vendor Registration Form located on the County Department of Finance Vendor Registration Web Site (<http://www.maricopa.gov/Finance/Vendors.aspx>).

3.3.4 Discounts offered in the contract shall be calculated based on the date a properly completed invoice is received by the County (ROI).

3.3.5 EFT payments to the routing and account numbers designated by the Contractor will include the details on the specific invoices that the payment covers. The Contractor is required to discuss remittance delivery capabilities with their designated financial institution for access to those details.

3.4 APPLICABLE TAXES:

3.4.1 **Payment of Taxes:** The Contractor shall pay all applicable taxes. With respect to any installation labor on items that are not attached to real property performed by Contractor under the terms of this Contract, the installation labor cost and the gross receipts for materials provided shall be listed separately on the Contractor's invoices.

3.4.2 **State and Local Transaction Privilege Taxes:** Maricopa County is subject to all applicable state and local transaction privilege taxes. To the extent any state and local transaction privilege taxes apply to sales made under the terms of this contract it is the responsibility of the seller to collect and remit all applicable taxes to the proper taxing jurisdiction of authority.

3.4.3 **Tax Indemnification:** Contractor and all subcontractors shall pay all Federal, state, and local taxes applicable to its operation and any persons employed by the Contractor. Contractor shall, and require all subcontractors to hold Maricopa County harmless from any responsibility for taxes, damages and interest, if applicable, contributions required under Federal, and/or state and local laws and regulations and any other costs including transaction privilege taxes, unemployment compensation insurance, Social Security and Worker's Compensation.

3.5 TAX: (SERVICES)

No tax shall be levied against labor. It is the responsibility of the Contractor to determine any and all taxes and include the same in proposal price.

3.6 STRATEGIC ALLIANCE for VOLUME EXPENDITURES (\$AVE):

The County is a member of the \$AVE cooperative purchasing group. \$AVE includes the State of Arizona, many Phoenix metropolitan area municipalities, and many K-12 unified school districts. Under the \$AVE Cooperative Purchasing Agreement, and with the concurrence of the successful Respondent under this solicitation, a member of \$AVE may access a contract resulting from a solicitation issued by the County

3.7 INTERGOVERNMENTAL COOPERATIVE PURCHASING AGREEMENTS (ICPA's)

3.7.1 County currently holds ICPA's with numerous governmental entities throughout the State of Arizona. These agreements allow those entities, with the approval of the Contractor, to purchase their requirements under the terms and conditions of the County Contract. Please indicate on Attachment A, your acceptance or rejection regarding such participation of other governmental entities. Your response will not be considered as an evaluation factor in awarding a contract

4.0 AVAILABILITY OF FUNDS:

4.1 The provisions of this Contract relating to payment for services shall become effective when funds assigned for the purpose of compensating the Contractor as herein provided are actually available to County for disbursement. The County shall be the sole judge and authority in determining the availability of funds under this Contract. County shall keep the Contractor fully informed as to the availability of funds.

4.2 If any action is taken by any state agency, Federal department or any other agency or instrumentality to suspend, decrease, or terminate its fiscal obligations under, or in connection with, this Contract, County may amend, suspend, decrease, or terminate its obligations under, or in connection with, this Contract. In the event of termination, County shall be liable for payment only for services rendered prior to the effective date of the termination, provided that such services are performed in accordance with the provisions of this Contract. County shall give written notice of the effective date of any suspension, amendment, or termination under this Section, at least ten (10) days in advance.

5.0 DUTIES:

5.1 The Contractor shall perform all duties stated in Exhibit "B" **and Exhibit "B-1"**, or as otherwise directed in writing by the Procurement Officer or other using organization.

5.2 During the Contract term, County may provide Contractor's personnel with adequate workspace for consultants and such other related facilities as may be required by Contractor to carry out its contractual obligations as required.

6.0 TERMS and CONDITIONS:

6.1 INDEMNIFICATION:

To the fullest extent permitted by law, and to the extent that claims, damages, losses or expenses are not covered and paid by insurance purchased by the Contractor, the Contractor shall defend indemnify and hold harmless the County (as Owner), its agents, representatives, agents, officers, directors, officials, and employees from and against all claims, damages, losses, and expenses (including, but not limited to attorneys' fees, court costs, expert witness fees, and the costs and attorneys' fees for appellate proceedings) arising out of, or alleged to have resulted from the negligent acts, errors, omissions, or mistakes relating to the performance of this Contract.

Contractor's duty to defend, indemnify, and hold harmless the County, its agents, representatives, agents, officers, directors, officials, and employees shall arise in connection with any claim, damage, loss, or expense that is attributable to bodily injury, sickness, disease, death or injury to, impairment of, or destruction of tangible property, including loss of use resulting there from, caused by negligent acts, errors, omissions, or mistakes in the performance of this Contract, but only to the extent caused by the negligent acts or omissions of the Contractor, a subcontractor, any one directly or indirectly employed by them, or anyone for whose acts they may be liable, regardless of whether or not such claim, damage, loss, or expense is caused in part by a party indemnified hereunder.

The amount and type of insurance coverage requirements set forth herein will in no way be construed as limiting the scope of the indemnity in this paragraph.

The scope of this indemnification does not extend to the sole negligence of County.

6.2 INSURANCE.

6.2.1 Contractor, at Contractor's own expense, shall purchase and maintain the herein stipulated minimum insurance from a company or companies duly licensed by the State of Arizona and possessing a current A.M. Best, Inc. rating of B++. In lieu of State of Arizona licensing, the stipulated insurance may be purchased from a company or companies, which are authorized to do business in the State of Arizona, provided that said insurance companies meet the approval of County. The form of any insurance policies and forms must be acceptable to County.

6.2.2 All insurance required herein shall be maintained in full force and effect until all work or service required to be performed under the terms of the Contract is satisfactorily completed and formally accepted. Failure to do so may, at the sole discretion of County, constitute a material breach of this Contract.

6.2.3 Contractor's insurance shall be primary insurance as respects County, and any insurance or self-insurance maintained by County shall not contribute to it.

6.2.4 Any failure to comply with the claim reporting provisions of the insurance policies or any breach of an insurance policy warranty shall not affect the County's right to coverage afforded under the insurance policies.

6.2.5 The insurance policies may provide coverage that contains deductibles or self-insured retentions. Such deductible and/or self-insured retentions shall not be applicable with respect to the coverage provided to County under such policies. Contractor shall be solely responsible for the deductible and/or self-insured retention and County, at its option, may require Contractor to secure payment of such deductibles or self-insured retentions by a surety bond or an irrevocable and unconditional letter of credit.

6.2.6 The insurance policies required by this Contract, except Workers' Compensation and Errors and Omissions, shall name County, its agents, representatives, officers, directors, officials and employees as Additional Insureds.

6.2.7 The policies required hereunder, except Workers' Compensation and Errors and Omissions, shall contain a waiver of transfer of rights of recovery (subrogation) against County, its agents, representatives, officers, directors, officials and employees for any claims arising out of Contractor's work or service.

6.2.8 **Commercial General Liability.**

Commercial General Liability insurance and, if necessary, Commercial Umbrella insurance with a limit of not less than \$2,000,000 for each occurrence, \$4,000,000 Products/Completed Operations Aggregate, and \$4,000,000 General Aggregate Limit. The policy shall include coverage for premises liability, bodily injury, broad form property damage, personal injury, products and completed operations and blanket contractual coverage, and shall not contain any provisions which would serve to limit third party action over claims. There shall be no endorsement or modifications of the CGL limiting the scope of coverage for liability arising from explosion, collapse, or underground property damage.

6.2.9 **Automobile Liability.**

Commercial/Business Automobile Liability insurance and, if necessary, Commercial Umbrella insurance with a combined single limit for bodily injury and property damage of not less than \$1,000,000 each occurrence with respect to any of the Contractor's owned, hired, and non-owned vehicles assigned to or used in performance of the Contractor's work or services or use or maintenance of the Premises under this Contract.

6.2.10 **Workers' Compensation.**

Workers' Compensation insurance to cover obligations imposed by federal and state statutes having jurisdiction of Contractor's employees engaged in the performance of the work or services under this Contract; and Employer's Liability insurance of not less than \$1,000,000 for each accident, \$1,000,000 disease for each employee, and \$1,000,000 disease policy limit.

Contractor, its contractors and its subcontractors waive all rights against Contract and its agents, officers, directors and employees for recovery of damages to the extent these damages are covered by the Workers' Compensation and Employer's Liability or commercial umbrella liability insurance obtained by Contractor, its contractors and its subcontractors pursuant to this Contract.

6.2.11 **Errors and Omissions (Professional Liability) Insurance.**

Errors and Omissions (Professional Liability) insurance and, if necessary, Commercial Umbrella insurance, which will insure and provide coverage for errors or omissions or professional liability of the **CONTRACTOR**, with limits of no less than \$2,000,000 for each claim.

6.2.12 **Professional Liability.**

Contractor shall maintain Professional Liability insurance which will provide coverage for any and all acts arising out of the work or services performed by the Contractor under the terms of this Contract, with a limit of not less than \$1,000,000 for each claim, and \$3,000,000 aggregate claims.

6.2.13 **Crime – If any vendor is touching County funds**

CONTRACTOR shall maintain Commercial Crime Liability Insurance with a limit of not less than \$500,000 for each occurrence. The policy shall include, but not be limited to, coverage for employee dishonesty, fraud, theft, or embezzlement.

6.2.14 **Cyber – If a vendor is “getting into” County computer systems**

Policy Limit:

6.2.14.1 The policy shall be issued with minimum limits of \$100,000.

6.2.14.2 The policy shall include coverage for all directors, officers, agents and employees of the Contractor.

6.2.14.3 The policy shall **include coverage for third party fidelity.**

6.2.14.4 The policy shall **include coverage for theft.**

6.2.14.5 The policy shall **contain no requirement for arrest and conviction.**

6.2.14.6 The policy shall cover loss outside the premises of the **Named Insured.**

6.2.14.7 The policy shall endorse (**Blanket Endorsements are not acceptable**) the Department as **Loss Payee** as our interest may appear.

6.2.15 **Sexual molestation and physical abuse**

When services involve working with these groups of individuals, the insurance requirements in the contract need to be revised to include coverage for "**sexual molestation and physical abuse**". Coverage for this type of claim, or allegation, is excluded from standard general liability policies. Therefore, contractors whose services include working with and/or caring for children/elderly and disabled persons should have their policies specifically endorsed to include this coverage.

6.2.15.1 **Commercial General Liability – Occurrence Form**

Policy shall include bodily injury, property damage and broad form contractual liability coverage.

a. **The policy shall be endorsed to include coverage for physical/sexual abuse and molestation.**

b. The policy shall be endorsed to include the following additional insured language: "(____), its subsidiary, parent, associated and/or affiliated entities, successors, or assigns, its elected officials, trustees, employees, agents, and volunteers shall be named as additional insureds with respect to liability arising out of the activities performed by, or on behalf of the Contractor".

6.2.15.2 **Minimum Limits:**

General Aggregate	\$1,000,000
Products/Completed Operations Aggregate	\$1,000,000
Each Occurrence Limit	\$1,000,000
Personal/Advertising Injury	\$1,000,000
Sexual Abuse/Molestation	\$1,000,000

6.2.16 **Medical Mal – Any contractor that has a medical degree doing work with patience such as Psych or any other type of treatment**

Medical Malpractice insurance and, if necessary, Commercial Umbrella insurance, which will insure and provide coverage for Medical Malpractice of the Contractor, with limits of no less than \$5,000,000 for each claim.

6.2.17 Certificates of Insurance.

6.2.17.1 Prior to Contract **AWARD**, Contractor shall furnish the County with valid and complete certificates of insurance, or formal endorsements as required by the Contract in the form provided by the County, issued by Contractor’s insurer(s), as evidence that policies providing the required coverage, conditions and limits required by this Contract are in full force and effect. Such certificates shall identify this contract number and title.

6.2.17.2 In the event any insurance policy (ies) required by this contract is (are) written on a “claims made” basis, coverage shall extend for two years past completion and acceptance of Contractor’s work or services and as evidenced by annual Certificates of Insurance.

6.2.17.3 If a policy does expire during the life of the Contract, a renewal certificate must be sent to County fifteen (15) days prior to the expiration date.

6.2.18 Cancellation and Expiration Notice.

Applicable to all insurance policies required within the Insurance Requirements of this Contract, Contractor’s insurance shall not be permitted to expire, be suspended, be canceled, or be materially changed for any reason without thirty (30) days prior written notice to Maricopa County. Contractor must provide to Maricopa County, within 2 business days of receipt, if they receive notice of a policy that has been or will be suspended, canceled, materially changed for any reason, has expired, or will be expiring. Such notice shall be sent directly to Maricopa County Office of Procurement Services and shall be mailed or hand delivered to 320 West Lincoln Street, Phoenix, AZ 85003, or emailed to Procurement Officer noted in solicitation.

6.3 WARRANTY OF SERVICES:

6.3.1 The Contractor warrants that all services provided hereunder will conform to the requirements of the Contract, including all descriptions, specifications and attachments made a part of this Contract. County's acceptance of services or goods provided by the Contractor shall not relieve the Contractor from its obligations under this warranty.

6.3.2 In addition to its other remedies, County may, at the Contractor's expense, require prompt correction of any services failing to meet the Contractor's warranty herein. Services corrected by the Contractor shall be subject to all the provisions of this Contract in the manner and to the same extent as services originally furnished hereunder.

6.4 REQUIREMENTS CONTRACT:

6.4.1 Contractors signify their understanding and agreement by signing a bid submittal, that the Contract resulting from the bid is a requirements contract. However, the Contract does not guarantee any minimum or maximum number of purchases will be made. It only indicates that if purchases are made for the materials or services contained in the Contract, they will be purchased from the Contractor awarded that item if the Contractor can meet all the delivery requirements of the County. Orders will only be placed when the County identifies a need and proper authorization and documentation have been approved.

6.4.2 County reserves the right to cancel Purchase Orders within a reasonable period of time after issuance. Should a Purchase Order be canceled, the County agrees to reimburse the Contractor for actual and documentable costs incurred by the Contractor in response to the Purchase Order. The County will not reimburse the Contractor for any costs incurred after receipt of County notice of cancellation, or for lost profits, shipment of product prior to issuance of Purchase Order, etc.

6.4.3 Contractors agree to accept verbal notification of cancellation of Purchase Orders from the County Procurement Officer with written notification to follow. By submitting a bid in response to this Invitation for Bids, the Contractor specifically acknowledges to be bound by this cancellation policy.

6.5 Background Check:

Contractors need to be aware that there may be multiple background checks (Sheriff's Office, County Attorney's Office, Courts as well as Maricopa County general government) to determine if the respondents employees are acceptable for the contractor to do business with the County. This applies to (but is not limited to) the company and sub-contractors. Employees or others who fail to pass these checks shall not be allowed to work on County projects. Failure to meet these requirements may lead to termination of the contract.

6.6 Suspension of Work

The Procurement Officer may order the Contractor, in writing, to suspend, delay, or interrupt all or any part of the work of this contract for the period of time that the Procurement Officer determines appropriate for the convenience of the County. No adjustment shall be made under this clause for any suspension, delay, or interruption to the extent that performance would have been so suspended, delayed, or interrupted by any other cause, including the fault or negligence of the Contractor. No request for adjustment under this clause shall be granted unless the claim, in an amount stated, is asserted in writing as soon as practicable after the termination of the suspension, delay, or interruption, but not later than the date of final payment under the contract.

6.7 Stop Work Order

The Procurement Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may

agree. The order shall be specifically identified as a stop work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Procurement Officer shall either—

- 6.7.1 Cancel the stop-work order; or
- 6.7.2 Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the County, clause of this contract.
- 6.7.3 The Procurement Officer may make an equitable adjustment in the delivery schedule and/or contract price, or otherwise, and the contract shall be modified, in writing, accordingly, if the Contractor demonstrates that the stop work order resulted in an increase in costs to the Contractor.

6.8 UNCONDITIONAL TERMINATION FOR CONVENIENCE:

Maricopa County may terminate the resultant Contract for convenience by providing sixty (60) calendar days advance notice to the Contractor.

6.9 TERMINATION FOR DEFAULT:

The County may, by written notice of default to the Contractor, terminate this contract in whole or in part if the Contractor fails to:

- 6.9.1 Deliver the supplies or to perform the services within the time specified in this contract or any extension;
- 6.9.2 Make progress, so as to endanger performance of this contract; or
- 6.9.3 Perform any of the other provisions of this contract.
- 6.9.4 The County's right to terminate this contract under these subparagraph may be exercised if the Contractor does not cure such failure within 10 days (or more if authorized in writing by the County) after receipt of the notice from the Procurement Officer specifying the failure.

6.10 STATUTORY RIGHT OF CANCELLATION FOR CONFLICT OF INTEREST:

Notice is given that pursuant to A.R.S. § 38-511 the County may cancel any Contract without penalty or further obligation within three years after execution of the contract, if any person significantly involved in initiating, negotiating, securing, drafting or creating the contract on behalf of the County is at any time while the Contract or any extension of the Contract is in effect, an employee or agent of any other party to the Contract in any capacity or consultant to any other party of the Contract with respect to the subject matter of the Contract. Additionally, pursuant to A.R.S § 38-511 the County may recoup any fee or commission paid or due to any person significantly involved in initiating, negotiating, securing, drafting or creating the contract on behalf of the County from any other party to the contract arising as the result of the Contract.

6.11 CONTRACTOR LICENSE REQUIREMENT:

- 6.11.1 The Respondent shall procure all permits, insurance, licenses and pay the charges and fees necessary and incidental to the lawful conduct of his/her business, and as necessary complete any required certification requirements, required by any and all governmental or non-governmental entities as mandated to maintain compliance with and in good standing for all permits and/or licenses. The Respondent shall keep fully informed of existing and future trade or industry requirements, Federal, State and Local laws,

ordinances, and regulations which in any manner affect the fulfillment of a Contract and shall comply with the same. Contractor shall immediately notify both Office of Procurement Services and the using agency of any and all changes concerning permits, insurance or licenses.

6.12 SUBCONTRACTING:

6.12.1 The Contractor may not assign to another Contractor or Subcontract to another party for performance of the terms and conditions hereof without the written consent of the County. All correspondence authorizing subcontracting must reference the Bid Serial Number and identify the job project.

6.12.2 The Subcontractor's rate for the job shall not exceed that of the Prime Contractor's rate, as bid in the pricing section, unless the Prime Contractor is willing to absorb any higher rates or the County has approved the increase. The Subcontractor's invoice shall be invoiced directly to the Prime Contractor, who in turn shall pass-through the costs to the County, without mark-up. A copy of the Subcontractor's invoice must accompany the Prime Contractor's invoice.

6.13 AMENDMENTS:

All amendments to this Contract shall be in writing and approved/signed by both parties. Maricopa County Office of Procurement Services shall be responsible for approving all amendments for Maricopa County.

6.14 ADDITIONS/DELETIONS OF SERVICE:

6.14.1 The County reserves the right to add and/or delete materials and services to a Contract. If a service requirement is deleted, payment to the Contractor will be reduced proportionately, to the amount of service reduced in accordance with the bid price. If additional materials or services are required from a Contract, prices for such additions will be negotiated between the Contractor and the County.

6.14.2 The County reserves the right of final approval on proposed staff for all Task Orders. Also, upon request by the County, the Contractor will be required to remove any employees working on County projects and substitute personnel based on the discretion of the County within two business days, unless previously approved by the County.

6.15 VALIDITY:

The invalidity, in whole or in part, of any provision of this Contract shall not void or affect the validity of any other provision of the Contract.

6.16 SEVERABILITY:

The invalidity, in whole or in part, of any provision of this Contract shall not void or affect the validity of any other provision of this Contract.

6.17 RIGHTS IN DATA:

The County shall have the use of data and reports resulting from a Contract without additional cost or other restriction except as may be established by law or applicable regulation. Each party shall supply to the other party, upon request, any available information that is relevant to a Contract and to the performance thereunder.

6.18 NON-DISCRIMINATION:

CONTRACTOR agrees to comply with all provisions and requirements of Arizona Executive Order 2009-09 including flow down of all provisions and requirements to any subcontractors.

Executive Order 2009-09 supersedes Executive order 99-4 and amends Executive order 75-5 and may be viewed and downloaded at the Governor of the State of Arizona's website <http://azmemory.azlibrary.gov/cdm/singleitem/collection/execorders/id/680/rec/1> which is hereby incorporated into this contract as if set forth in full herein. During the performance of this contract, CONTRACTOR shall not discriminate against any employee, client or any other individual in any way because of that person's age, race, creed, color, religion, sex, disability or national origin.

6.19 ISRAEL BOYCOTT:

By signing this Contract, the Contractor certifies that they are in compliance with Article 9, Arizona Revised Statutes Section 35-393 *et seq.*

6.20 CERTIFICATION REGARDING DEBARMENT AND SUSPENSION

6.20.1 The undersigned (authorized official signing for the Contractor) certifies to the best of his or her knowledge and belief, that the Contractor

6.20.1.1 is not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal Department or agency;

6.20.1.2 have not within 3-year period preceding this Contract been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

6.20.1.3 are not presently indicted or otherwise criminally or civilly charged by a government entity (Federal, State or local) with commission of any of the offenses enumerated in paragraph (2) of this certification; and

6.20.1.4 have not within a 3-year period preceding this Contract had one or more public transaction (Federal, State or local) terminated for cause of default.

6.20.2 The Contractor agrees to include, without modification, this clause in all lower tier covered transactions (i.e. transactions with subcontractors) and in all solicitations for lower tier covered transactions related to this Contract.

6.21 VERIFICATION REGARDING COMPLIANCE WITH ARIZONA REVISED STATUTES §41-4401 AND FEDERAL IMMIGRATION LAWS AND REGULATIONS:

6.21.1 By entering into the Contract, the Contractor warrants compliance with the Immigration and Nationality Act (INA using e-verify) and all other federal immigration laws and regulations related to the immigration status of its employees and A.R.S. §23-214(A). The contractor shall obtain statements from its subcontractors certifying compliance and shall furnish the statements to the Procurement Officer upon request. These warranties shall remain in effect through the term of the Contract. The Contractor and its subcontractors shall also maintain Employment Eligibility Verification forms (I-9) as required by the Immigration Reform and Control Act of 1986, as amended from time to time, for all employees performing work under the Contract and verify employee compliance using the E-verify system and shall keep a record of the verification for the duration of the employee's employment or at least three years, whichever is longer. I-9 forms are available for download at USCIS.GOV.

6.21.2 The County retains the legal right to inspect contractor and subcontractor employee documents performing work under this Contract to verify compliance with paragraph 6.20.1 of this Section. Contractor and subcontractor shall be given reasonable notice of the

County's intent to inspect and shall make the documents available at the time and date specified. Should the County suspect or find that the Contractor or any of its subcontractors are not in compliance, the County will consider this a material breach of the contract and may pursue any and all remedies allowed by law, including, but not limited to: suspension of work, termination of the Contract for default, and suspension and/or debarment of the Contractor. All costs necessary to verify compliance are the responsibility of the Contractor.

6.22 INFLUENCE

As prescribed in MC1-1202 of the Maricopa County Procurement Code, any effort to influence an employee or agent to breach the Maricopa County Ethical Code of Conduct or any ethical conduct may be grounds for Disbarment or Suspension under MC1-902.

An attempt to influence includes, but is not limited to:

6.22.1 A Person offering or providing a gratuity, gift, tip, present, donation, money, entertainment or educational passes or tickets, or any type valuable contribution or subsidy,

6.22.2 That is offered or given with the intent to influence a decision, obtain a contract, garner favorable treatment, or gain favorable consideration of any kind.

If a Person attempts to influence any employee or agent of Maricopa County, the Chief Procurement Officer, or his designee, reserves the right to seek any remedy provided by the Maricopa County Procurement Code, any remedy in equity or in the law, or any remedy provided by this contract.

6.23 CONTRACTOR EMPLOYEE WHISTLEBLOWER RIGHTS AND REQUIREMENT TO INFORM EMPLOYEES OF WHISTLERBLOWER RIGHTS.

6.23.1 The Parties agree that this Contract and employees working on this Contract will be subject to the whistleblower rights and remedies in the pilot program on contractor employee whistleblower protections established at 41 U.S.C. § 4712 by section 828 of the National Defense Authorization Act for Fiscal Year 2013 (Pub. L. 112-239) and section 3.908 of the Federal Acquisition Regulation;

6.23.2 Contractor shall inform its employees in writing, in the predominant language of the workforce, of employee whistleblower rights and protections under 41 U.S.C. § 4712, as described in section 3.908 of the Federal Acquisition Regulation. Documentation of such employee notification must be kept on file by Contractor and copies provided to County upon request.

6.23.3 Contractor shall insert the substance of this clause, including this paragraph (c), in all subcontracts over the simplified acquisition threshold (\$150,000 as of September 2013).

6.24 Uniform Administrative Requirements:

By entering into this Contract the Contractor agrees to comply with all applicable provisions of Title 2, Subtitle A, Chapter II, PART 200—UNIFORM ADMINISTRATIVE REQUIREMENTS, COST PRINCIPLES, AND AUDIT REQUIREMENTS FOR FEDERAL AWARDS contained in Title 2 C.F.R. § 200 *et seq.*

6.25 ACCESS TO AND RETENTION OF RECORDS FOR THE PURPOSE OF AUDIT AND/OR OTHER REVIEW:

6.25.1 In accordance with section MCI 371 of the Maricopa County Procurement Code the Contractor agrees to retain all books, records, accounts, statements, reports, files, and other records and back-up documentation relevant to this Contract for six (6) years after final payment or until after the resolution of any audit questions which could be more

than six (6) years, whichever is latest. The County, Federal or State auditors and any other persons duly authorized by the Department shall have full access to, and the right to examine, copy and make use of, any and all said materials.

6.25.2 If the Contractor's books, records, accounts, statements, reports, files, and other records and back-up documentation relevant to this Contract are not sufficient to support and document that requested services were provided, the Contractor shall reimburse Maricopa County for the services not so adequately supported and documented.

6.25.3 If at any time it is determined by the County that a cost for which payment has been made is a disallowed cost, the County shall notify the Contractor in writing of the disallowance. The course of action to address the disallowance shall be at sole discretion of the County, and may include either an adjustment to future invoices, request for credit, request for a check or deduction from current billings Submitted by the Contractor by the amount of the disallowance, or to require reimbursement forthwith of the disallowed amount by the Contractor by issuing a check payable to Maricopa County.

6.26 AUDIT DISALLOWANCES:

If at any time, County determines that a cost for which payment has been made is a disallowed cost, such as overpayment, County shall notify the Contractor in writing of the disallowance. County shall also state the means of correction, which may be but shall not be limited to adjustment of any future claim submitted by the Contractor by the amount of the disallowance, or to require repayment of the disallowed amount by the Contractor.

6.27 OFFSET FOR DAMAGES;

In addition to all other remedies at Law or Equity, the County may offset from any money due to the Contractor any amounts Contractor owes to the County for damages resulting from breach or deficiencies in performance of the contract.

6.28 PUBLIC RECORDS:

Under Arizona law, all Offers submitted and opened are public records and must be retained by the Records Manager at the Office of Procurement Services. Offers shall be open to public inspection and copying after Contract award and execution, except for such Offers or sections thereof determined to contain proprietary or confidential information. by the Office of Procurement Services. If an Offeror believes that information in its Offer or any resulting Contract should not be released in response to a public record request under Arizona law, the Offeror shall indicate the specific information deemed confidential or proprietary and submit a statement with its offer detailing the reasons that the information should not be disclosed. Such reasons shall include the specific harm or prejudice which may arise from disclosure. The Records Manager of the Office of Procurement Services shall determine whether the identified information is confidential pursuant to the Maricopa County Procurement Code.

6.29 PRICES:

Contractor warrants that prices extended to County under this Contract are no higher than those paid by any other customer for these or similar services.

6.30 INTEGRATION:

This Contract represents the entire and integrated agreement between the parties and supersedes all prior negotiations, proposals, communications, understandings, representations, or agreements, whether oral or written, express or implied.

6.31 RELATIONSHIPS:

In the performance of the services described herein, the Contractor shall act solely as an independent contractor, and nothing herein or implied herein shall at any time be construed as to create the relationship of employer and employee, co-employee, partnership, principal and agent, or joint venture between the County and the Contractor.

6.32 GOVERNING LAW:

This Contract shall be governed by the laws of the state of Arizona. Venue for any actions or lawsuits involving this Contract will be in Maricopa County Superior Court or in the United States District Court for the District of Arizona, sitting in Phoenix, Arizona

6.33 ORDER OF PRECEDENCE:

In the event of a conflict in the provisions of this Contract and Contractor's license agreement, if applicable, the terms of this Contract shall prevail.

6.34 INCORPORATION OF DOCUMENTS:

The following are to be attached to and made part of this Contract:

- 6.34.1 Exhibit A, Vendor Information;
- 6.34.2 Exhibit A-1, Pricing;
- 6.34.3 Exhibit A-2, Pricing;
- 6.34.4 Exhibit A-3, Pricing;
- 6.34.5 Exhibit A-4, Pricing;
- 6.34.6 Exhibit A-5, Pricing;
- 6.34.7 Exhibit A-6, IT Project Pricing;
- 6.34.8 Exhibit B, Scope of Work;
- 6.34.9 Exhibit C, Office of Procurement Services Contractor Travel and Per Diem Policy.
- 6.34.10 **Exhibit B-1, Deliverable Based Product for IT**

NOTICES:

All notices given pursuant to the terms of this Contract shall be addressed to:

For County:

Maricopa County
Office of Procurement Services
ATTN: Contract Administration
320 West Lincoln Street
Phoenix, Arizona 85003-2494

For Contractor:

Mr. Rick Faber
Executive Vice-president
ACRO Service Corporation
39209 Six Mile Road, Suite #250
Livonia, MI. 48152

IN WITNESS WHEREOF, this Contract is executed on the date set forth above.

CONTRACTOR

Richard E. Faber
AUTHORIZED SIGNATURE

Richard Faber, Executive Vice President
PRINTED NAME AND TITLE

39209 W. Six Mile Rd #250, Livonia MI
ADDRESS 48152

October 6, 2016
DATE

MARICOPA COUNTY

[Signature]
CHAIRMAN, BOARD OF SUPERVISORS

NOV 16 2016
DATE

ATTESTED:

[Signature]
CLERK OF THE BOARD

NOV 16 2016
DATE

APPROVED AS TO FORM:

[Signature]
LEGAL COUNSEL

November 2, 2016
DATE

EXHIBIT A

VENDOR INFORMATION

COMPANY NAME:		Acro Service Corp.	
VENDOR NUMBER			
MAILING ADDRESS:		39209 Six Mile Road, Suit #250	
		Livonia, MI 48152	
REMIT TO ADDRESS:		39209 Six Mile Road, Suit #250	
		Livonia, MI 48152	
TELEPHONE NUMBER:		734-591-1100 720/684-7180	
FACSIMILE NUMBER:		734-591-1217	
WEB SITE:		www.acrocorp.com	
REPRESENTATIVE NAME:		Mr. Tim Nau Kent Stastny	
REPRESENTATIVE PHONE NUMBER:		414-312-0975	
REPRESENTATIVE E-MAIL:		tnau@acrocorp.com kstastny@acrocorp.com	
			YES
WILL ALLOW OTHER GOVERNMENTAL ENTITIES TO PURCHASE FROM THIS CONTRACT:			<input type="checkbox"/>
WILL ACCEPT PROCUREMENT CARD FOR PAYMENT:			<input type="checkbox"/>
PAYMENT TERMS:			
<input checked="" type="checkbox"/> NET 30 DAYS			

EXHIBIT A-1 ALL STATES ADMINISTRATIVE PRICING

**[16111-Exhibit A-1-ACRO-All States ADMINISTRATIVE PRICING - revised minimum wages
January 2017.xlsx](#)**

EXHIBIT A-2 ALL STATES MEDICAL PRICING

[16111-Exhibit A-2-ACRO-All States MEDICAL PRICING 01-26-17.xlsx](#)

EXHIBIT A-3 ALL STATES TECHNOLOGY PRICING

[16111-Exhibit A-3-ACRO-All States TECHNOLOGY PRICING.xlsx](#)

**EXHIBIT A-4
PAYROLL SERVICES**

16111 EXHIBIT A-4								
STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS								
PAYROLL SERVICES								
State	General Administrative, Call Center, Customer Service	Professional, Human Resource, Accounting / Finance, Human Services, Insurance, Media, Tax	Technical, Engineering	Information Technology	Trades	Laborer / Industrial, Food Related Services, Security	Medical	
	MARKUP PERCENTAGE	MARKUP PERCENTAGE	MARKUP PERCENTAGE	MARKUP PERCENTAGE	MARKUP PERCENTAGE	MARKUP PERCENTAGE	MARKUP PERCENTAGE	
Alabama	19.50%	19.10%	23.00%	18.90%	18.70%	28.55%	19.80%	
Alaska	21.25%	21.25%	21.60%	20.80%	19.80%	31.15%	21.15%	
Arizona	19.40%	19.40%	23.70%	19.20%	18.85%	29.45%	19.90%	
Arkansas	20.10%	20.10%	25.25%	19.85%	19.20%	30.40%	20.35%	
California	21.10%	21.10%	26.00%	20.90%	20.30%	31.60%	21.50%	
Colorado	19.50%	19.50%	24.00%	19.35%	18.90%	29.75%	20.10%	
Connecticut	30.20%	29.95%	37.20%	29.20%	27.90%	41.70%	29.45%	
Delaware	19.70%	19.35%	23.65%	19.20%	19.00%	29.25%	19.95%	
Florida	20.50%	19.80%	24.30%	19.40%	19.10%	29.95%	20.30%	
Georgia	20.50%	19.80%	24.30%	19.40%	19.10%	29.95%	20.30%	
Hawaii	28.50%	28.50%	31.90%	28.05%	26.10%	38.65%	27.85%	
Idaho	22.20%	20.95%	25.50%	20.65%	19.65%	31.45%	21.00%	
Illinois	21.75%	20.75%	25.95%	19.85%	19.50%	31.05%	20.85%	
Indiana	21.50%	20.50%	25.60%	20.15%	19.40%	30.85%	20.65%	
Iowa	32.60%	30.50%	36.00%	29.85%	28.25%	42.20%	29.90%	
Kansas	19.25%	18.90%	22.50%	18.80%	18.64%	28.85%	19.70%	
Kentucky	19.15%	18.90%	22.50%	18.80%	18.60%	28.65%	19.70%	
Louisiana	19.15%	18.90%	22.50%	18.80%	18.60%	28.65%	19.70%	
Maine	20.25%	19.65%	23.40%	19.50%	19.00%	29.70%	20.20%	
Maryland	21.25%	20.30%	25.25%	19.75%	19.50%	30.60%	20.80%	

Massachusetts	24.25%		22.35%		29.20%		21.25%		20.75%		32.90%		22.40%
Michigan	23.20%		21.80%		27.70%		20.95%		20.40%		32.40%		21.80%
Minnesota	22.00%		20.80%		25.25%		20.10%		19.65%		31.21%		21.00%
Mississippi	19.50%		19.10%		23.00%		18.90%		18.70%		28.55%		19.80%
Missouri	23.00%		21.50%		26.25%		20.70%		20.00%		32.15%		21.45%
Montana	23.00%		21.50%		26.25%		20.70%		20.00%		32.15%		21.45%
Nebraska	19.50%		19.10%		23.00%		18.90%		18.70%		29.05%		19.80%
Nevada	22.00%		21.75%		24.75%		20.75%		20.20%		31.90%		21.55%
New Hampshire	19.50%		19.10%		23.00%		18.90%		18.70%		28.90%		19.80%
New Jersey	21.80%		20.75%		25.00%		20.10%		19.75%		31.15%		21.10%
New Mexico	33.00%		31.30%		37.50%		30.30%		29.50%		42.90%		31.10%
New York	21.40%		20.40%		25.50%		20.00%		19.65%		30.75%		21.00%
North Carolina	24.40%		22.45%		29.10%		21.35%		20.40%		33.40%		22.00%
North Dakota	18.50%		18.60%		21.90%		18.50%		18.50%		28.40%		19.50%
Ohio	29.35%		28.70%		33.25%		28.40%		28.10%		39.55%		29.35%
Oklahoma	19.20%		18.90%		22.55%		18.75%		18.65%		28.75%		19.70%
Oregon	22.40%		21.85%		25.60%		20.90%		20.15%		32.05%		21.65%
Pennsylvania	23.50%		22.20%		20.75%		21.40%		20.80%		32.80%		22.20%
Rhode Island	28.10%		25.30%		33.85%		23.65%		22.65%		36.85%		24.55%
South Carolina	19.65%		19.20%		23.15%		19.00%		18.75%		29.15%		19.85%
South Dakota	26.85%		26.60%		30.45%		26.45%		26.35%		37.10%		26.45%
Tennessee	19.70%		19.70%		24.35%		19.00%		19.00%		30.00%		20.17%
Texas	21.40%		20.15%		25.45%		19.50%		19.50%		30.75%		20.80%
Utah	20.80%		20.00%		24.65%		19.30%		19.25%		30.35%		20.50%
Vermont	20.80%		20.00%		24.65%		19.30%		19.25%		30.35%		20.50%
Virginia	20.80%		20.00%		24.65%		19.30%		19.25%		30.35%		20.50%
Washington	26.65%		26.40%		29.90%		23.65%		23.65%		36.50%		25.50%
West Virginia	37.85%		37.30%		42.05%		36.65%		36.65%		48.80%		37.95%
Wisconsin	20.10%		20.10%		25.25%		19.85%		19.20%		42.80%		20.45%
Wyoming	27.95%		24.85%		32.55%		21.80%		21.90%		36.55%		23.75%

Exhibit A-4 16111-RFP

STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS

PAYROLL SERVICES

State	General Administrative, Call Center, Customer Svcs	Professional, Human Resource, Accounting Finance, Insurance, Media, Tax	Technical, Engineering,	Information Technology	Trades	SUB CONTRACTOR Industrial/Labor, Food Workers, Security	ACRO Industrial/Labor, Food Workers, Security	Allied Medical and Legal
	Mark up %	Mark up %	Mark up %	Mark up %	Mark up %	Mark up %	Mark up %	Mark up %
Alabama	21.65%	21.25%	19.90%	19.70%	35.29%	35.29%	23.00%	35.29%
Alaska	23.40%	23.40%	21.80%	20.80%	35.29%	35.29%	23.00%	35.29%
Arizona	21.55%	21.55%	20.20%	19.85%	35.29%	35.29%	21.60%	35.29%
Arkansas	22.25%	22.25%	20.85%	20.20%	35.29%	35.29%	23.70%	35.29%
California	23.25%	23.25%	21.90%	21.30%	35.29%	35.29%	25.25%	35.29%
California (SF)	26.90%	27.25%	25.55%	25.00%	35.29%	35.29%	26.00%	35.29%
Colorado	21.65%	21.65%	20.35%	19.90%	35.29%	35.29%	24.00%	35.29%
Connecticut	32.35%	32.10%	30.20%	28.90%	35.29%	35.29%	37.20%	35.29%
Delaware	21.85%	21.50%	20.20%	20.00%	35.29%	35.29%	23.65%	35.29%
Florida	22.65%	21.95%	20.40%	20.10%	35.29%	35.29%	24.30%	35.29%
Georgia	22.65%	21.95%	20.40%	20.10%	35.29%	35.29%	24.30%	35.29%
Hawaii	30.65%	30.65%	29.05%	27.10%	35.29%	35.29%	31.90%	35.29%
Idaho	24.35%	23.10%	21.65%	20.65%	35.29%	35.29%	25.50%	35.29%
Illinois	23.90%	22.90%	20.85%	20.50%	35.29%	35.29%	25.95%	35.29%
Indiana	23.65%	22.65%	21.15%	20.40%	35.29%	35.29%	25.60%	35.29%
Iowa	34.75%	32.65%	30.85%	29.25%	35.29%	35.29%	36.00%	35.29%
Kansas	21.40%	21.05%	19.80%	19.64%	35.29%	35.29%	22.50%	35.29%
Kentucky	21.30%	21.05%	19.80%	19.60%	35.29%	35.29%	22.50%	35.29%
Louisiana	21.30%	21.05%	19.80%	19.60%	35.29%	35.29%	22.50%	35.29%
Maine	22.40%	21.80%	20.50%	20.00%	35.29%	35.29%	23.40%	35.29%
Maryland	23.40%	22.45%	20.75%	20.50%	35.29%	35.29%	25.25%	35.29%
Massachusetts	26.40%	24.50%	22.25%	21.75%	35.29%	35.29%	29.20%	35.29%

Michigan		25.35%		23.95%		21.95%		21.40%		35.29%		35.29%		27.70%		35.29%
Minnesota		24.15%		22.95%		21.10%		20.65%		35.29%		35.29%		25.25%		35.29%
Mississippi		21.65%		21.25%		19.90%		19.70%		35.29%		35.29%		23.00%		35.29%
Missouri		25.15%		23.65%		21.70%		21.00%		35.29%		35.29%		26.25%		35.29%
Montana		25.15%		23.65%		21.70%		21.00%		35.29%		35.29%		26.25%		35.29%
Nebraska		21.65%		21.25%		19.90%		19.70%		35.29%		35.29%		23.00%		35.29%
Nevada		24.15%		23.90%		21.75%		21.20%		35.29%		35.29%		24.75%		35.29%
New Hampshire		21.65%		21.25%		19.90%		19.70%		35.29%		35.29%		23.00%		35.29%
New Jersey		23.95%		22.90%		21.10%		20.75%		35.29%		35.29%		25.00%		35.29%
New Mexico		35.15%		33.45%		31.30%		30.50%		35.29%		35.29%		37.50%		35.29%
New York		23.55%		22.55%		21.00%		20.65%		35.29%		35.29%		25.50%		35.29%
North Carolina		26.55%		24.60%		22.35%		21.40%		35.29%		35.29%		29.10%		35.29%
North Dakota		20.65%		20.75%		19.50%		19.50%		35.29%		35.29%		21.90%		35.29%
Ohio		31.50%		30.85%		29.40%		29.10%		35.29%		35.29%		33.25%		35.29%
Oklahoma		21.35%		21.05%		19.75%		19.65%		35.29%		35.29%		22.55%		35.29%
Oregon		24.55%		24.00%		21.90%		21.15%		35.29%		35.29%		25.60%		35.29%
Pennsylvania		25.65%		24.35%		22.40%		21.80%		35.29%		35.29%		20.75%		35.29%
Rhode Island		30.25%		27.45%		24.65%		23.65%		35.29%		35.29%		33.85%		35.29%
South Carolina		21.80%		21.35%		20.00%		19.75%		35.29%		35.29%		23.15%		35.29%
South Dakota		29.00%		28.75%		27.45%		27.35%		35.29%		35.29%		30.45%		35.29%
Tennessee		21.85%		21.85%		20.00%		20.00%		35.29%		35.29%		24.35%		35.29%
Texas		23.55%		22.30%		20.50%		20.50%		35.29%		35.29%		25.45%		35.29%
Utah		22.95%		22.15%		20.30%		20.25%		35.29%		35.29%		24.65%		35.29%
Vermont		22.95%		22.15%		20.30%		20.25%		35.29%		35.29%		24.65%		35.29%
Virginia		22.95%		22.15%		20.30%		20.25%		35.29%		35.29%		24.65%		35.29%
Washington		28.80%		28.55%		24.65%		24.65%		35.29%		35.29%		29.90%		35.29%
West Virginia		40.00%		39.45%		37.65%		37.65%		35.29%		35.29%		42.05%		35.29%
Wisconsin		22.25%		22.25%		20.85%		20.20%		35.29%		35.29%		25.25%		35.29%
Wyoming		30.10%		27.00%		22.80%		22.90%		35.29%		35.29%		32.55%		35.29%

All States - Markup for 1099 Legal and Medical Independent Contractor Professionals 9.5%

All States - Temporary employees requiring Medical Credentialing will be billed an additional flat fee to County of \$1,500.

All States - Temporary employees that required to provide their own malpractice or other similar professional liability insurance shall be billed at a markup of 41.55%.

EXHIBIT A-5

DIRECT PLACEMENT FEES

~~I. Conversion Fees~~

~~H. Direct Placement Fees~~

~~III. Assessment Testing and Evaluations~~

~~IV. Payroll Service Rates by State (See EXHIBIT A-4)~~

~~I. Conversion Fees:~~

~~Conversion Fees: A participating public agency may hire any temporary employee without a conversion fee after 90 days (520 hours) for any Clerical/Administrative, Call Center/CSR, Food Related Services, Industrial/Laborer, Trades personnel OR 180 days (1040 hours) for all other classifications as listed in pricing sheets B, C and D.~~

~~If an agency hires a temporary worker prior to 520 hours or 1040 hours, respectively, mentioned above, a conversion fee will be charged. The conversion fee shall be equal to 160 hours times the temporary employee's straight time hourly rate.~~

~~H. Direct Placement Fees:~~

~~Aero offers permanent hire services and is pleased to provide the following pricing for such services. Aero will bill a participating public agency a permanent hire services fee equivalent to 16% of the starting annual salary (including guaranteed compensation of any kind, but excluding variable compensation, e.g., performance based bonuses) at which the candidate recruited by Aero or its associate vendors is hired by the participating public agency. For purposes hereof, annual salary shall be defined as: hourly pay rate x 2080, or weekly pay rate x 52, or monthly pay rate x 12.~~

~~III. Assessment Testing and Evaluation:~~

~~Aero utilizes Kenexa Prove It! Skills Testing and Pre-Employment Assessments. Aero has access to the entire library of Kenexa assessment tests. All sub-contractors will also utilize the same tests when required. All tests are included in our pricing there are no additional fees for assessments~~

EXHIBIT A-5

DIRECT PLACEMENT FEES

Conversion, Direct Placement and Assessment/Training

As a part of the Acro MSP Program for Maricopa County the following additional terms are included:

- I. Conversion Fees**
- II. Direct Placement Fees**
- III. Assessment Testing and Evaluations**

I. Conversion Fees:

Conversion Fees: A participating public agency may hire any temporary employee without a conversion fee after 90 days (520 hours) for any Clerical/Administrative, Call Center/CSR, Food Related Services, Industrial/Laborer, Trades personnel OR 180 days (1040 hours) for all other classifications as listed in pricing sheets A 1, A 2 and A 3.

If an agency hires a temporary worker prior to 520 hours or 1040 hours, respectively, mentioned above, a conversion fee will be charged. The conversion fee shall be equal to 160 hours times the temporary employee's straight time hourly rate.

II. Direct Placement Fees:

Acro offers permanent hire services and is pleased to provide the following pricing for such services. Acro will bill a participating public agency a permanent hire services fee equivalent to 16% of the starting annual salary (including guaranteed compensation of any kind, but excluding variable compensation, e.g., performance based bonuses) at which the candidate recruited by Acro or its associate vendors is hired by the participating public agency. For purposes hereof, annual salary shall be defined as: hourly pay rate x 2080, or weekly pay rate x 52, or monthly pay rate x 12.

III. Assessment Testing and Evaluation:

Acro utilizes Kenexa Prove It! Skills Testing and Pre-Employment Assessments. Acro has access to the entire library of Kenexa assessment tests. All sub contractors will also utilize the same tests when required. All tests are included in our pricing there are no additional fees for assessments

EXHIBIT A-6

IT Project SOW Pricing			
ALL STATES			
Position Category	Job Position	Regular SOW Bill Rate - Low	Regular SOW Bill Rate - High
IT	Architect I	\$ 77.25	\$ 89.33
IT	Architect II	\$ 89.33	\$ 100.64
IT	Architect III	\$ 100.65	\$ 114.47
IT	Business Analyst I	\$ 57.49	\$ 71.73
IT	Business Analyst II	\$ 71.74	\$ 86.12
IT	Business Analyst III	\$ 86.12	\$ 102.04
IT	Business Intelligence Developer I	\$ 69.98	\$ 79.85
IT	Business Intelligence Developer II	\$ 79.86	\$ 92.17
IT	Business Intelligence Developer III	\$ 92.18	\$ 109.46
IT	C++ Programmer	\$ 47.45	\$ 100.95
IT	CADD Technician I	\$ 43.98	\$ 53.61
IT	CADD Technician II	\$ 53.63	\$ 64.09
IT	CADD Technician III	\$ 64.10	\$ 74.78
IT	Client/Server Specialist	\$ 79.84	\$ 105.72
IT	Computer Operator	\$ 30.40	\$ 55.01
IT	Data Communications Network Analyst	\$ 61.64	\$ 112.95
IT	Data Processing Operations Control	\$ 31.49	\$ 70.54
IT	Data Processing Planning Analyst II	\$ 45.43	\$ 107.50
IT	Data Warehouse Developer	\$ 35.66	\$ 89.51
IT	Database Administrator I	\$ 50.89	\$ 59.16
IT	Database Administrator II	\$ 59.17	\$ 71.74
IT	Database Administrator III	\$ 71.74	\$ 87.21
IT	Database Manager	\$ 87.21	\$ 95.94
IT	Database Specialist II	\$ 42.78	\$ 62.99
IT	Database Specialist III	\$ 63.07	\$ 83.14
IT	Database Modeler	\$ 72.43	\$ 95.94
IT	Development Manager	\$ 46.02	\$ 96.41
IT	Documentation Specialist	\$ 41.15	\$ 98.68
IT	E-Commerce Solutions Architect	\$ 54.59	\$ 98.68
IT	EDP Planning Analyst	\$ 60.30	\$ 108.34
IT	ETL Programmer I	\$ 54.69	\$ 64.05
IT	ETL Programmer II	\$ 64.06	\$ 73.94
IT	ETL Programmer III	\$ 73.95	\$ 94.83
IT	GISs Specialist	\$ 85.32	\$ 147.72
IT	Internet Application Developer	\$ 42.78	\$ 92.14
IT	Java Programmer I	\$ 57.98	\$ 72.40

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IT	Java Programmer II	\$ 72.41	\$ 91.95
IT	Java Programmer III	\$ 91.96	\$ 107.02
IT	LAN/WAN Administrator	\$ 39.91	\$ 70.54
IT	Mainframe Capacity Study	\$ 60.30	\$ 98.34
IT	Management Information Specialist	\$ 63.07	\$ 83.14
IT	MS SQL Server Administrator	\$ 46.59	\$ 76.59
IT	Network Administrator I	\$ 46.45	\$ 57.06
IT	Network Administrator II	\$ 57.07	\$ 68.08
IT	Network Administrator III	\$ 68.09	\$ 79.52
IT	Oracle Server Administrator	\$ 54.59	\$ 103.30
IT	Other Database Server Administrator	\$ 54.59	\$ 103.30
IT	PC LAN Technician	\$ 26.12	\$ 52.49
IT	Programmer Analyst I	\$ 58.35	\$ 67.44
IT	Programmer Analyst II	\$ 67.52	\$ 77.80
IT	Programmer Analyst III	\$ 77.81	\$ 93.65
IT	Project Administrator	\$ 45.34	\$ 58.01
IT	Project Manager I	\$ 58.59	\$ 69.49
IT	Project Manager II	\$ 69.49	\$ 80.62
IT	Project Manager III	\$ 80.63	\$ 93.74
IT	Project Manager IV	\$ 93.75	\$ 121.52
IT	Quality Assurance Engineer I	\$ 51.56	\$ 63.62
IT	Quality Assurance Engineer II	\$ 63.62	\$ 75.04
IT	Quality Assurance Engineer III	\$ 75.04	\$ 89.51
IT	Quality Assurance Manager	\$ 89.52	\$ 103.69
IT	Quality Assurance/systems Testing Analyst	\$ 35.66	\$ 89.51
IT	Security Engineer I	\$ 60.75	\$ 76.14
IT	Security Engineer II	\$ 76.15	\$ 98.08
IT	Security Engineer III	\$ 98.09	\$ 138.30
IT	Server Based Computing Engineer	\$ 49.97	\$ 75.58
IT	Sr. EDP Planning Analyst	\$ 59.04	\$ 77.43
IT	Storage and Retrieval System Design	\$ 44.14	\$ 75.83
IT	System Architect	\$ 65.25	\$ 97.84
IT	Systems Project Manager	\$ 46.78	\$ 83.23
IT	Technical Support Specialist II	\$ 26.12	\$ 39.05
IT	Technical Support Specialist III	\$ 39.14	\$ 61.73
IT	Telecommunications Specialist II	\$ 43.08	\$ 52.40
IT	Telecommunications Specialist III	\$ 52.49	\$ 63.41
IT	UNIX System Administrator	\$ 41.99	\$ 70.54
IT	Visual Basic Developer I	\$ 37.83	\$ 58.37
IT	Visual Basic Developer II	\$ 58.45	\$ 77.26
IT	Visual Basic Developer III	\$ 77.18	\$ 95.26
IT	Web Content/Communications Manager	\$ 45.38	\$ 80.37
IT	WEB Site Developer	\$ 45.38	\$ 80.37
IT	WEB Document Specialist	\$ 41.15	\$ 98.68
IT	Misc IT Classification	\$ 71.02	\$ 184.65

EXHIBIT B**SCOPE OF SERVICES STAFFING AND RELATED SERVICES****1.0 INTENT:****1.1 MASTER AGREEMENT (US COMMUNITIES):**

Maricopa County, AZ (herein "Lead Public Agency") on behalf of itself and all states, local governments, school districts, and higher education institutions in the United States of America, and other government agencies and nonprofit organizations (herein "Participating Public Agencies") is entering in contracts from qualified suppliers to enter into a Master Agreement for a complete line of Staffing Services and Related Services and Solutions (herein "Products and Services").

1.2 To establish a nationwide purchasing requirements contract with Staffing Services providers to provide all services in Section 2.0 of this document. This includes any proposed management tools available (see Section 2.14).

1.3 Other governmental entities under agreement with the County may have access to services provided hereunder (see Section 2.17 and 2.18 and Exhibit 6, MICPA).

1.4 The County reserves the right to add additional contractors, at the County's sole discretion, in cases where the currently listed contractors are of an insufficient number or skill-set to satisfy the County's needs or to ensure adequate competition on any project or task order work.

2.0 SCOPE OF WORK:**2.1 GENERAL DEFINITION OF PRODUCTS AND/OR SERVICES:**

2.1.1 **Staffing Services** – The complete portfolio of staffing services available by Contractor. Including administrative staffing (administrative, professional, laborer, technical, trades, etc.), information technology staffing, medical staffing, and any other staffing services offered by Contractor.

2.1.2 **Managed Service Provider Solutions** – **The complete portfolio of managed service provider** solutions such as contingent workforce management strategy development, strategic vendor management technology, risk mitigation methods, employment compliance methods, rate and spend management (cost savings), efficient standard processes and workflow, staffing vendor selection and management, workforce utilization trends, in-depth program reporting and analytics, and any other managed service provider solutions offered by Contractor.

2.1.3 **Related Services and Solutions** – The complete range of related services and solutions offered by Contractor such as temporary-to-hire services, direct hire services, outsourcing solutions, career management consulting, independent contractor compliance/risk management, onsite management programs, recruitment process outsourcing, outplacement services, payroll services, and any other services and solutions offered by Contractor.

2.2 SUBCONTRACTING AND TEAMING ARRANGEMENTS:

The Contractor shall agree that all subcontractors will be bound by the rules and regulations contained in this contract.

2.2.1. Contractor may use Contractor's affiliates as subcontractors, or other subcontractors, to perform Contractor's services under this Contract, subject to Contractor remaining primarily responsible for its obligations under this Contract and ensuring that services are provided to the same extent that Contractor would have provided such services had

Contractor performed those services without the use of an affiliate or subcontractor. The Contractor shall ensure that any subcontractor or agent agrees to the same restrictions, conditions, and requirements that apply through this Contract to such subcontractors and agents. The Contractor shall keep the County informed concerning the performance of all the subcontractors.

- 2.2.2. Contractor may not have exclusive teaming arrangements and/or other contractual provisions that result in limiting or preventing full and fair competition.

2.3 **CONTRACTOR RESPONSIBILITIES:**

Contractor's employees shall be required to adhere to all work policies, procedures, and standards established by the County. The Contractor's employees shall conform in all respects with regard to physical, fire and security / safety regulations while on the County's premises. Contractor shall be responsible for obtaining all rules, regulations, policies, etc. from the County.

Contractor shall be responsible for the following:

- 2.3.1 Recruiting, hiring, and administering any evaluations and/or disciplinary actions, implementing any reassignments and/or terminations of contractor employees provided to the County by Contractor.
- 2.3.2 Maintaining a recruiting and hiring program that is in compliance with applicable federal and state employment laws and their implementing rules and regulations, including, but not limited to, Title VII of the Civil Rights Act of 1964 ("Title VII"), the Americans With Disabilities Act ("ADA"), the Age Discrimination in Employment Act ("ADEA"), the Fair Credit Reporting Act ("FCRA"), and the Arizona Employment Protection Act ("AEPA").
- 2.3.3 Performing background screening on all contractor employees provided to the County, to include screening of credentials, licensure, personal history, qualifications, work history, and references, as well as criminal background checks and fingerprinting as provided herein. Contractor shall ensure that all contractor employees possess all certifications and qualifications necessary to enable them to perform their assignments.
- 2.3.4 Administering periodic performance evaluations for each contractor employee provided under this contract.
- 2.3.5 Informing contractor employees that they are required to adhere to the policies and procedures of the County. Contractor and/or its designee shall promptly notify the applicable County agency of any human-resource-type issue raised by a contractor employee that may affect the County, such as threats of violence, harassment, discrimination or retaliation.
- 2.3.6 Providing contractor employees all of County's safety, drug/alcohol, work policies, anti-harassment, anti-discrimination and anti-retaliation policies and informing them that they are required to adhere to such policies. Contractor shall establish a complaint and/or reporting procedure for violations of policies and instruct contractor employees on the use of the procedure. Contractor shall obtain written acknowledgement from each contractor employee provided under this contract that she or he has read, understood and agrees to abide by those policies and procedures.
- 2.3.7 Providing harassment, discrimination, and retaliation training for all contractor employees provided under this contract. Contractor shall maintain a record of all such training.
- 2.3.8 Informing contractor employees in writing that they are employed by Contractor, not the County.

- 2.3.9 Notifying contractor employees in writing that the only benefits they will receive will be from Contractor, and that they are not entitled to any benefits from the County.
 - 2.3.10 Preparing and distributing an Employee Handbook to contractor employees that identifies and explains Contractor's policies and procedures that will be followed during the course of contractor employees' employment with Contractor.
 - 2.3.11 Informing contractor employees in writing that job-related illness/injury reports are to be made to Contractor. Contractor and/or its designee shall notify the applicable County agency within 24 hours of receipt of any such reports.
 - 2.3.12 Being solely responsible for, and holding County harmless from, all administrative employment matters regarding contractor employees including, but not limited to, all payroll and payroll income tax withholding matters; payment of workers' compensation premiums; funding of appropriate fringe benefit programs; and taking responsibility for and complying with (including offering coverage, if required) the Affordable Care Act with respect to its employees.
 - 2.3.13 Paying contractor employees in compliance with applicable wage and hour laws including, but not limited to, the Fair Labor Standards Act ("FLSA") and Arizona Labor Code. Contractor shall maintain complete and accurate records of all wages paid to its employees assigned to provide services to County. Contractor shall be exclusively responsible for and will comply with applicable law governing the reporting and payment of wages, and payroll-related and unemployment taxes attributable to wages paid to its employees assigned to provide services to County. INTERVIEW OF PROSPECTIVE PERSONNEL:
- 2.4 The County shall have the right to interview all prospective personnel and to accept or reject any or all based upon the required skills and the background and experience of each individual. A resume may be required upon request prior to an interview.
- 2.5 TRAINING:
- Referred personnel shall be immediately productive, requiring minimal training and orientation. In the event that extended training (over four (4) hours) is required, such as for an extended project or for any particular skill set, the Contractor may be required to pay the employee for up to sixteen (16) hours (two (2) business days) of training as determined by the County.
- 2.6 HOURS OF WORK:
- The work week shall be Monday through Friday. Contractor shall verify work hours at the time order is placed. Work hours and holidays will vary dependent upon the County and position. Normal working hours are 8:00 a.m. to 5:00 p.m. Monday through Friday, excluding holidays.
- There may be requirements for evening, weekend, and overtime work. Weekend work shall be defined as Saturday and Sunday during the same week. Weekend work shall not be considered overtime unless in excess of forty (40) hours.
- Overtime shall be defined as hours worked in excess of forty (40) per week. Should a temporary employee works on a holiday, regular pay shall apply to all hours under forty (40), and time and a half shall apply for hours over forty (40). Overtime must be approved in writing, in advance, by the Agency in order to be reimbursable.
- Lunch periods will range from 30-60 minutes and will be determined by the County. No payments shall be made for lunch periods.
- Each temporary employee will receive one 15 minute break in the morning and one 15 minute break in the afternoon, exact time of the break will be agreed to by the employee and the County.

2.7 TRANSPORTATION AND PARKING

It will be the Contractor or the contractor's employee's responsibility to provide transportation to and from the required locations. Parking may or may not be provided and, if not, will be the responsibility of the Contractor or the contractor employee.

2.8 TEMPORARY PERSONNEL EXPENSES:

Contractor shall be responsible for temporary personnel expenses. Contractor may bill for certain travel expenses on a case-by-case basis. Contractor shall seek County approval before billing for any travel expenses. If approved by the Prospective Personnel, travel expenses shall be reimbursed in accordance with the County's Travel Policy. Original receipts for travel must be submitted for reimbursement of allowable direct costs (lodging, communications, etc.).

2.9 CONTRACTOR SINGLE POINT OF CONTACT:

Each Contractor shall designate a coordinator as a single, local point of contact (SPOC), as well as a backup, that will be accessible during normal work hours 8:00 a.m. until 5:00 p.m. Monday through Friday, with the exception of the designated holidays to receive employment requests, handle and assist in any and all inquiries regarding scheduling, billing, status of orders, availability, contract pricing, contract compliance requirements, reports, and problem solving. Contractor's SPOC shall be available via a toll free telephone number or email. The SPOC may have support staff that will serve as account managers for different County Agencies, or designated multiple points of contact in order to best provide service.

2.10 CONTRACTOR EMPLOYEE REQUIREMENTS:

2.10.1 Background Screening:

A background check is required for all employees of Contractor's staff providing services to the County. The cost of this service shall be incurred by the County.

Certain contractor employees based on position may be subject to various criminal checks, fingerprinting, and background checks upon whose results the County may choose to base its decision to accept an individual for an assignment. The requirements of these background checks are explained in Attachments B, C and D under Screening Fees. Contractor to include pricing for these services as indicated. The cost of this service shall be incurred by the County.

2.10.2 Drug Testing:

Drug testing requirements will vary for individual Agencies throughout the County. The County will identify if there is a drug test requirement at the time the order is placed. The County will pay for these tests as pass-through costs. These tests are normally conducted randomly, on a random number of temporary employees, in safety-sensitive positions, and consist of a urine sample. If a contractor employee fails a drug test, the contractor employee will no longer be eligible to provide services to the County under this contract. The requirements of these tests are explained in Attachments B, C and D under Screening Fees. Contractor to include pricing for these services as indicated. The cost of this service shall be incurred by the County.

2.10.3 If driving is a requirement of a position, County Agencies will require a DMV check. The cost of this service shall be incurred by the County.

2.10.4 Additional Certification(s):

Certain positions may require additional types of certifications such as First Aid and CPR certification. Contractor employees shall have these certifications prior to applying for such positions. Contractor employees shall maintain and recertify these

certifications at the contractors or their own expense.

2.10.5 Dress and Equipment:

Contractor employees shall report to job assignments dressed appropriately and with the equipment specified by the County as being required to perform work in the service categories covered under this contract. The County requires most field personnel to have safety shoes, at the expense of the temporary employee. The safety shoes must meet American National Standards Institute (ANSI) and Occupational Safety and Health Administration (OSHA) standards.

2.10.6 Communication Skills:

Unless otherwise requested, all contractor employees must be able to read, write, speak and comprehend the English language in accordance with the minimum requirements of the position description. Contractors that provide contractor employees that are unable to read, write, speak and comprehend the English language in accordance with the County's determination will refund any fees and wages incurred.

2.10.7 Courtesy and Cordiality Towards All Others:

Contractor employees shall be respectful of all people with whom they interact, including County employees and customers of the County.

2.10.8 County's Right of Refusal:

The Contractor will be given between four (4) business hours and one (1) business day to confirm availability of a contractor employee to fill a request. However, for "hard-to-fill" positions, the County may allow up to five (5) business days for Contractor to confirm availability of a contractor employee. In the event that the Contractor is unable to fill the job request, the County may cancel the request and place the request with another Contractor. The County reserves the right to simultaneously give all Contractors an opportunity to fill all "hard-to-fill" positions on a "first come" basis. In the event that all Contractors are unable to fill the request, the County may fill the requirement by soliciting pricing from other qualified sources.

2.11 SUPERVISION OF TEMPORARY EMPLOYEES:

Contractor's employees shall be supervised by the County. The County shall have direct control over the daily activities of the Contractor's employees. Work policies, procedures, and standards established by the County shall be followed at all times. The Contractor's employees shall conform in all respects with regard to physical, fire and security / safety regulations while on the County's premises. Contractor shall be responsible for obtaining all rules, regulations, policies, etc. from the County.

2.12 CONFIDENTIALITY OF COUNTY INFORMATION:

Contractor's employees may have access to confidential information. Under no circumstance will this information be given out to anyone without the express permission of County management.

2.12.1 The Parties acknowledge and agree that regardless of any provision in the Contract or this SOW to the contrary, the services to be provided by Contractor do not involve any access, use or disclosure by Contractor of any of the County's protected health information ("PHI"), as that term is defined in the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"). Contractor is not a "business associate" of the County, as defined in HIPAA. In the event PHI is inadvertently transmitted to Contractor, Contractor shall immediately inform the County and the Parties shall work cooperatively to take all necessary action to address compliance with HIPAA and state privacy laws.

2.12.2 County shall provide Contractor a list identifying HIPAA covered departments of the County. For Contractor’s employees assigned to any such department, employees will be required not to disclose or in any way reveal or disseminate PHI to Contractor or any other unauthorized parties. County shall instruct Contractor’s employees concerning the confidentiality of medical information of County’s patients, standard precautions, and the County’s HIPAA policies and procedures. The Parties acknowledge and agree that for purposes of compliance with HIPAA, Contractor’s employees shall be considered part of County’s workforce as that term is defined in HIPAA, but shall otherwise not be considered workforce or employees of County for any other purposes, including by and not limited to tax or employment law.

2.13 REPLACEMENT OF CONTRACTOR EMPLOYEES:

In the event any contractor employee fails to adhere to the County’s directions or security/safety regulations, or demonstrate that they are not qualified to perform the required duties, the County shall notify the Contractor who shall replace the employee immediately or as directed by the County at no cost to the County (including, but not limited to, training time, background checks, ID badges, drug testing, etc.).

This also applies to any contractor employee that leaves, for any reason, before the assignment is completed. When a contractor employee leaves, at any time, the Contractor shall be responsible for any unreturned keys, ID badges, etc. If such items are not returned to the County within five (5) working days the County shall send an invoice to the Contractor for the exact replacement cost. The Contractor shall pay this invoice within fourteen (14) days.

2.14 MANAGEMENT SYSTEM REQUIREMENTS:

The System should manage all processes required to procure contract employees, manage assignments, collect hours worked, consolidate invoicing and report on the contingent worker program for an organization. The basic implementation preloads job titles and descriptions, rates, vendors, users and business rules.

A key feature of the system should keep the users updated on the status of the order, and facilitates communication between all parties involved in the process. The System should utilize standard e mail applications to notify users when a task is required or has been completed. For example, a requesting manager is notified when their requisition has been distributed to vendors and in turn when the vendors have submitted resumes. The internal clock in the system should time stamps all activities and provide reports accordingly. The system should be a “collaborative e-commerce” platform connecting requestors, process managers, vendors and contract employees for communication and collaboration in one central platform.

The system should be workflow based application delivered in Software as a Service (SaaS) delivery model accessed via the internet utilizing a standard browser, therefore the user need not be in the office to complete required tasks. The system shall be configured specifically for each client utilizing business rules, user roles and internal routing. The system should be extensive application configuration tool that allows new users, vendors and job information to be added or updated easily.

2.14.1 **The system solution will should reduce costs and improves efficiency for Enterprise clients by automating the contingent staffing process through:**

- 2.14.1.1 Single point of contact - multiple vendor resources
- 2.14.1.2 Consolidation and standardization of the contingent workforce procurement processes
- 2.14.1.3 Automated order entry/distribution, candidate submittal, response and order fulfillment
- 2.14.1.4 Replaces paper intensive and manually managing progress
- 2.14.1.5 Replaces fax, e mail or telephone order distribution – no data capture methods
- 2.14.1.6 Addressing the unique requirements for Commercial and Light Industrial

- clients
- 2.14.1.7 Quick fill process
- 2.14.1.8 Visibility into weekly and daily resource loading schedules and ability to adjust
- 2.14.1.9 Mobile Apps for shop floor usage
- 2.14.1.10 Accommodates multiple shift differential methodologies
- 2.14.1.11 Flagging applicants that require special review
- 2.14.1.12 Provide additional information on applicant to assist hiring manager with evaluation
- 2.14.1.13 Tracking history of all assignments at client location
- 2.14.1.14 Providing collaborative features that reduce “telephone tag”
- 2.14.2 Streamlining the approval and billing process using:
 - 2.14.2.1 Pre-established routing for approvals
 - 2.14.2.2 Desktop action list, Email notification
 - 2.14.2.3 Automatic approval proxies for manager absences
 - 2.14.2.4 Tracking of company property
- 2.14.3 Automating time and expense capture/approval
 - 2.14.3.1 Eliminate paper intensive time capture
 - 2.14.3.2 Reduce audit requirements of time capture/invoice process
 - 2.14.3.3 Enterprise wide reporting: transactions, financial, and performance metric – Data to make sound business decisions
 - 2.14.3.4 Integration into financial, HRIS or eProcurement packages through standard API’s
 - 2.14.3.5 Allows for compliance to ERISA and co-employment time worked rules
 - 2.14.3.6 Provides usage data immediately after payroll
- 2.14.4 Significant dollars are saved through reducing process inefficiencies, managing actual dollars spent and providing management decision reporting statistics and data.
- 2.15 SECURITY GUARD SERVICES:

Required Uniformed Security services:

 - 2.15.1 UNARMED SECURITY GUARD REQUIREMENT: Must be in possession of a valid State of Arizona security guard license as an unarmed security guard.
 - 2.15.2 ARMED SECURITY GUARD REQUIREMENTS: Must be in possession of a valid State of Arizona security guard license as an armed security guard.
 - 2.15.3 Current CPR and First Aid certification
 - 2.15.4 Contractor shall provide ALL uniforms required exclusive of work shoes/boots, socks and underwear. No athletic shoes are permitted. Uniform shall be in compliance with Arizona Revised Statutes Title 32, Chapter 26, Section 32-2601 et seq. and the SECURITY OFFICERS AGENCY UNIFORM GUIDELINES as published by the Arizona Department of Public Safety Licensing Unit.
 - 2.15.5 Duty belt should include OC spray, handcuffs and firearm (if armed security guard).
 - 2.15.6 Personnel activities shall be coordinated with the designated Manager or designee. To enforce policies and regulations, communicate all issues with Manager or designee.
 - 2.15.7 Complete daily activity reports and monthly reports and provide to customer accordingly.
 - 2.15.8 Conduct internal and external patrols, as required. Spot check building for safety hazards,

monitor secured areas and be knowledgeable of staff access.

- 2.15.9 Escort visitors and vendors if requested.
- 2.15.10 Conduct monthly evaluations of safety equipment, including, but not limited to, fire extinguishers, exit signs and emergency lighting, and provide communication on any non-functioning equipment or broken facility equipment if requested from the County.
- 2.15.11 Contractor employees must be able to work with a diverse population in a professional and courteous manner and have experience with conflict resolution.
- 2.15.12 Assist staff with any related security issues that arise, including any difficult situations relating to staff and customers.
- 2.15.13 General Security Duties:

The following are a list of Standard Operating Procedures to be performed by assigned personnel. Assigned personnel shall become familiar with procedures and authorized persons associated with the location they are assigned to. Additional duties may be assigned by the Responsible Manager or assigned designee.

 - 2.15.13.1 Protect the safety of all persons on site.
 - 2.15.13.2 Be polite, courteous, respectful, and responsive to all individuals.
 - 2.15.13.3 Prohibit entry into secure areas by anyone other than authorized individuals as directed.
 - 2.15.13.4 Prevent fire, theft, vandalism, and trespassers on the property.
 - 2.15.13.5 Contractor for guard services must provide a procedure manual for responding to medical emergencies, bomb threats, riots, fires, disruptive persons, and other emergencies.
 - 2.15.13.6 Monitor security consoles (i.e. employee access control and alarm computer, CCTV video monitors, DVR's, etc.).
 - 2.15.13.7 Be familiar with and implement emergency fire or fire alarm including familiarity with floor plans and locations of fire alarm pull boxes, fire extinguishers, fire alarm monitoring panel and other life/safety systems.
 - 2.15.13.8 Be familiar with and implement emergency intrusion alarm procedures including the use of computer programs, closed circuit television monitors, voice intercom systems, alarms and alarm enunciator panels and other equipment required for monitoring and control of building access.
 - 2.15.13.9 Be responsible for all building and systems keys and access control cards in their possession and ability to account for the whereabouts of keys at all times. Should keys be lost or stolen, Responsible Manager shall be notified immediately. Contractor is responsible for the cost of replacement of lost, stolen or damaged keys and access cards.
 - 2.15.13.10 Patrol the interior and exterior of the facility and buildings:
 - 2.15.13.10.1 Monitor offices, classes, employees and customer areas without disruption.
 - 2.15.13.10.2 Patrol any common computer lab, if applicable; visually scan customer's computer monitors to ensure that there are no inappropriate websites being used, i.e. sexual content.

- 2.15.13.10.3 Check for unauthorized open doors, i.e. exit and storage doors.
 - 2.15.13.10.4 Check for leaks or damages, and identify anything out of the ordinary.
 - 2.15.13.10.5 Patrol the interior of the building at the end of the work day to ensure all staff and visitors have left the building. Turn off all lights, lock all doors, and set alarm system, if applicable.
 - 2.15.13.10.6 Patrol the exterior of the facility as directed.
 - 2.15.13.10.7 Patrol prior to the arrival of staff at the beginning of the work day and after staff leaves, at the end of the work day.
 - 2.15.13.10.8 Monitor people entering the building for any type of prohibited weapon, food or drink.
 - 2.15.13.10.9 Check customer parking and employee parking areas, monitoring for any suspicious activity or vandalism. Report any unusual incidents or hazardous conditions.
 - 2.15.13.11 Maintain a daily log for each shift in accordance with all policies for the site (i.e. sign in and sign out requirements for visitors).
 - 2.15.13.12 Maintain a log of all security violations and report occurrences to Responsible Manage as quickly as possible considering the nature of the violation.
 - 2.15.13.13 Be familiar with procedures for receiving and forwarding requests for maintenance.
 - 2.15.13.14 Comply with all FCC rules and regulations when using assigned communication devices which must be supplied by the contracted guard service unless otherwise stated by the County.
 - 2.15.13.15 The use of cell phones is strictly prohibited, except as required to perform assigned duties.
 - 2.15.13.16 Personal electronic devices, portable electronic devices or reading materials not related to assigned duties are prohibited.
 - 2.15.13.17 Engaging in or conducting any personal business or business outside of the assigned responsibilities is strictly prohibited.
 - 2.15.13.18 Socializing is prohibited. No visitors are allowed in the building before or after work hours. Conversations with staff and customers are to remain cordial and brief.
- 2.16 MINIMUM WAGE, LIVING WAGE AND MANDATORY HEALTH AND WELFARE BENEFITS:
- 2.16.1 Contractor must meet all federal, state and local requirements regarding minimum wage, living wage and any mandatory health and welfare benefits.

2.17 STRATEGIC ALLIANCE for VOLUME EXPENDITURES (\$AVE):

The County is a member of the \$AVE cooperative purchasing group. \$AVE includes the State of Arizona, many Phoenix metropolitan area municipalities, and many K-12 unified school districts. Under the \$AVE Cooperative Purchasing Agreement, and with the concurrence of the successful Respondent under this solicitation, a member of \$AVE may access a contract resulting from a solicitation issued by the County. In the absence of a statement to the contrary, the County will assume that you do wish to grant access to any contract that may result from this contract.

2.18 INTERGOVERNMENTAL COOPERATIVE PURCHASING AGREEMENTS (ICPA's):

County currently holds ICPA's with numerous governmental entities throughout the State of Arizona. These agreements allow those entities, with the approval of the Contractor, to purchase their requirements under the terms and conditions of the County Contract. Please indicate on Attachment A, your acceptance or rejection regarding such participation of other governmental entities.

3.0 PROCUREMENT REQUIREMENTS:

3.1 DELIVERY:

It shall be the Contractor's responsibility to meet the proposed delivery requirements. Maricopa County reserves the right to obtain services on the open market in the event the Contractor fails to make delivery and any price differential will be charged against the Contractor.

3.2 USAGE REPORT:

The Contractor shall furnish the County a usage report upon request delineating the acquisition activity governed by the Contract. The format of the report shall be approved by the County and shall disclose the quantity and dollar value of each contract item by individual unit.

EXHIBIT B-1
SCOPE OF WORK
SCOPE OF SERVICES STAFFING AND RELATED SERVICES
DELIVERABLE BASED PROJECTS FOR IT

2.1 GENERAL DEFINITION OF PRODUCTS AND/OR SERVICES:

- 2.1.1 **Managed Service Provider Solutions – The complete portfolio of managed service provider solutions** such as contingent workforce management strategy development, strategic vendor management technology, risk mitigation methods, employment compliance methods, rate and spend management (cost savings), efficient standard processes and workflow, staffing vendor selection and management, milestone, deliverable and/or service-based statement of work (SOW) project services, where there are definitive deliverables and an established end or conclusion to the project (“SOW project services”), workforce utilization trends, in-depth program reporting and analytics, and any other managed service provider solutions offered by Contractor.
- 2.1.2 **Related Services and Solutions – The complete range of related services and solutions** offered by Contractor such as temporary-to-hire services, direct hire services, outsourcing solutions, career management consulting, independent contractor compliance/risk management, onsite management programs, recruitment process outsourcing, outplacement services, payroll services, SOW project services, and any other services and solutions offered by Contractor.

Contractor, including its subsidiaries, affiliates and related entities, are not eligible to deliver milestone, deliverable, and/or service-based SOW project services unless there is additional competition reviewed (no Sole Source). This Contract shall apply to SOW project services of up to \$1,000,000.

The following is an example of the Milestone, Deliverable and/or Service-based SOW Project Sourcing Process. Services may include project management and other services if approved by the agency.

- a. County identifies need for milestone, deliverable and/or service-based SOW project services. County will provide a description of the milestone, deliverable and/or service-based SOW project to be undertaken, the outcomes desired for milestones, deliverables and/or service-based SOW projects required, time for completion, systems and applications to be integrated, payment and milestones, deliverables and/or service-based SOW projects, and other pertinent information;
- b. Contractor and County discuss requirements, scope of services requested and Vendor selection criteria;
- c. Contractor reviews Vendor list, seeks input from County, and vets additional Vendors, if needed;
- d. County provides Contractor with a finalized Task Order;
- e. Contractor releases Task Order to Vendors in VMS;
- f. Contractor facilitates Pre-Bid Conference and Q/A process with Vendors, if required;
- g. Vendors submit proposal response to Task Order in VMS - Project Proposal, to include, but not limited to:
 1. Provide an executive summary demonstrating an understanding of County’s request.
 2. Provide a proposed project plan that includes, at a minimum, a list of tasks, timelines, milestones, deliverables, services, assumptions, roles and responsibilities, and risks for the project.
 3. Describe the implementation team, including the qualifications for both a dedicated project manager and for the rest of the project team. If required, provide a proposed budget that lists the project team, number of hours each team member will take to complete the project, each team member’s hourly rate, and totaling to the proposed fixed-price project cost.
 4. Describe test plans, as may be required.
- h. Contractor coordinates evaluation of Vendor responses with County, including scoring of proposals and Vendor presentations;
- i. The County determines shortlist of Vendors;

- j. The County will review milestone, deliverable and/or service-based SOWs and may request oral presentations and discussions with one or more Vendors, including potentially interviewing the proposed staff for the completion of the work.
- k. Contractor coordinates oral presentations, if required;
- l. The County selects Vendor and provides scoring to Contractor;
- m. Contractor facilitates Best and Final Offer (BAFO) with final Vendors, if required;
- n. Contractor meets with County to finalize award of Task Order.
 - 1. County reserves the right to accept and/or reject Vendor's project plan, personnel and/or project cost estimates. Vendor's preparation and submission of a project request proposal shall not be reimbursed.
 - 2. Vendor shall not begin work on any project until County has accepted the project plan and Contractor has notified the Vendor as such.
- o. Contractor notifies Vendors of award;
- p. Contractor creates final Task Order for awarded Vendor and County;
 - 1. Each Task Order shall specify all milestones, deliverables and/or service-based SOWs, including a complete description of the milestone, deliverables and/or service-based SOWs; and
 - 2. The timeline for submission.
- q. Contractor sets up milestones, deliverables and/or service-based SOWs in VMS;
- r. Vendor completes milestones, or deliverables and/or service-based SOWs and enters in VMS;
- s. County approves submitted milestones, deliverables and/or service-based SOWs in VMS; and
- t. Contractor Invoices County, County pays Contractor, Contractor pays Vendor.
- u. Vendor shall not exceed the approved timeline or approved costs without prior, written approval of County in the form of a Change Order. If prior, written approval is not received, Vendor shall not be paid in excess of the approved amount. In the event that County required any changes to the services to be performed under a given project, Vendor shall submit a revised project cost and/or timeline estimate to County, which will be incorporated into a Change Order.

EXHIBIT C**OFFICE OF PROCUREMENT SERVICES CONTRACTOR TRAVEL AND PER DIEM POLICY**

- 1.0 All contract-related travel plans and arrangements shall be prior-approved by the County Contract Administrator.
- 2.0 Lodging, per diem and incidental expenses incurred in performance of Maricopa County/Special District (County) contracts shall be reimbursed based on current U.S. General Services Administration (GSA) domestic per diem rates for Phoenix, Arizona. Contractors must access the following internet site to determine rates (no exceptions): www.gsa.gov
 - 2.1 Additional incidental expenses (i.e., telephone, fax, internet and copying charges) shall not be reimbursed. They should be included in the contractor's hourly rate as an overhead charge.
 - 2.2 The County will not (under no circumstances) reimburse for Contractor guest lodging, per diem or incidentals.
- 3.0 Commercial air travel shall be reimbursed as follows:
 - 3.1 Coach airfare will be reimbursed by the County. Business class airfare may be allowed only when preapproved in writing by the County Contract Administrator as a result of the business need of the County when there is no lower fare available.
 - 3.2 The lowest direct flight airfare rate from the Contractors assigned duty post (pre-defined at the time of contract signing) will be reimbursed. Under no circumstances will the County reimburse for airfares related to transportation to or from an alternate site.
 - 3.3 The County will not (under no circumstances) reimburse for Contractor guest commercial air travel.
- 4.0 Rental vehicles may only be used if such use would result in an overall reduction in the total cost of the trip, not for the personal convenience of the traveler. Multiple vehicles for the same set of travelers for the same travel period will not be permitted without prior written approval by the County Contract Administrator.
 - 4.1 Purchase of comprehensive and collision liability insurance shall be at the expense of the contractor. The County will not reimburse contractor if the contractor chooses to purchase these coverage.
 - 4.2 Rental vehicles are restricted to sub-compact, compact or mid-size sedans unless a larger vehicle is necessary for cost efficiency due to the number of travelers. (NOTE: contractors shall obtain pre-approval in writing from the County Contract Administrator prior to rental of a larger vehicle.)
 - 4.3 County will reimburse for parking expenses if free, public parking is not available within a reasonable distance of the place of County business. All opportunities must be exhausted prior to securing parking that incurs costs for the County. Opportunities to be reviewed are the DASH; shuttles, etc. that can transport the contractor to and from County buildings with minimal costs.
 - 4.4 County will reimburse for the lowest rate, long-term uncovered (e.g. covered or enclosed parking will not be reimbursed) airport parking only if it is less expensive than shuttle service to and from the airport.
 - 4.5 The County will not (under no circumstances) reimburse the Contractor for guest vehicle rental(s) or other any transportation costs.
- 5.0 Contractor is responsible for all costs not directly related to the travel except those that have been pre-approved by the County Contract Administrator. These costs include (but not limited to) the following: in-room movies, valet service, valet parking, laundry service, costs associated with storing luggage at a hotel,

fuel costs associated with non-County activities, tips that exceed the per diem allowance, health club fees, and entertainment costs. Claims for unauthorized travel expenses will not be honored and are not reimbursable.

- 6.0 Travel and per diem expenses shall be capped at 15% of project price unless otherwise specified in individual contracts.
- 7.0 Contractor shall provide, (upon request) with their invoice(s), copies of receipts supporting travel and per diem expenses, and if applicable with a copy of the written consent issued by the Contract Administrator. No travel and per diem expenses shall be paid by County without copies of the written consent as described in this policy and copies of all receipts.

ACRO SERVICE CORPORATION, 39209 W SIX MILE RD STE 250, LIVONIA, MI 48152

PRICING SHEET: NIGP CODE 96269

Terms:	NET 30
Vendor Number:	VC0000003752
Certificates of Insurance	Required
Contract Period:	To cover the period ending December 31, 2019.

Position Grouping	Position Title
Accounting/Finance	Accountant
Accounting/Finance	Accountant JR
Accounting/Finance	Accountant Senior
Accounting/Finance	Accountant, Client Financial Services
Accounting/Finance	Accounting Assistant
Accounting/Finance	Accounting Clerk
Accounting/Finance	Accounting Manager A
Accounting/Finance	Accounting Manager B
Accounting/Finance	Accounting Manager C
Accounting/Finance	Auditing - External Auditor
Accounting/Finance	Auditing - External Auditor Senior
Accounting/Finance	Auditing - Internal Auditor
Accounting/Finance	Auditing - Internal Auditor Senior
Accounting/Finance	Bookkeeper
Accounting/Finance	Budget Analyst
Accounting/Finance	Budget Analyst Senior
Accounting/Finance	Closure/Disbursement Specialists
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR
Accounting/Finance	CPA
Accounting/Finance	Fiscal Assistant
Accounting/Finance	Fiscal Technical Senior
Accounting/Finance	Fiscal Technician
Accounting/Finance	Payroll Assistant
Accounting/Finance	Purchasing / Procurement
Accounting/Finance	Sr. Compliance Officer
Accounting/Finance	Supervising Auditor
Call Center/Customer Service	Customer Service Inbound I
Call Center/Customer Service	Customer Service Inbound II
Call Center/Customer Service	Customer Service Outbound I
Call Center/Customer Service	Customer Service Outbound II
Call Center/Customer Service	Customer Service Representative Bilingual
Call Center/Customer Service	Data Analyst/ Processor
Call Center/Customer Service	Detailing Representative I
Call Center/Customer Service	Detailing Representative II
Call Center/Customer Service	Help Desk Analyst
Call Center/Customer Service	Market Research Inbound
Call Center/Customer Service	Market Research Outbound
Call Center/Customer Service	Sales & Promotion Comparison Shopper I
Call Center/Customer Service	Sales & Promotion Comparison Shopper II
Call Center/Customer Service	Sales & Promotion Demonstrator I
Call Center/Customer Service	Sales & Promotion Demonstrator II
Call Center/Customer Service	Sales & Promotion Sampler
Call Center/Customer Service	Sales Inbound I
Call Center/Customer Service	Sales Inbound II
Call Center/Customer Service	Sales Outbound I
Call Center/Customer Service	Sales Outbound II
Call Center/Customer Service	Tradeshow Booth Attendant I
Call Center/Customer Service	Tradeshow Booth Attendant II
Call Center/Customer Service	Tradeshow Host/Hostess I
Call Center/Customer Service	Tradeshow Host/Hostess II
Food Related Services	Barista (misc)

Food Related Services	Building Attendant (misc)
Food Related Services	Busser
Food Related Services	Cashiers
Food Related Services	Dishwasher
Food Related Services	Sous Chefs
Food Related Services	Sr Server
Food Related Services	Food Operations Assistant
Food Related Services	Food Operations Manager Assistant
Food Related Services	Food Production Worker
Food Related Services	Food Service Super
Food Related Services	Line Cook/Prep Cook
Food Related Services	Pastry Cook/Baker
Food Related Services	Second Cook
Food Related Services	Second Cook Senior
Food Related Services	Server
General Administrative	Administrative Assistant I
General Administrative	Administrative Assistant II
General Administrative	Administrative Assistant III
General Administrative	Administrative Assistant IV
General Administrative	Administrative Assistant V
General Administrative	Administrative Staff Assistant
General Administrative	Administrative Staff Specialist
General Administrative	Administrative Staff Specialist Senior
General Administrative	Agency Management Analyst
General Administrative	Agency Management Analyst Lead
General Administrative	Agency Management Analyst Senior
General Administrative	Clerk
General Administrative	Clerk Jr
General Administrative	Clerk Sr
General Administrative	Data Entry Operator
General Administrative	Data Entry Operator Senior
General Administrative	Document Control Clerk / Filing Specialist
General Administrative	Executive Secretary
General Administrative	Executive Secretary Senior
General Administrative	Intake Specialist (HMGP)
General Administrative	Inventory Specialist
General Administrative	Legal Assistant
General Administrative	Legal Assistant Senior
General Administrative	Library Assistant
General Administrative	Medical Assistant I
General Administrative	Medical Assistant II
General Administrative	Medical Biller I
General Administrative	Medical Biller II
General Administrative	Medical Records Clerk I
General Administrative	Medical Records Clerk II
General Administrative	Office Manager
General Administrative	Office Services Aide
General Administrative	Office Services Assistant
General Administrative	Office Services Specialist
General Administrative	Office Services Supervisor
General Administrative	Office Services Supervisor Senior
General Administrative	Operator I
General Administrative	Operator II

General Administrative	Operator III (Key Disc Operator)
General Administrative	Operator IV (Key Disc Operator)
General Administrative	Paralegal
General Administrative	Personal Assistant
General Administrative	Personal Assistant Senior
General Administrative	Photocopy Supervisor
General Administrative	Photocopy Technician
General Administrative	Photo-Typesetting Specialist
General Administrative	Photo-Typesetting Supervisor
General Administrative	Postal Aide
General Administrative	Postal Aide Senior
General Administrative	Postal Assistant
General Administrative	Program Manager
General Administrative	Project Assistant
General Administrative	Public Relations Coordinator
General Administrative	Public Relations Specialist
General Administrative	Public Relations Specialist Assistant
General Administrative	Receptionist
General Administrative	Receptionist Senior
General Administrative	Secretary
General Administrative	Secretary Senior
General Administrative	Systems Support Research Assistant
General Administrative	Translator
Human Resources	Claims Representative
Human Resources	Classification / Compensation Analyst
Human Resources	Classification / Compensation Analyst Senior
Human Resources	Classification / Compensation Consultant
Human Resources	EEO Program Analyst
Human Resources	EEO Program Specialist
Human Resources	Employee Relations Analyst
Human Resources	Employee Relations Analyst Senior
Human Resources	Human Resources Assistant
Human Resources	Human Resources Generalist
Human Resources	Human Resources Generalist Senior
Human Resources	Personnel Analyst
Human Resources	Personnel Analyst Senior
Human Resources	Personnel Practices Analyst
Human Resources	Personnel Practices Analyst Senior
Human Resources	Personnel Practices Manager
Human Services	Social Worker
Human Services	Sr. Outside (Field) Claims Adjuster
Human Services	Support Enforcement Specialist
Human Services	Support Enforcement Specialist Senior
Human Services	Utilization Review Analyst
Human Services	Utilization Review Analyst Senior
Insurance	Claims Adjuster I
Insurance	Claims Adjuster II
Insurance	Claims Specialist
Insurance	Worker's Compensation Specialist
Laborer/Industrial	Subcode Official - Building

Laborer/Industrial	Subcode Official - Electrical
Laborer/Industrial	Subcode Official - Plumbing
Laborer/Industrial	Warehouse worker (included)
Laborer/Industrial	CDL Driver
Laborer/Industrial	Codes - Amusement Ride Inspector
Laborer/Industrial	Codes - Construction Codes
Laborer/Industrial	Codes - Elevator Code Inspector
Laborer/Industrial	Codes - Housing Inspector
Laborer/Industrial	Codes - Multi Sdwelling Inspector
Laborer/Industrial	Codes - Plan Reviewer
Laborer/Industrial	Codes - Sub Code Official
Laborer/Industrial	Flagger / Laborer
Laborer/Industrial	Forklift Operator
Laborer/Industrial	Forklift Operator Senior
Laborer/Industrial	Grounds Worker
Laborer/Industrial	Grounds Worker Lead
Laborer/Industrial	Grounds Worker Senior
Laborer/Industrial	Groundskeeper / Landscaper
Laborer/Industrial	Groundskeeper / Landscaper Senior
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)
Laborer/Industrial	Heavy Industrial Worker (General Laborer)
Laborer/Industrial	Housekeeping Supervisor
Laborer/Industrial	Housekeeping Supervisor Senior
Laborer/Industrial	Housekeeping Worker
Laborer/Industrial	Housekeeping Worker Senior
Laborer/Industrial	Inventory Worker Light
Laborer/Industrial	Light Industrial Worker (General Laborer)
Laborer/Industrial	Motor Vehicle Operator A
Laborer/Industrial	Motor Vehicle Operator B
Laborer/Industrial	Packer
Laborer/Industrial	Warehouse Specialist I
Laborer/Industrial	Warehouse Specialist II
Laborer/Industrial	Warehouse Specialist III
Laborer/Industrial	Warehouse Worker I
Laborer/Industrial	Warehouse Worker II
Media	Audio Visual Technician
Media	Audio Visual Technician Senior
Media	Graphic Artist
Media	Graphic Artist Senior
Media	Graphic Designer
Media	Graphic Designer Senior
Media	Photographer
Media	Photographer Senior
Media	TV / Video Production Specialist
Media	TV / Video Production Technician
Security	Armed Security Officer
Security	Captain
Security	Dispatcher/Police
Security	Lieutenant
Security	Sergeant
Security	Unarmed Security Guard

Tax	Data Entry Clerk
Tax	Data Entry Clerk/Remittance Processor Blended
Tax	Error Resolution and Document Processor
Tax	General Clerical
Tax	On-Site Administrator (Day)
Tax	On-Site Administrator (Evening)
Tax	Remittance Processor
Tax	Taxpayer Information & Assistance Agent
Technical	Agricultural Technician
Technical	Agricultural Technician Lead
Technical	Agricultural Technician Supervisor
Technical	Analytical Chemist
Technical	Analytical Chemist Assistant
Technical	Analytical Chemist Senior
Technical	Bridge Design Drafter
Technical	Bridge Design Drafter Senior
Technical	Cartographic Drafter
Technical	Cartographic Drafter Assistant
Technical	Cartographic Supervisor
Technical	Computer Operator Assistant
Technical	Engineering Design Drafting Specialist
Technical	Engineering Design Drafting Supervisor
Technical	Engineering Design Drafting Technician
Technical	Engineering Drafting Technician
Technical	Engineering Drafting Technician Senior
Technical	Environmental Engineer
Technical	Environmental Engineer Senior
Technical	Environmental Program Analyst
Technical	Environmental Program Planner
Technical	Environmental Program Specialist
Technical	Environmental Specialist - Field
Technical	Environmental Specialist Senior - Field
Technical	Environmental Technician
Technical	Environmental Technician Senior
Technical	Help Desk Support
Technical	Home Repair Coordinator
Technical	Laboratory Technician
Technical	Laboratory Technician Senior
Technical	Program Support Specialist
Technical	Residential Plan Reviewer
Technical	Right of Way Technician
Technical	Right of Way Technician Supervisor
Technical	Safety Engineer
Technical	Safety Engineer Senior
Technical	Title Examiner
Technical	Traffic Controller
Technical	Traffic Controller Senior
Technical	Transportation Data Analyst
Technical	Transportation Data Analyst Senior
Technical	Transportation Data Analyst Supervisor
Technical	Transportation Data Technician
Technical	Transportation District Utilities Specialist

Technical	Transportation Engineering Technician -Survey
Technical	Transportation Engineering Technician -Survey Senior
Technical	Transportation Engineering Technician -Survey Supervisor
Technical	Transportation Materials Technician
Technical	Transportation Materials Technician Senior
Technical	Transportation Materials Technician Specialist
Technical	Transportation Materials Technician Supervisor
Technical	Transportation Planning Specialist
Technical	Transportation Planning Specialist Senior
Technical	Transportation Technical Program Coordinator
Technical	Transportation Technical Support Coordinator
Trades	Boiler Operator I
Trades	Boiler Operator II
Trades	Boiler Operator Senior I
Trades	Boiler Operator Senior II
Trades	Carpenter
Trades	Carpenter Assistant
Trades	Carpenter Senior
Trades	Electrician
Trades	Electrician Assistant
Trades	Electrician Senior
Trades	Electrician Supervisor Senior
Trades	Electronic Equipment Install & Repair Supervisor
Trades	Electronic Equipment Install & Repair Technician
Trades	Electronic Technician
Trades	Electronic Technician Senior
Trades	Equipment Repair Supervisor
Trades	Equipment Repair Technician
Trades	Equipment Repair Technician Senior
Trades	HVAC Installation & Repair Assistant
Trades	HVAC Installation & Repair Assistant Senior
Trades	Laboratory Mechanic
Trades	Laboratory Mechanic Senior
Trades	Locksmith
Trades	Maintenance Field Worker
Trades	Mason Plasterer
Trades	Mason Plasterer Assistant
Trades	Mechanic
Trades	Painter
Trades	Plumber / Steamfitter
Trades	Plumber / Steamfitter Assistant
Trades	Printing Press Operator B
Trades	Production Supervisor
Trades	Radio Specialist
Trades	Radio Specialist Senior
Trades	Sheet Metal Worker
Trades	Sheet Metal Worker Assistant
Trades	Sheet Metal Worker Lead
Trades	Shipping / Receiving Clerk
Trades	Storekeeper Assistant I
Trades	Storekeeper Assistant II
Trades	Storekeeper I
Trades	Storekeeper II

Trades	Storekeeper III
Trades	Storekeeper Senior
Trades	Tool Room Assistant
Trades	Tool Room Assistant Senior
Trades	Trades Utilities Worker Senior
Trades	Trades Utility Worker
Trades	Tradesman Helper
Trades	Tradesman Helper Senior
Trades	Veterinary Pathologist
Trades	Welder
Trades	Welder Senior
Trades	Work Zone Safety Officer

Position Title	Classification	Position Description, Skills & Knowledge
Accountant	Accounting/ Finance	<ul style="list-style-type: none"> • Conducts P&L, Balance Sheet, Cash Flow, Tax, and Reconciliation analysis. • Compiles and analyzes financial information to prepare entries to accounts, such as general ledger accounts and documenting business transactions. • Reviews internal reports checking coding and making adjustments prior to printing and assembling the final product for mailing. • Independently performs a variety of accounting functions. • Inputs standard journal entries. • Performs audit functions. • Produces billing and inventory reports. • Performs and other related or assigned duties. <p>Highly proficient in Microsoft Office.</p> <ul style="list-style-type: none"> • Comprehensive knowledge of standard accounting procedures. • Strong written and communication skills. • Strong analytical and quantitative skills. • Knowledge of stock, bonds and capital gains.
Accountant Senior	Accounting/ Finance	<ul style="list-style-type: none"> • All responsibilities of Accountant. • Performs advanced and complex accounting functions of considerable difficulty requiring the analysis and interpretation of fiscal data and the application of accounting theory and principles. • Assembles, analyzes and prepares reports and statements coding complex financial data. • Performs other related or assigned duties. <p>All skills / knowledge of Accountant.</p> <ul style="list-style-type: none"> • Proven knowledge and understanding of generally accepted accounting principles and practices including cost accounting. • Demonstrated ability to assemble, analyze and prepare reports and statements covering complex financial data. • Accounts payable / receivable may require experience with an automated system. <p>P&L Accounting, Finance, or Business Administration</p>
Accountant JR	Accounting/ Finance	<ul style="list-style-type: none"> • Maintains financial records for subsidiary companies by analyzing balance sheets and general ledger accounts. • Reconciles general and subsidiary bank accounts by gathering and balancing information. • Provides financial status information by preparing special reports; completing special projects. • Corrects errors by posting adjusting journal entries. • Maintains general ledger accounts by reconciling accounts receivable detail and control accounts; adjusting entries for amortizations prepaids; analyzing and reconciling retainage and accounts payable ledgers; preparing fixed asset depreciation and accruals. • Secures financial information by completing database backups; keeping information confidential. • Maintains accounting controls by following policies and procedures; complying with federal, state, and local financial legal requirements. • Updates job knowledge by participating in educational opportunities; reading professional publications. • Accomplishes accounting and organization mission by completing related results as needed. <p>Junior Accountant Skills and Qualifications:</p> <p>General Math Skills, Accounting, Deadline-Oriented, Reporting Skills, Attention to Detail, SFAS Rules, Confidentiality, Coordination, Thoroughness, Quality Focus, Objectivity</p>
Accountant, Client Financial Services	Accounting/ Finance	<ul style="list-style-type: none"> • All responsibilities of Accountant. • Performs advanced and complex accounting functions of considerable difficulty requiring the analysis and interpretation of fiscal data and the application of accounting theory and principles. • Assembles, analyzes and prepares reports and statements coding complex financial data. • Performs other related or assigned duties. <p>All skills / knowledge of Accountant.</p> <ul style="list-style-type: none"> • Proven knowledge and understanding of generally accepted accounting principles and practices including cost accounting. • Demonstrated ability to assemble, analyze and prepare reports and statements covering complex financial data. • Accounts payable / receivable may require experience with an automated system. <p>P&L Accounting, Finance, or Business Administration</p>
Accounting Clerk	Accounting/ Finance	<ol style="list-style-type: none"> 1) Performs any combination of following calculating, posting, and verifying duties to obtain financial data for use in maintaining accounting records: Compiles and sorts documents, such as invoices and checks, substantiating business transactions. 2) Verifies and posts details of business transactions, such as funds received and disbursed, and totals accounts, using calculator or computer. 3) Computes and records charges, refunds, cost of lost or damaged goods, freight charges, rentals, and similar items. 4) May type vouchers, invoices, checks, account statements, reports, and other records, using typewriter or computer. 5) May reconcile bank statements. 6) May be designated according to type of accounting performed, such as Accounts-Payable Clerk; Accounts-Receivable Clerk; Bill-Recapitulation Clerk; Rent and Miscellaneous Remittance Clerk; Tax-Record Clerk.

Accounting Assistant	Accounting/ Finance	<ul style="list-style-type: none"> •Maintains financial records for subsidiary companies by analyzing balance sheets and general ledger accounts. •Reconciles general and subsidiary bank accounts by gathering and balancing information. •Provides financial status information by preparing special reports; completing special projects. •Corrects errors by posting adjusting journal entries. •Maintains general ledger accounts by reconciling accounts receivable detail and control accounts; adjusting entries for amortizations prepaids; analyzing and reconciling retainage and accounts payable ledgers; preparing fixed asset depreciation and accruals. •Secures financial information by completing database backups; keeping information confidential. •Maintains accounting controls by following policies and procedures; complying with federal, state, and local financial legal requirements. •Updates job knowledge by participating in educational opportunities; reading professional publications. •Accomplishes accounting and organization mission by completing related results as needed. <p>Junior Accountant Skills and Qualifications:</p> <p>General Math Skills, Accounting, Deadline-Oriented, Reporting Skills, Attention to Detail, SFAS Rules, Confidentiality, Coordination, Thoroughness, Quality Focus, Objectivity</p>	
Accounting Manager A	Accounting/ Finance	<ul style="list-style-type: none"> • Manages professional accounting work of considerable difficulty. • Serves as assistant to Finance Director. • Manages at least two complex fiscal and accounting functions. • Responsible for complex accounting functions which require the assignment of a staff of professional accountants. • Supervises professional accountants, technicians, and clerks. • Effects a high degree of financial control and have the authority to approve or reject financial transactions. • Interprets accounting data. • Establishes standard procedures for fiscal and accounting operations. • Considerable knowledge of payroll policies and procedures. • Considerable knowledge of State and federal laws and regulations concerning payroll and payroll deductions. • Considerable knowledge of federal wage/hour regulations;. • Considerable knowledge of automated accounting systems and data base management. • Considerable knowledge of generally accepted accounting principles. • Considerable knowledge of management and supervisory principles and practices. • Demonstrated ability to manage a multiple category, automated payroll system and associated professional staff. • Ability to analyze financial data, interpret tax laws and regulations, and work effectively with university departments and administrators. • Ability to communicate verbally and in writing. <p>BA/BS, Accounting, Finance, or Business Administration</p>	
Accounting Manager B	Accounting/ Finance	<ul style="list-style-type: none"> • Manages professional accounting work of considerable difficulty. • Services as assistant to Finance Director. • Supervises professional accountants, technicians, and clerks. • Manages activities of all fiscal and accounting functions. • Interprets accounting manuals, policies, and procedures. • Reviews and evaluates accounting procedures of subordinate agency/institution elements. • Develops automated accounting systems. • Coordinates preparation of reports and financial statements. • Manages general accounting operations. • Manages the activities of a centralized accounts receivable operation. • Manages payroll and invoice processing operations. • Prepares agency or institution financial statements and reports. • Considerable knowledge of payroll policies and procedures. • Considerable knowledge of State and federal laws and regulations concerning payroll and payroll deductions. • Considerable knowledge of federal wage/hour regulations;. • Considerable knowledge of automated accounting systems and data base management. • Considerable knowledge of generally accepted accounting principles. • Considerable knowledge of management and supervisory principles and practices. • Demonstrated ability to manage a multiple category, automated payroll system and associated professional staff. • Ability to analyze financial data, interpret tax laws and regulations, and work effectively with university or medical center departments and administrators. • Ability to communicate verbally and in writing. 	Accountant, Client Financial Service

<p>Accounting Manager C</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Manages professional accounting work of unusual difficulty. • Serves as an assistant to a Controller in a complex financial organization. • Manages financial reporting, financial analysis, and financial control operations. • Supervises professional accountants, technicians, and clerks. • Coordinates the preparation of reports and financial statements. • Analyzes accounting procedures. • Establishes and maintains agency financial policy manuals and associated procedures. • Develops and implements automated accounting systems. • Interprets policies and procedures and advises staff and agency or institution management. • Manages all internal and external financial reports and statements. • Plans, monitors, and reviews the agency or institution programs for compliance with state and federal financial policies and procedures. • Analyzes and interprets agency/institution operating results based on various financial reports. <p>Comprehensive knowledge of generally accepted accounting principles and practices.</p> <ul style="list-style-type: none"> • Comprehensive knowledge of fiscal and accounting functions and their adaptability to agency or institution fiscal and accounting operations. • Considerable knowledge of agency, state and federal guidelines concerning accounting and finance operations and reporting. • Demonstrated ability to supervise a staff of professional accountants engaged in all aspects of the agency or institution fiscal and accounting operations. • Demonstrated ability to apply and adapt accounting principles and methods to a variety of agency or institution fiscal needs. • Demonstrated ability to develop and implement accounting policies and procedures. • Demonstrated ability to assemble, analyze, and prepare reports and financial statements covering complex financial data. • Demonstrated ability to present financial reports, either verbally or in writing, to agency or institution management. • Demonstrated ability to analyze financial data and to assess impact on agency or institution operations. <p>BA/BS Accounting, Finance, or Business Administration</p>	<p>Accounting Assistant</p>
<p>Auditing - External Auditor</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Execute tests of external controls, analyze and document the test results, prepare a concise, logical report of the results. • Performs any other related or assigned duties. <p>Experience executing audit test steps and forming logical conclusions based on the test result.</p> <ul style="list-style-type: none"> • Ability to interpret laws, policies and regulations. • Proficient in the use of office automation projects. <p>BA/BS Accounting, Business, Finance, or Information Systems Major</p>	<p>Accounting Clerk</p>
<p>Auditing - External Auditor Senior</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Execute tests of external controls, analyze and document the test results, prepare a concise, logical report of the results. • Performs any other related or assigned duties. <p>Experience executing audit test steps and forming logical conclusions based on the test result.</p> <ul style="list-style-type: none"> • Ability to interpret laws, policies and regulations. • Proficient in the use of office automation projects. <p>BA/BS Accounting, Business, Finance, or Information Systems Major</p>	<p>Accounting Manager A</p>
<p>Auditing - Internal Auditor</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Execute tests of internal controls, analyze and document the test results, prepare a concise, logical report of the results. • Performs any other related or assigned duties. <p>Experience executing audit test steps and forming logical conclusions based on the test result.</p> <ul style="list-style-type: none"> • Ability to interpret laws, policies and regulations. • Proficient in the use of office automation projects. <p>BA/BS Accounting, Business, Finance, or Information Systems Major</p>	<p>Accounting Manager B</p>
<p>Auditing - Internal Auditor Senior</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Plan an audit project, conduct a preliminary survey, design and execute tests of internal controls, and analyze and document the test results. • Prepares a concise, logical report of the results and present results verbally to management. <p>Progressively responsible experience planning, executing and reporting on audits of internal controls including effectiveness, efficiency, compliance and financial reviews.</p> <ul style="list-style-type: none"> • Ability to interpret laws, policies and regulations. • Proficient in the use of office automation projects. • Experience in designing testing of internal controls and forming logical conclusions from test results. <p>BA/BS Accounting, Business, Finance, or Information Systems Major</p>	<p>Accounting Manager C</p>

<p>Book keeper</p>	<p>Accounting/ Finance</p>	<p>Develops system to account for financial transactions by establishing a chart of accounts; defining bookkeeping policies and procedures. Maintains subsidiary accounts by verifying, allocating, and posting transactions. Balances subsidiary accounts by reconciling entries. Maintains general ledger by transferring subsidiary account summaries. Balances general ledger by preparing a trial balance; reconciling entries. Maintains historical records by filing documents. Prepares financial reports by collecting, analyzing, and summarizing account information and trends. Complies with federal, state, and local legal requirements by studying requirements; enforcing adherence to requirements; filing reports; advising management on needed actions. Contributes to team effort by accomplishing related results as needed. Bookkeeper Skills and Qualifications: Developing Standards, Analyzing Information , Dealing with Complexity, Reporting Research Results, Data Entry Skills, Accounting, SFAS Rules, Attention to Detail, Confidentiality, Thoroughness</p> <p>Develops system to account for financial transactions by establishing a chart of accounts; defining bookkeeping policies and procedures. Maintains subsidiary accounts by verifying, allocating, and posting transactions. Balances subsidiary accounts by reconciling entries. Maintains general ledger by transferring subsidiary account summaries. Balances general ledger by preparing a trial balance; reconciling entries. Maintains historical records by filing documents. Prepares financial reports by collecting, analyzing, and summarizing account information and trends. Complies with federal, state, and local legal requirements by studying requirements; enforcing adherence to requirements; filing reports; advising management on needed actions. Contributes to team effort by accomplishing related results as needed. Bookkeeper Skills and Qualifications: Developing Standards, Analyzing Information , Dealing with Complexity, Reporting Research Results, Data Entry Skills, Accounting, SFAS Rules, Attention to Detail, Confidentiality, Thoroughness</p> <p>Develops system to account for financial transactions by establishing a chart of accounts; defining bookkeeping policies and procedures. Maintains subsidiary accounts by verifying, allocating, and posting transactions. Balances subsidiary accounts by reconciling entries.</p>	
<p>Budget Analyst</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Builds spreadsheets to provide analysis of cost impacts, collects budget data, obtains policy information, and conducts research. • Performs any other related or assigned duties. <p>Working knowledge of the principles and practices of budget formulation, evaluation and execution.</p> <ul style="list-style-type: none"> • Working knowledge of the principles of public administration and government finance. • Working knowledge of generally accepted accounting principles. • Demonstrated ability to prepare evaluations of complex budgets or related financial proposals or projections. • Demonstrated ability to work with agency supervisors, to communicate verbally and in writing, and to present budgets and recommendations effectively. <p>BA/BS Business Or Public Administration</p>	<p>Auditing - External Auditor</p>
<p>Budget Analyst Senior</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Builds spreadsheets to provide analysis of cost impacts, collects budget data, obtains policy information, and conducts research. • Performs any other related or assigned duties. <p>BA/BS Business Or Public Administration</p> <p>Considerable knowledge of the principles and practices of budget formulation, evaluation and execution.</p> <ul style="list-style-type: none"> • Considerable knowledge of the principles of public administration and government finance. • Considerable knowledge of generally accepted accounting principles. • Demonstrated ability to prepare evaluations of complex budgets or related financial proposals or projections. • Demonstrated ability to work with agency supervisors, to communicate verbally and in writing, and to present budgets and recommendations effectively. <p>BA/BS Business Or Public Administration</p>	<p>Auditing - External Auditor Senior</p>
<p>Closure/Disbursement Specialists</p>	<p>Accounting/ Finance</p>		

Compliance Officer, Duplication of Bene	Accounting/ Finance	<p>Compliance managers ensure that their organizations understand and comply with any laws or regulations that apply to their type of business, such as the Sarbanes-Oxley Act or the HIPPA Privacy Rule. They work primarily in industries that are heavily regulated, such as financial services, healthcare, pharmaceuticals and chemicals.</p> <p>Education and Certification</p> <p>Most compliance manager positions require a four-year bachelor's degree, though not all of them do, according to O*Net Online. Compliance managers can also gain certification through accreditation organizations such as the International Association of Risk and Compliance Professionals, which offers the Certified Risk and Compliance Management Professional certification. Compliance managers need the kind of training and experience that gives them a thorough knowledge of laws and regulations relevant to their chosen industries.</p> <p>Skills</p> <p>Compliance managers require excellent analytical skills so that they can understand the implications and complexities of different regulations. To ensure that all employees understand the importance of compliance, they must have good communication skills. To enforce policies and reduce risk, they need the ability to persuade others to adhere to standards.</p> <p>Responsibilities</p> <p>Planning is a key responsibility of a compliance manager. She must identify areas of the business where there is a risk of non-compliance and develop policies to reduce that risk. They must also plan communication and training programs to help employees understand their roles in compliance. Non-compliance can take the form of illegal, unethical or improper conduct, as well as failure to follow company policies and procedures. Companies that fail to comply with regulations can face heavy fines or legal action. They might also lose the confidence of their customers and investors.</p> <p>Enforcement</p> <p>To ensure that employees are complying with regulations, managers must regularly audit. If they find</p>	
CPA	Accounting/ Finance	<p>Generates timely and accurate financial and management reports on a consistent basis: weekly, monthly and quarterly.</p> <p>Interprets operating results as they affect the financial aspects of the organization and makes specific recommendations for cost reduction and/or profit improvement.</p> <p>Participates in quarterly Board of Director meetings and present as necessary</p> <p>Manages payroll and other human resource activities.</p> <p>Researches, implements and maintains hardware and software used in the business.</p> <p>Assist in due diligence and post-acquisition integration for add-on investments</p> <p>Develops accounting policies to comply with generally accepted accounting principles, tax requirements, and management reporting requirements.</p> <p>Exercises accounting control to insure that budgeted expenditures do not exceed amounts authorized without proper approval.</p> <p>Assumes responsibility for accounting classifications of all expenditures and documents.</p> <p>Establishes formal internal control policies and procedures.</p> <p>Signs tax returns, checks, and other documents assigned by the CEO.</p> <p>EDUCATION</p> <p>An undergraduate degree in accounting, finance, and/or business administration is required. A minimum of six years accounting and financial experience is required. Excellent skills are required in Microsoft Office (Excel, Word, and PowerPoint), and written/verbal communication skills are critical. Requirements include:</p> <p>##CPA license</p> <p>##National or large regional accounting firm experience</p> <p>##Basic working knowledge of cost accounting</p> <p>##MBA a plus, not required</p> <p>##Entrepreneurial business experience a plus, not a requirement</p> <p>##QuickBooks financial software experience a plus</p> <p>PERSONAL QUALITIES AND EXPERIENCE REQUIRED</p> <p>The ideal candidate is a CPA with confidence and leadership skills who is focused on adding value to the organization, not simply focused on historical results. Candidates should have excellent organizational skills and process/project management abilities, with a strong attention to detail. The position will require effective communication and interpersonal skills and the ability to build and maintain effective working</p>	
Fiscal Assistant	Accounting/ Finance	<ul style="list-style-type: none"> • Performs a wide variety of program and administrative support duties based on agency business needs. • Performs general office, secretarial, fiscal, and support activities. • Serves as first point-of-contact for their assigned program. <p>Demonstrated ability to use spreadsheet software and perform detailed work with numerical data.</p> <ul style="list-style-type: none"> • Working knowledge of clerical practices, including typing skills and office procedures. • Experience in business math and basic bookkeeping. • Ability to prepare routine financial reports and to communicate with others in giving and obtaining information. • Ability to follow prescribed operating instructions and preparing routine reports from fiscal data. 	Auditing - Internal Auditor

<p>Fiscal Technician</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • Maintains complex accounting systems, classifies, proofs and posts transactions to journals and ledgers. • Takes trial balances, makes routine account adjustments. • Receives and classifies remittances and issuing appropriate receipts. • Serves as custodian for designated funds and preparing fund statements, reconciles bank accounts. • Audits fiscal documents for accuracy, completeness and conformity with prescribed procedures. • Computes payroll changes. • Maintains control accounts to compare expenditures to the operating budgets. • Prepares fiscal summaries and reports. • Performs any other related or assigned duties. <p>Light typing skills.</p> <ul style="list-style-type: none"> • Working knowledge of basic bookkeeping / accounting principles and practices. • Knowledge of programmatic and administrative requirements. • Knowledge of applicable computer software/programs. 	<p>Auditing - Internal Auditor Senior</p>
<p>Fiscal Technician Senior</p>	<p>Accounting/ Finance</p>	<ul style="list-style-type: none"> • All responsibilities of Finance Technician. • Classifies, proofs and posts transactions to journals and ledgers. • Takes trial balances, makes routine account adjustments. • Maintains control accounts to compare expenditures to the operating budgets. • Screens and processes a variety of fiscal transactions including expenditure and fund transfer requests. • Carries out payroll functions and fixed asset accounting. • Assists professional accountants in implementing procedural changes. <p>All skills / knowledge of Finance Technician.</p> <ul style="list-style-type: none"> • <u>Demonstrated ability to use spreadsheet software and perform detailed work with numerical data</u> 	
<p>Payroll Specialist</p>	<p>Accounting/ Finance</p>	<p>Member of the Finance team that will ensure accurate processing and recording of company's payroll, provide timely and accurate financial information, participate in daily data entry Payroll processing. This position will impact a rapidly growing organization and offers career development opportunities for the right candidate.</p> <p>Duties and Responsibilities: Perform daily payroll department operations Manage workflow to ensure all payroll transactions are processed accurately and timely Reconcile payroll prior to transmission and validate confirmed reports Understand proper taxation of employer paid benefits Process correct garnishment calculations and compliance Execute eTime time and attendance processing and interface with payroll Perform compliances for unclaimed property payroll checks Process accurate and timely year-end reporting when necessary (W-2, W-2c, etc) Develop ad hoc financial and operational reporting as needed Process manual check and relocation metric's Update and reconcile monthly bank statements from ADP Load import files received from HR (All Companies) Research and email appropriate audience of file issues Respond to ERC employee tickets</p> <p>Qualifications: High School Diploma/GED. CPP preferred but not required. 4-6 years experience processing multi-state payroll. Working knowledge of payroll best practices. Strong knowledge of federal and state regulations. Strong PC skills including proficiency in Excel . Working knowledge of e-Time and Kronos, ADP PCPW, Payforce, and Query. Strong work ethic and team player. High degree of professionalism. Ability to deal sensitively with confidential material Strong interpersonal (verbal and written) communication skills. <u>Ability to communicate with various levels of management</u></p>	

<p>Purchasing / Procurement</p>	<p>Accounting/ Finance</p>	<p>To purchase supplies, services, food, and equipment in the required quantity and quality; to obtain items via formal two-party contracts utilizing formally advertised invitations for bid and request for quotations; and to perform related work.</p> <p>The Procurement Specialist series is a professional-level class performing a wide variety of buying and purchasing activities. Positions in this class are allocated only to the Department of Purchasing and Contracting.</p> <p>This is the lead-level class of the series. Under general direction, incumbent provides technical guidance and leadership to other Procurement Specialists. The Senior Procurement Specialist is responsible for the most complex and difficult purchasing duties; have signature authority up to \$50,000, and may be assigned to supervise a unit of subordinate Procurement Specialists. This class differs from the Procurement Contracting Officer in that the latter is responsible for developing procurement strategies and documents, and negotiating fixed-price and cost-type contracts for services that normally cannot be obtained by means of formal advertising.</p> <p>EXAMPLES OF DUTIES</p> <p>The examples of functions listed in this class specification are representative but not necessarily exhaustive or descriptive of any one position in the class. Management is not precluded from assigning other related functions not listed herein if such functions are a logical assignment for the position. Reasonable accommodations may be made to enable an individual with a qualified disability to perform the essential functions of a job, on a case-by-case basis.</p> <p>Essential Functions:</p> <ol style="list-style-type: none"> 1. Coordinates specification preparation, and secures bids/proposals. 2. Negotiates contracts and makes awards. 3. Serves as advisor to subordinate buyers on unusual or difficult policy problems. 4. Participates in hiring of staff; consults with user department personnel concerning requirements. 5. Acts as chairperson of standards committee for countywide use of specified items; recommends review of revised purchasing procedures; serves on other purchasing related committees. 6. May supervise and train subordinate staff, including evaluation and discipline. 7. Reviews requisitions and specifications using on-line requisition system. 8. Advises user department representatives on purchase methods and alternate products and may 	
<p>Sr Compliance Officer</p>	<p>Accounting/ Finance</p>	<p>Compliance managers ensure that their organizations understand and comply with any laws or regulations that apply to their type of business, such as the Sarbanes-Oxley Act or the HIPPA Privacy Rule. They work primarily in industries that are heavily regulated, such as financial services, healthcare, pharmaceuticals and chemicals. The median annual salary for compliance managers was \$99,540 in 2011, according to O*Net Online.</p> <p>Education and Certification</p> <p>Most compliance manager positions require a four-year bachelor's degree, though not all of them do, according to O*Net Online. Compliance managers can also gain certification through accreditation organizations such as the International Association of Risk and Compliance Professionals, which offers the Certified Risk and Compliance Management Professional certification. Compliance managers need the kind of training and experience that gives them a thorough knowledge of laws and regulations relevant to their chosen industries.</p> <p>Skills</p> <p>Compliance managers require excellent analytical skills so that they can understand the implications and complexities of different regulations. To ensure that all employees understand the importance of compliance, they must have good communication skills. To enforce policies and reduce risk, they need the ability to persuade others to adhere to standards.</p> <p>Responsibilities</p> <p>Planning is a key responsibility of a compliance manager. She must identify areas of the business where there is a risk of non-compliance and develop policies to reduce that risk. They must also plan communication and training programs to help employees understand their roles in compliance. Non-compliance can take the form of illegal, unethical or improper conduct, as well as failure to follow company</p>	

<p>Supervising Analyst</p>	<p>Accounting/ Finance</p>	<p>The Audit Supervisor oversees audit staff during audits and control consulting engagements that evaluate corporate management and operating practices. ##Oversees audit planning, field work, and audit reporting; prepares reports, and communicates findings and recommendations to line and senior management. Review automated audit work papers prepared by the audit staff to ensure sound audit theory and compliance with the department's methodology. Responsible for the daily supervision of audit staff and responsible for the development of audit staff and the completion of performance evaluations. Ensures that reviews are completed in compliance with the Corporate Audit Department and Institute of Internal Auditor standards.</p> <p>Requirements: Financial Service industry experience to include; Asset Management, Mutual Funds, Institutional Investment, Private Wealth Management, Custody, Treasury, Global Securities Services, Foreign Exchange, Securities Lending, Investment Manager Solutions, Capital Markets, Corporate, Trading, Derivatives, and Compliance Audit experience in public accounting or internal audit Professional audit certifications preferred (CPA or CIA is a plus) Five (5) plus years of audit experience in public accounting or internal audit BS Degree (required) Demonstrated technical abilities in select areas (audit, accounting, regulatory, compliance, etc.) Good analytical, interpersonal, time management, research, and communications skills Must be able to effectively work with new and changing situations including new industry regulations; where there may not always be a readily apparent solution Must be able to view controls issues and concerns from the perspective of the Audit Committee and Senior Management Must be capable of presenting results to senior management</p>	
<p>Customer Service Inbound I</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Receive customer inquiries about a product or service. Provide information to callers regarding a product or service. Record and confirm customer orders, complaints or service information. Direct calls for further problem resolution. Skill in inputting and accessing information on paper, PC or CRT. Skill in using database, data entry or single windows software</p>	
<p>Customer Service Inbound II</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Perform all duties as Customer Service Inbound I Handle large accounts or more difficult issues. Lead, teach, guide and/or motivate teams. First level problem resolution</p>	
<p>Customer Service Outbound I</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Place outbound calls. Gather account status information. Gather customer complaint information. Direct calls for further problem resolution</p>	
<p>Customer Service Outbound II</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Perform all duties as Customer Service Outbound II. Place large volume daily calls. Handle more difficult situations. Manage, guide, and motivate teams</p>	
<p>Customer Service Representative Bilingual</p>	<p>Call Center/ Customer Service</p>	<p>Sames as general customer service rep II, but must be proficient in conversational level speaking in one of many non english languages. General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Perform all duties as Customer Service Inbound I Handle large accounts or more difficult issues. Lead, teach, guide and/or motivate teams. First level problem resolution</p>	

<p>Data Analyst</p>	<p>Call Center/ Customer Service</p>	<p>data analyst collects and studies data to reveal ways to improve a business, organization or government entity; or databases and the data entered into those databases. The data can involve almost any topic including employees, customers, marketing, sales, manufacturing or distribution. If you're interested in a career that involves problem-solving, mathematics and computer skills, studying data analyst duties can help you to determine if this type of work seems like a good career fit.</p> <p>Analyze Data</p> <p>The analyst regularly pours through data to discover potential improvement areas. She gathers information from various sources that might help her better understand the situation and then studies the information to find a solution. She must identify and interpret patterns and trends, assess data quality and eliminate irrelevant data. During her research, she might seek out experts in the area related to the situation to learn more about it and potential solutions. She might also request the assistance of statisticians or other data analysts.</p> <p>Report Results</p> <p>The data analyst communicates the results of her analysis as a comprehensive report to decision makers and others affected by the results. She usually designs the report and includes tools that can help those involved easily digest the data, such as statistics, graphs, images and lists. She might distribute the report via shared software, email, chat, or online or a face-to-face meeting presentation. In the report, the data analyst usually offers several potential solutions, such as a new business process, training method or technology; or employee or departmental changes.</p> <p>Data Management</p> <p>Data analysts often provide database design and management services, as dictated by employer need. They make database design recommendations. They also collect data using a variety of methods, such as data mining and hardcopy or electronic documentation study, to improve or expand databases. They enter the information into data systems using manual key-entry or scanning technology and delete any duplicated, outdated or irrelevant information. Additionally, data analysts often make recommendations about the methods a company should use to collect, analyze and manage data to improve data quality and the efficiency of data systems.</p>	
<p>Detailing Representative I</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Arrange products according to a plan-o-gram. Rotate stock. Replace damaged equipment. Maintain stock and supplies. Monitor conditions and pricing of merchandise. Ability to count materials/items. Ability to identify flaws in objects.</p>	
<p>Detailing Representative II</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Perform the duties as Detailing Representative I. Work with detailed plan-o-grams (e.g. 15 ft. plan-o-grams vs. 3 ft. plan-o-grams). Set up merchandise displays. Evaluate product display effectiveness in attracting shoppers' attention. Perform simple record keeping. Ability to record information.</p>	
<p>Help Desk Analyst</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Receive and screen incoming calls. Receive and service requests. Create problem reports. Troubleshoot for problem identification and provide recommendations/solutions to complex issues.</p>	
<p>Market Research Inbound</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Receive incoming calls resulting from mass mailings or product demonstration. Gather information about caller's experience and/or opinion of product or service. Ability to lead, teach, guide, motivate team.</p>	

<p>Market Research Outbound</p>	<p>Call Center/ Customer Service</p>	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset. Ability to communicate and record information accurately. Ability to question others to determine specific needs. Ability to deal with people patiently. Ability to proofread and correct errors. Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly. Place calls to inquire for opinions. Place outbound calls from master list to survey, interview or gather <u>feedback related to specific topics.</u></p>	
<p>Comparison Shopper I</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Assume the role of customer and "shop the competition" for a company to learn about sales trends, customer preferences, products, prices and services, and follow prepared guidelines. Assume the role of customer for company's own locations to evaluate staff performance following prepared guidelines. Purchase merchandise, check on products, services or prices. Ability to work with little supervision.</p>	
<p>Comparison Shopper II</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Perform the duties as Comparison Shopper I. Evaluate a product or service based on specific/detailed guidelines provided by the customer, requiring specialized training. Ability to follow specific instructions.</p>	<p>Sr. Compliance Officer</p>
<p>Demonstrator I</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Set up and conduct product demonstrations. Assist customers in selecting merchandise for purchase. Receive cash and make change. Fill out forms/reports. Ability to convince others to purchase a product. Ability to effectively communicate in front of a group. Skill in operating a calculator, adding machine or cash register.</p>	<p>Supervising Auditor</p>
<p>Demonstrator II</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Perform the duties of Demonstrator I. Sell products/services using a script prepared by the customer. Sell a product geared to a specific audience. Prepare orders for a product and present them to cashier for processing. Ability to show patience when dealing with people.</p>	
<p>Sampler</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Distribute samples of a product or coupon. Describe product benefits. Count materials/items.</p>	

Sales	Inbound I	Call Center/ Customer Service	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset.</p> <p>Ability to communicate and record information accurately.</p> <p>Ability to question others to determine specific needs.</p> <p>Ability to deal with people patiently.</p> <p>Ability to proofread and correct errors.</p> <p>Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly.</p> <p>Receive incoming calls. Schedule appointments. Sell a product or service.</p> <p>Ability to work in a goal oriented environment. Upsell as appropriate.</p> <p><u>Responsible for specific accounts or geographic areas</u></p>
Sales	Inbound II	Call Center/ Customer Service	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset.</p> <p>Ability to communicate and record information accurately.</p> <p>Ability to question others to determine specific needs.</p> <p>Ability to deal with people patiently.</p> <p>Ability to proofread and correct errors.</p> <p>Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly.</p> <p>Perform all duties as Sales Inbound I.</p> <p>Receive calls from large accounts or difficult geographic regions.</p> <p><u>Lead, teach, guide and/or motivate teams</u></p>
Sales	Outbound I	Call Center/ Customer Service	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset.</p> <p>Ability to communicate and record information accurately.</p> <p>Ability to question others to determine specific needs.</p> <p>Ability to deal with people patiently.</p> <p>Ability to proofread and correct errors.</p> <p>Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly.</p> <p>Place calls to sell a product or service. Place calls to schedule appointment to sell product or service.</p> <p>Perform with respect to quotas or sales goals. Upsell as appropriate. Handle specific accounts or <u>geographic area</u>.</p>
Sales	Outbound II	Call Center/ Customer Service	<p>General Duties & Qualifications include the following at a minimum - Knowledge of basic office equipment including a personal computer, electronic key system (EKS), telephone and headset.</p> <p>Ability to communicate and record information accurately.</p> <p>Ability to question others to determine specific needs.</p> <p>Ability to deal with people patiently.</p> <p>Ability to proofread and correct errors.</p> <p>Receive and place telephone calls, fill out and verify information on forms or records, as well as proofread to verify that forms are completed properly.</p> <p>Perform all duties as Sales Outbound I.</p> <p>work with larger accounts or difficult geographic regions.</p> <p><u>Lead, teach, guide and/or motivate teams</u></p>
Tradeshow Booth	Attendant I	Call Center/ Customer Service	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations.</p> <p>Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time.</p> <p>Ability to use calculator/10-key calculator/cash register.</p> <p>Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately.</p> <p>Ability to learn a company's products or services.</p> <p>Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events.</p> <p>Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently.</p> <p>Ability to record information.</p> <p>Receive and post messages for attendees of conventions, trade shows or seminars.</p> <p>Greet, screen, and direct visitors using rosters/program schedules to keep track of people's locations so they can be contacted.</p> <p>Ability to work on more than one task at a time.</p>
Tradeshow Booth	Attendant II	Call Center/ Customer Service	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations.</p> <p>Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time.</p> <p>Ability to use calculator/10-key calculator/cash register.</p> <p>Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately.</p> <p>Ability to learn a company's products or services.</p> <p>Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events.</p> <p>Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently.</p> <p>Ability to record information.</p> <p>Perform the duties of Tradeshow Booth Attendant I.</p> <p>Answer non-technical questions concerning a product or service.</p> <p>Direct giveaway programs or contests. Greet, direct and guide visitors through one or more exhibits.</p> <p>Ability to learn a company's products or services. Ability to effectively communicate to an audience.</p>
Tradeshow Host/Hostess	I	Call Center/ Customer Service	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations.</p> <p>Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time.</p> <p>Ability to use calculator/10-key calculator/cash register.</p> <p>Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately.</p> <p>Ability to learn a company's products or services.</p> <p>Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events.</p> <p>Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently.</p> <p>Ability to record information.</p> <p>Provide directions and general product information.</p> <p>Distribute flyers and product/service information. Ability to learn company's products or services.</p>

<p>Tradeshow Host/Hostess II</p>	<p>Call Center/ Customer Service</p>	<p>Handle stock/supplies. Count items/materials. Perform simple mathematical calculations. Ability to transport items weighing up to 25 pounds. Ability to stand, sit or walk for long periods of time. Ability to use calculator/10-key calculator/cash register. Answer product questions, distribute flyers, samples, etc. Ability to communicate clearly and accurately. Ability to learn a company's products or services. Greet and assist visitors/delegates/conferees who attend conventions, seminars, trade shows, exhibits or other events. Place, receive, and route phone calls. Take messages. Ability to interact with others using tact and diplomacy. Ability to deal with people patiently. Ability to record information. Perform the duties as Tradeshow Host/Hostess I. Register people at conventions, seminars or other events. Accept registration fees. Perform simple record keeping. Prepare name badges. Check rosters.</p>
<p>Administrative Assistant I</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Posts items to accounts, prepares vouchers. • Maintains files, distributes reports, performs simple data entry into internal agency system. • Inventories, receives, and shelves routine supplies. • Reviews invoices/packing slips to ensure shipment is correct. • Schedules rooms, meetings and/or tours. • Produces and/or hand distributes simple documents (e.g. flyers). • Performs routine, simple filing and non-critical copying. Collates documents, distributes mail. • Refers calls, greets visitors, and gives standard information in response to phone or in-person inquiries. • Performs simple data entry into single screen. • Files non-critical records, photocopies non-critical items. <p>Job knowledge is obtained on the job.</p> <ul style="list-style-type: none"> • Ability to process simple data. • Ability to communicate effectively and establish effective working relationships. • Basic keyboarding skills.
<p>Administrative Assistant II</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Prepares a variety of standard disbursement forms (e.g., work orders, petty cash) for routing and approval. • Compiles and maintains daily and weekly totals, reports, and financial statements. • Reconciles statements. • Establishes, revises and maintains accounting documents and files. • Performs data entry into corporate system, e.g., routine posting and billing. • Reviews completed forms for accuracy and completeness. • May perform inquiries in internal and external databases to determine discrepancies. • Performs inquiries in CASPS and/or FAMIS. • Performs basic calculations. • Orders, inventories, receives, and/or shelves routine supplies. • Reviews invoices/packing slips to ensure shipment is correct and follows up on discrepancies. • Tracks expenditures. • Verifies employment on a Countywide basis. • Inputs simple or occasional PRISM entries, with review of supervisor (e.g., simple T&A). • Types forms, updates personnel data, sets up agency personnel files, prints out and distributes personnel documents, and files critical records (e.g., performance evaluations, PARS). • Notifies all participants of meetings and other functions in advance. • Schedules routine meetings. • Produces and electronically distributes simple documents (e.g., flyers). • Maintains a system for tracking the progress of work. • Orients new employees on procedures and systems. • Performs alpha and/or numeric filing. • Performs simple screening and sorting of mail. • Responsible for sending dated material. • Refers calls, greets visitors, gives standard information in response to phone or in-person inquiries, and acts as back up to other administrative positions. • Acts as back up to other administrative positions, proofs spelling. • Performs data entry into multiple screens. <p>Knowledge of a variety of standard office procedures.</p> <ul style="list-style-type: none"> • Knowledge of specific unit terminology. • Knowledge of work done in related departments. • Ability to read and comprehend relevant documents.
		<ul style="list-style-type: none"> • Uses spreadsheets or databases to organize information and produce standard reports. • Prepares a variety of complex disbursement forms (e.g., check requests, travel forms, cash sheets, and journal entries) for routing and approval. • May approve some disbursement forms. • Compiles and maintains monthly, quarterly, semi-annual, and annual totals, reports, and financial statements. • Explains fiscal rules and procedures to employees to insure uniform application. • Sets up accounts through corporate systems. • Reconciles ledgers, prepares status reports, gathers data for use by others in preparing budget. • Prepares transfer vouchers and interfund billing, monitors external accounts for discrepancies. • Prepares wide variety of accounting forms, reconciles daily receipts or accounts receivable/payable, identifies discrepancies and makes corrections, collects required documents, prepares and authorizes expense vouchers and/or invoices within limited authorization levels.

<p>Administrative Assistant III</p>	<p>General Administrative</p> <ul style="list-style-type: none"> • Orders goods or services and follows up/resolves discrepancies and ensures delivery. • Authorizes requests for goods and services in corporate systems. • Insures appropriate routing and approval of purchase requests. • Maintain(s) calendars, schedules meetings, makes and cancels appointments, schedules rooms for classes, meetings, conferences, etc., coordinates audio visual, training equipment, refreshment requests. • Set up schedules for internal administrative staff to insure that they are available to meet changing work needs. • Composes routine correspondence on behalf of the executive/work unit head. • Provides administrative support and implements procedures, may supervise others. • Establishes/modifies and maintains a system for tracking the progress of work that is the responsibility of the executive/work unit head. • Trains and orients new employees, provides and explains relevant policies and procedures. • Composes routine correspondence on behalf of the executive/work unit head. • Explains departmental policy/procedure but does not interpret them. • Responds to inquiries that require referencing a variety of sources and utilizing knowledge of the department/County operations. • Keys/types complex documents (e.g., technical), proofs spelling and grammar, uses multiple software packages to prepare equations, statistics, tables and/or presentations, compiles reports from edited drafts, uses macros and templates developed by others. • Performs data entry with some knowledge of department/work unit/program, manipulates screens for additional entries, generates routine reports, creates simple spreadsheets, maintains databases. • Compiles routine factual/numerical reports using readily available information. • Processes pay adjustments, transmits on-line T&As, regularly inputs routine PRISM entries, performs payroll functions, trains new employees on how to do on-line time. • Prepares and verifies completeness/accuracy of forms/documents, provides basic new employee benefits information, explains routine personnel policies and procedures, instructs employees in proper completion of routine documents. <p>Knowledge of standard rules and interpretations within own functional area and a working knowledge of established methods and procedures used in related areas.</p> <ul style="list-style-type: none"> • Significant nonstandard skill/knowledge is required involving production of an end product such as a report. • Basic skills in the use of Microsoft Word. • Basic Math Skills. • Basic skills in the use of applicable Microsoft Office Suite software.
	<p>General</p> <ul style="list-style-type: none"> • Reviews and approves disbursement forms, recommends changes to agency/work unit administrative policies, procedures and methods, uses existing spreadsheets and databases to interpret and organize resource information, provides customized reports to analysts or others in the unit. • Approves and authorizes accounts through corporate system, monitors external accounts and resolves discrepancies, reviews and reconciles status reports. • Supervises staff performing clerical accounting duties, resolves problems by performing qualitative review of individual cases, enters data into corporate accounting systems and reconciles a wide variety of accounts receivable/payable, performs petty cash custodial duties, audits clerical accounting procedures in other agencies. • Researches and recommends equipment/vendors and prices, determines substitutes for supplies and low value equipment, verifies the accuracy of and updates the department equipment and/or fixed asset inventory. • Authorizes requests for goods and services in corporate system, monitors contract compliance, may act as procurement card manager. <ul style="list-style-type: none"> • Managers supervisor's calendar, researches and negotiates with hotels, etc., makes complex scheduling arrangements involving multiple parties, independently makes and cancels meetings depending on the subject and attendees, determines what confidential information can be disseminated and to whom, arranges for special room or equipment needs and/or multiple locations & individuals, coordinates domestic and foreign travel arrangements for executive/work unit head, unit personnel and visitors; participates in the planning and coordination of national and international meetings. • Independently composes original correspondence for the executive/work unit head's review and signature, coordinates data collection and provides information to others, explains policies of the functional area. • Performs/supervises several administrative functions, manages a small work unit, analyzes short-term administrative needs of the unit, notifies relevant individuals of work progress and inquires as to its status. <ul style="list-style-type: none"> • Develops filing systems, internal mailing processes and procedures; prepares non-routine responses to correspondence may supervise general administrative functions. • Oversees or resolves non-routine/difficult situations based on knowledge and interpretation of established policies & procedures; interprets rules and regulations. • Develops macros, serves as unit expert or lead over other clerical/administrative positions, creates and maintains databases, generates unique reports, creates complex spreadsheets, diagnoses and resolves simple software/hardware problems, maintains web pages, designs and lays out publications.

<p>Administrative Assistant IV</p>	<p>General Administrative</p> <ul style="list-style-type: none"> • Prepares routine reports and statistics, determines report format and elements. • Prepares and/or supervises preparation of complex payroll, researches payroll issues, interprets policies & procedures. <p>Knowledge and understanding of the programs or activities of the unit served, as well as of the County and departmental administrative guides.</p> <ul style="list-style-type: none"> • Knowledge of basic principles and methods of a technical or professional field. • Basic math skills. • Intermediate skills in the use of Microsoft Office. • Intermediate skills in the use of agency specific software applications. • Ability to communicate well through written and oral means. • Ability to gather, integrate, and analyze simple data. • Ability to establish and maintain effective working relationships. • Ability to perform complex PRISM functions. • Ability to maintain confidentiality and be sensitive to political issues. • Supervisory experience. • Considerable experience providing administrative support in the assigned functional areas. • Initiates the full range of processing for complex personnel actions; conducts new employee orientation within assigned agency, counsels employees on basic benefit questions. • Uses PRISM regularly to process departmental HR transactions, updates job descriptions using information obtained from employee, supervisor, evaluations and samples. • Resolves personnel processing problems on personnel policy/procedures with interpretation from appropriate resource. • Completes job recruitment packages including drafting advertisement language for non-professional job announcements. • Serves as liaison between supervisor/manager and HR. • Advises supervisor and provides information regarding HR policies and procedures, prepares diversity report. <p>Knowledge and understanding of the programs or activities of the unit served, as well as of the County and departmental administrative guides.</p> <ul style="list-style-type: none"> • Knowledge of basic principles and methods of a technical or professional field. • Basic math skills. • Intermediate skills in the use of Microsoft Office. • Intermediate skills in the use of agency specific software applications. • Ability to communicate well through written and oral means.
<p>Administrative Assistant V</p>	<p>General Administrative</p> <ul style="list-style-type: none"> • Supervises a group of clerical/accounting personnel. • Determines, modifies, and implements administrative policies, procedures and methods to improve office practices; designs spreadsheets and databases, provides customized reports to analysts. • Analyzes data and develops budget recommendations; administers several complex funds, projects, contracts, grants; processes journal/budget entries. • Reconciles and monitors accounting processes; resolves non-routine and complex problems, prepares wire transfers. • Researches and recommends equipment/vendors and prices; determines substitutes for supplies and high value equipment; coordinates the purchase of non-standard items; resolves issues and disputes with vendors; identifies need for increased levels of contract monitoring; acquires insurance via County Risk Management. • Provides advice/counsel; exercises discretion in administrative policy interpretation; resolves a wide variety of operational problems requiring sound judgment; acts as the liaison between work unit and <ul style="list-style-type: none"> • Supervises or handles the most complex, non-routine activities; coordinates all logistic activities; schedules/sets up presentation rooms, obtains required audio-visual equipment, schedules order of presentations; verifies travel arrangements made by visitors; directs or performs the scheduling, organizing, coordinating and making of arrangements for national and international meetings; manages the calendar of the executive/work unit head. • Independently composes original correspondence; explains and interprets policies; relays messages from executive/work unit head. • Supervises several dissimilar or specialized functions; devises procedures for complex or specialized functions; anticipates and develops procedures/tools to prevent problems; provides administrative support; responsible for and determines administrative procedures. • Answers questions requiring decisions that tend to establish a precedent; recommends procedural changes; interprets policies. • Supervises word processing staff; edits for style, format, and/or layout. • Trains staff use of agency information systems/software; researches & selects hardware/software; creates complex spreadsheets; operates/manages complex databases; resolves hardware/software problems. • Prepares one of a kind reports, gathers statistics based on information compiled from various sources, draws conclusions, and makes recommendations. • Supervises all personnel administrative functions; reviews new departmental policies for HR implications; recommends/implements administrative changes; works with hiring manager to coordinate appointment and review process; reviews class specifications and recommends requested job classification; develops administrative HR-related procedures for agency. <p>Basic knowledge of accounting principles.</p> <ul style="list-style-type: none"> • Knowledge of County policies within functional area of responsibility. • May need knowledge of an outside institution, dissimilar operational unit. • May need knowledge of a professional field. • Thorough knowledge of the executive/work unit head's program/area and of Agency's administration and organization. • Ability to maintain confidentiality and be sensitive to political issues. • Knowledge and sensitivity to issues, priorities, protocol, etc. • Basic math skills. • Intermediate skills in the use of Microsoft Office. • Intermediate skills in the use of agency specific software applications. • Ability to communicate well through written and oral means.

<p>Administrative Staff Assistant</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Performs a variety of administrative activities to assist an agency head or upper level agency executive management position. • Performs multiple duties related to diverse agency-wide programs, projects and issues which cross major operational and administrative lines. • Reviews, summarizes, prioritizes and expedites daily issues requiring top level review and response. • Working knowledge of the agency's programs, policies, and operations. • Some knowledge of the organization and operations of state government. • Some knowledge of analytical principles, of research methods) and of automated office processes. • Demonstrated ability to work independently and with others. • Ability to communicate effectively both orally and in writing. • Ability to perform routine quantitative and narrative reporting. • Ability to interpret policies, draft procedures, and to conduct research and make sound recommendations.
<p>Administrative Staff Specialist</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Administrative Staff Assistant. • Performs administrative work for an agency head or upper level agency executive management positions. • Represents the agency head to others inside and outside the agency or institution. • Actively influences board, commission, council and/or agency policy decisions. • Provides administrative, analytical and liaison support. • Working knowledge of the agency's programs, policies, and operations. • Working knowledge of the organization and operations of state government. • Working knowledge of analytical processes and research methods. • Some knowledge of office procedures and processes. • Demonstrated ability to work independently and with others. • Demonstrated ability to communicate effectively both orally and in writing. • Demonstrated ability to perform quantitative and narrative reporting. • Demonstrated ability to interpret and implement policies, conduct research, and make sound recommendations and decisions.
<p>Administrative Staff Specialist Senior</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Administrative Staff Specialist. • Executes policy work. • Manages a program, formulates budgets, and drafts legislative bills. • Performs administrative, analytical, legislative, programmatic, budgetary and liaison functions. • Ensures agency compliance with state and federal regulations. • Considerable knowledge of the agency's programs, policies, operations and budget processes. • Considerable knowledge of the organization and operations of state government. • Considerable knowledge of the legislative process and of applicable regulations, i.e., the Administrative Process Act. • Working knowledge of research methods. • Some knowledge of office procedures and processes. • Demonstrated ability to work independently and with others. • Demonstrated ability to communicate effectively both orally and in writing. • Demonstrated ability to perform quantitative and narrative reporting. • Demonstrated ability to interpret and implement policies.
<p>Agency Management Analyst</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Entry-level position. • Conducts agency organization and operations studies. • Recommends most efficient and cost-effective methods of accomplishing work. • Utilizes resources and/or generating revenues. • Performs work of routine difficulty. • Documents findings, makes recommendations, and prepares management reports. • Knowledge of basic data collection techniques. • Ability to apply prescribed analytical and evaluation methods in conducting studies. BA/BA Bus. Adm. or related curriculum
<p>Agency Management Analyst Lead</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Agency Management Analyst Senior. • Provides primary project leadership / management. • Functions with greater latitude in developing techniques and approaches to technical problems. • Performs work of considerable difficulty in leading, supervising and/or conducting large scale agency-wide studies of manual and automated processes. • Conducts cost / benefit analyses and feasibility studies and develop conversion plans. • Implements plans and model studies for new or changed operations. • Develops new or modifies existing policies and procedures, train departmental employees and evaluate study results. • Knowledge of basic data collection techniques. • Ability to apply prescribed analytical and evaluation methods in conducting studies. • Experience in Management or related field. BA/BA Bus. Adm. or related curriculum
<p>Agency Management Analyst Senior</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Agency Management Analyst. • Assists in implementation, communication and training during conversion, reorganization and/or testing phases. • Works independently. • Uses a variety of approaches utilized in research, analysis, implementation and training. • Knowledge of basic data collection techniques. • Ability to apply prescribed analytical and evaluation methods in conducting studies. • Considerable experience in Management or related field. BA/BA Bus. Adm. or related curriculum
<p>Clerk</p>	<p>General Administrative</p>	<p>Under immediate supervision, performs routine, repetitive clerical work of a varied nature as a beginner at the entrance level of employment which includes a relatively small proportion of difficult tasks; does other related duties as required. Knowledge of office routines, equipment, and practices. Min High School Graduate or GED 1 to 3 years experience</p>
<p>Clerk Jr</p>	<p>General Administrative</p>	<p>Under immediate supervision, performs routine, repetitive clerical work of a varied nature as a beginner at the entrance level of employment which includes a relatively small proportion of difficult tasks; does other related duties as required. Knowledge of office routines, equipment, and practices. Min High School Graduate or GED Entry Level experience</p>

Clerk Sr	General Administrative	Under immediate supervision, performs routine, repetitive clerical work of a varied nature as a beginner at the entrance level of employment which includes a relatively small proportion of difficult tasks; does other related duties as required. Knowledge of office routines, equipment, and practices. Min High School Graduate or GED 4 to 7 years experience
Data Entry Operator	General Administrative	<ul style="list-style-type: none"> • Provides program and operational support. • Performs general work activities in support of office systems. Strong keyboarding skills. • Ability to follow instructions.
Data Entry Operator Senior	General Administrative	<ul style="list-style-type: none"> • Provides program and operational support. • Performs general work activities in support of office systems. • May lead / instruct junior personnel. Strong keyboarding skills. • Ability to follow instructions. • Experience in an office setting
Document Control Filing Specialist	General Administrative	Candidate will be in charge of large number of files for projects - Skills Required: scanning filing copying -- Experience: two years office experience with large project filing
Executive Secretary	General Administrative	<ul style="list-style-type: none"> • Works for senior management • Schedules appointments, travel arrangements and conferences. Proficient in Microsoft Office. • Ability to manage multi-line phone system and learn voice-mail. • Ability to handle multi-line telephone. • Ability to take clear, concise messages. • Ability to operate standard office equipment (fax, copier, printer). • Excellent at multi-tasking. • Excellent communication and writing skills.
Executive Secretary Senior	General Administrative	<ul style="list-style-type: none"> • All responsibilities of Executive Secretary. • Increased requirement for knowledge of programs and objectives. • Performs in high visibility both internally and externally to the agency. Considerable experience in an office environment. • Proficient in Microsoft Office. • Ability to manage multi-line phone system and learn voice-mail. • Ability to handle multi-line telephone. • Ability to take clear, concise messages. • Ability to operate standard office equipment (fax, copier, printer). • Excellent at multi-tasking. • Excellent communication and writing skills.
Intake Specialist	General Administrative	<p>Help direct people to the services they need. Intake specialists are used in many different areas, such as hospitals, mental health facilities, crisis centers, nursing homes and more. Intake specialists talk directly with patients and their families, determining their needs, their medical history, physical and mental state and special requirements. Understanding these needs helps the intake specialist determine what services the facility needs to provide and guides patients to the right areas.</p> <p>Intake specialists have a friendly manner and an in-depth knowledge of medical procedure. Most intake specialists have a background as a licensed clinical social worker (LCSW), licensed professional counselor (LPC) or registered nurse (RN).</p> <p>Critical Thinking: Intake specialists have to be able to understand what a person needs when coming to them in crisis or in a less than optimum state of health. Being able to find solutions for a myriad of issues will be necessary.</p> <p>□ Problem Solving: Intake specialists have to find solutions for the problems their clients bring to them. Intake specialists need to be able to make decisions on treatment</p> <p>□ Attention to Detail: Intake specialists review all of a patient's medical history with a close eye so as not to miss any details that will deter recovery or care.</p> <p>□ Compassion: Intake specialists see people during moments of trauma or crisis, where they and their family are vulnerable or in pain. Being compassionate is an asset in this field.</p> <p>□ Patience: Being patient with people who may have trouble communicating or understanding what is happening is important.</p> <p>□ Communication Skills: Intake specialists need to be good listeners and good speakers. They communicate with patients and their families and often are the go-between them and doctors or other medical staff.</p> <p>□ Organization: Intake specialists often see multiple patients every day, with a myriad of needs. Keeping their records organized is crucial.</p>

<p>Inventory Specialist</p>	<p>General Administrative</p>	<p>Under supervision of a supervisory official, reviews and analyzes inventory systems, surveys document flow and control and provides recommendations on inventory systems and practices; does other related work.</p> <p>NOTE: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.</p> <p>EXAMPLES OF WORK:</p> <p>Reviews department inventory practices and procedures and makes suggestions for improvements.</p> <p>Reviews the adequacy and effectiveness of complex current operating inventory systems and makes recommendations concerning performance standards, need for more analysis of shelf inventory, and proper document control.</p> <p>Verifies actual inventory of items against manual or electronic records.</p> <p>Evaluates and advises a stock location of the need for any preparation required prior to the pending inventory count, which includes contracting specific locations, preparing records, and coordinating inventory counts with data processing.</p> <p>Maintains records of invoices, receipts, requisitions and other inventory documents.</p> <p>Reviews receiving reports, withdrawal, transfer and other inventory documents for accuracy.</p>
<p>Legal Assistant</p>	<p>General Administrative</p>	<p>• Provides secretarial /paralegal assistance to agency executives in legal environments who have complex program or operational responsibilities.</p> <ul style="list-style-type: none"> • Performs research, management, and case investigative work. • Drafts affidavits, pleadings, briefs and interrogatories. • Prepares exhibit books. • Reads and summarizes depositions for trial use. • Responds to plaintiff's discovery requests. • Interviews witnesses and defendants to prepare for trial. • Uses word processing system to key, proofread and edit letters, memoranda, briefs, pleadings, expense, travel and miscellaneous forms from handwritten drafts, dictation and typed drafts. • Takes and transcribes legal dictation. • Types routine correspondence. • Answers telephone, take messages, direct calls, receive clients and distribute deliveries. • Performs other assigned duties such as mail, creating case files and filing, completing and maintaining forms, and making travel arrangements. <p>Working knowledge of the State and/or federal court systems, of legal case management and litigation support techniques.</p> <ul style="list-style-type: none"> • Knowledge of legal terminology, office / administrative management ability with a variety of clerical / administrative duties. • Ability to use word processing software / systems. • Paralegal training or experience.
<p>Legal Assistant Senior</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Provides secretarial /paralegal assistance to agency executives in legal environments who have complex program or operational responsibilities. • Performs research, management, and case investigative work. • Drafts affidavits, pleadings, briefs and interrogatories. • Prepares exhibit books. • Reads and summarizes depositions for trial use. • Responds to plaintiff's discovery requests. • Interviews witnesses and defendants to prepare for trial. • Uses word processing system to key, proofread and edit letters, memoranda, briefs, pleadings, expense, travel and miscellaneous forms from handwritten drafts, dictation and typed drafts. • Takes and transcribes legal dictation. • Types routine correspondence. • Answers telephone, take messages, direct calls, receive clients and distribute deliveries. • Performs other assigned duties such as mail, creating case files and filing, completing and maintaining forms, and making travel arrangements. <p>Considerable knowledge of the State and/or federal court systems, of legal case management and litigation support techniques.</p> <ul style="list-style-type: none"> • Considerable knowledge of legal terminology, office / administrative management ability with a variety of clerical / administrative duties. • Ability to use word processing software / systems. • Paralegal training or experience.
<p>Library Assistant</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Performs a variety of library administrative and technical support services. • Performs patron services, research or reference, acquisition and preservation of materials, copy cataloging or description, preparation of finding aids and guides, writing and editing, and records access and retention. • Engages in frequent public contact to provide information and direction. • Works independently within applicable policies and procedures. <p>Knowledge of library/archival operations and processes.</p> <ul style="list-style-type: none"> • Demonstrated skill in customer support and training. • Working knowledge of general support activities for general library and/or archival operations; and federal, state and local policies and procedures.

<p>Medical Assistant I</p>	<p>General Administrative</p>	<p>Knowledge of medical terminology and medical environment required. Knowledge of basic office equipment including a 10-key calculator. Familiarity/knowledge of basic accounting terminology and concepts. Knowledge of computerized accounting systems. Balance calculated totals with receipts, post credit or debit detail to accounting ledgers (e.g., receivables, payables, general ledger). Verify the accuracy of vouchers, purchase orders, invoices or payments. Perform various clerical duties. Knowledge of basic office equipment. Ability to accurately count materials/items. Knowledge of standard filing systems. Ability to do detailed work. Ability to perform simple mathematical calculations. Ability to follow instructions. Sort and file materials according to an alphabetic, numeric or color-coded system. Create lists or directories. Verify information on forms. Produce documents such as letters, memos, proposals and statistical material following company standards. Transcribe shorthand notes. Transcribe from voice recordings. Proofread and correct documents. Place, receive and route phone calls. Schedule appointments. Make travel or meeting arrangements. Handle incoming and outgoing mail. Compile information and record keeping. Ability to communicate clearly and accurately. Ability to use dictation/transcription equipment, fax, PC and copier. Handle medical administrative detail. Compile medical documents. Follow and create special formats and meet medical documentation requirements. Use single software to perform intermediate word processing</p>
<p>Medical Assistant II</p>	<p>General Administrative</p>	<p>Knowledge of medical terminology and medical environment required. Knowledge of basic office equipment including a 10-key calculator. Familiarity/knowledge of basic accounting terminology and concepts. Knowledge of computerized accounting systems. Balance calculated totals with receipts, post credit or debit detail to accounting ledgers (e.g., receivables, payables, general ledger). Verify the accuracy of vouchers, purchase orders, invoices or payments. Perform various clerical duties. Knowledge of basic office equipment. Ability to accurately count materials/items. Knowledge of standard filing systems. Ability to do detailed work. Ability to perform simple mathematical calculations. Ability to follow instructions. Sort and file materials according to an alphabetic, numeric or color-coded system. Create lists or directories. Verify information on forms. Produce documents such as letters, memos, proposals and statistical material following company standards. Transcribe shorthand notes. Transcribe from voice recordings. Proofread and correct documents. Place, receive and route phone calls. Schedule appointments. Make travel or meeting arrangements. Handle incoming and outgoing mail. Compile information and record keeping. Ability to communicate clearly and accurately. Ability to use dictation/transcription equipment, fax, PC and copier. Perform the duties of Medical Assistant I. Create medical materials and documentation. Provide administrative support in a medical environment. Use multiple software to perform intermediate to advanced word processing and/or spreadsheet functions. Experience in supporting a medical environment. Handle meeting arrangements, agendas, notifications</p>
<p>Medical Biller I</p>	<p>General Administrative</p>	<p>Knowledge of medical terminology and medical environment required. Knowledge of basic office equipment including a 10-key calculator. Familiarity/knowledge of basic accounting terminology and concepts. Knowledge of computerized accounting systems. Balance calculated totals with receipts, post credit or debit detail to accounting ledgers (e.g., receivables, payables, general ledger). Verify the accuracy of vouchers, purchase orders, invoices or payments. Perform various clerical duties. Knowledge of basic office equipment. Ability to accurately count materials/items. Knowledge of standard filing systems. Ability to do detailed work. Ability to perform simple mathematical calculations. Ability to follow instructions. Sort and file materials according to an alphabetic, numeric or color-coded system. Create lists or directories. Verify information on forms. Produce documents such as letters, memos, proposals and statistical material following company standards. Transcribe shorthand notes. Transcribe from voice recordings. Proofread and correct documents. Place, receive and route phone calls. Schedule appointments. Make travel or meeting arrangements. Handle incoming and outgoing mail. Compile information and record keeping. Ability to communicate clearly and accurately. Ability to use dictation/transcription equipment, fax, PC and copier. Process participant information from claims. Prepare provider information from claims. Prepare documentation for mailing. Prepare document files. Skill in using spreadsheet and other software.</p>
<p>Medical Biller II</p>	<p>General Administrative</p>	<p>Knowledge of medical terminology and medical environment required. Knowledge of basic office equipment including a 10-key calculator. Familiarity/knowledge of basic accounting terminology and concepts. Knowledge of computerized accounting systems. Balance calculated totals with receipts, post credit or debit detail to accounting ledgers (e.g., receivables, payables, general ledger). Verify the accuracy of vouchers, purchase orders, invoices or payments. Perform various clerical duties. Knowledge of basic office equipment. Ability to accurately count materials/items. Knowledge of standard filing systems. Ability to do detailed work. Ability to perform simple mathematical calculations. Ability to follow instructions. Sort and file materials according to an alphabetic, numeric or color-coded system. Create lists or directories. Verify information on forms. Produce documents such as letters, memos, proposals and statistical material following company standards. Transcribe shorthand notes. Transcribe from voice recordings. Proofread and correct documents. Place, receive and route phone calls. Schedule appointments. Make travel or meeting arrangements. Handle incoming and outgoing mail. Compile information and record keeping. Ability to communicate clearly and accurately. Ability to use dictation/transcription equipment, fax, PC and copier. Perform the duties of Medical Biller I. Prepare claims documentation utilizing ICD-9 and CPT coding, 1500, Ubs. Process/verify documentation for accuracy. Compile medical documentation file. Place/receive phone calls. Obtain insurance authorizations. Intermediate to advanced knowledge of multiple software. Experience with medical coding</p>
<p>Medical Records Clerk I</p>	<p>General Administrative</p>	<p>Knowledge of medical terminology and medical environment required. Knowledge of basic office equipment including a 10-key calculator. Familiarity/knowledge of basic accounting terminology and concepts. Knowledge of computerized accounting systems. Balance calculated totals with receipts, post credit or debit detail to accounting ledgers (e.g., receivables, payables, general ledger). Verify the accuracy of vouchers, purchase orders, invoices or payments. Perform various clerical duties. Knowledge of basic office equipment. Ability to accurately count materials/items. Knowledge of standard filing systems. Ability to do detailed work. Ability to perform simple mathematical calculations. Ability to follow instructions. Sort and file materials according to an alphabetic, numeric or color-coded system. Create lists or directories. Verify information on forms. Produce documents such as letters, memos, proposals and statistical material following company standards. Transcribe shorthand notes. Transcribe from voice recordings. Proofread and correct documents. Place, receive and route phone calls. Schedule appointments. Make travel or meeting arrangements. Handle incoming and outgoing mail. Compile information and record keeping. Ability to communicate clearly and accurately. Ability to use dictation/transcription equipment, fax, PC and copier. File, retrieve, transfer, maintain medical records and reports. Utilize records tracking protocols. Ability to</p>

<p>Medical Records Clerk II</p>	<p>General Administrative</p>	<p>Knowledge of medical terminology and medical environment required. Knowledge of basic office equipment including a 10-key calculator. Familiarity/knowledge of basic accounting terminology and concepts. Knowledge of computerized accounting systems. Balance calculated totals with receipts, post credit or debit detail to accounting ledgers (e.g., receivables, payables, general ledger). Verify the accuracy of vouchers, purchase orders, invoices or payments. Perform various clerical duties. Knowledge of basic office equipment. Ability to accurately count materials/items. Knowledge of standard filing systems. Ability to do detailed work. Ability to perform simple mathematical calculations. Ability to follow instructions. Sort and file materials according to an alphabetic, numeric or color-coded system. Create lists or directories. Verify information on forms. Produce documents such as letters, memos, proposals and statistical material following company standards. Transcribe shorthand notes. Transcribe from voice recordings. Proofread and correct documents. Place, receive and route phone calls. Schedule appointments. Make travel or meeting arrangements. Handle incoming and outgoing mail. Compile information and record keeping. Ability to communicate clearly and accurately. Ability to use dictation/transcription equipment, fax, PC and copier. Perform the duties of Medical Records Clerk I. File, maintain, and review medical records for completeness. Knowledge of alpha, numeric and terminal digit file systems. Intermediate to advanced knowledge of multiple software. Experience in medical</p>
<p>Office Manager</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Performs work of considerable difficulty due to extensive variety of office/administrative activities. • Establishes office guidelines and policies. • Plans, coordinates, manages and reviews the work of several units engaged in a variety of interrelated administrative and clerical functions. • Accomplishes work through the management of subordinate supervisors. • Performs effective personnel management, including training, evaluating and scheduling. <p>Ability to apply technical and administrative skills to solve problems.</p> <ul style="list-style-type: none"> • Comprehensive knowledge of office policies, procedures and programmatic requirements. • Considerable knowledge and experience of the principles and practices of office services and the associated procedures and guidelines.
<p>Office Services Aide</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Performs basic administrative tasks with minimal guidance, including data entry, copying and faxing. • Serves as first point-of-contact for assigned program. • Maintains a variety of records, such as inventories of supplies and materials. • Produces documents related to assigned office/program area. • May be required to establish and maintain filing systems. • Receives and directs phone calls and handles mail and light correspondence. <p>Knowledge of office/program support activities</p> <ul style="list-style-type: none"> • Specific knowledge of work unit programs and activities. • Knowledge of basic math and bookkeeping, telephone procedures, and standard business communication.
<p>Office Services Assistant</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Proficient with personal computers in a windows environment including Microsoft Word, Word Perfect, Excel or Lotus. • Working knowledge of office practices, proper grammar, spelling and punctuation, and basic arithmetic. • Ability to manage multi-line phone system and learn voice-mail. • Ability to take clear, concise messages. • Ability to operate standard office equipment (fax, copier, printer). • Ability to keyboard correspondence reports from rough drafts. • Ability to maintain automated and manual filing systems. <p>Knowledge of office/program support activities.</p> <ul style="list-style-type: none"> • Specific knowledge of work unit programs and activities. • Knowledge of basic math and bookkeeping, telephone procedures, and standard business communication.
<p>Office Services Specialist</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Manipulates data and text, and format documents. • Processes technical reports (i.e., scientific, medical or legal). • Manipulates computer databases to store, retrieve, compile, or analyze data information using commercial software to support office program requirements. • Posts and retrieves data; prepares special reports, tabulations and logs, as well as accurately performs alpha/numeric entry from raw data on CRT or personal computer at 12,000 + k.p.h. • May receive and direct phone calls and handle mail and light correspondence. • Provides general office support and performs any other related assigned duties. <p>Proficient in the use of personal computers in a Windows environment including Microsoft Word, Word Perfect, Excel or Lotus, and database management software applications.</p> <ul style="list-style-type: none"> • Working knowledge of office practices and procedures including word processing, filing, etc. • Demonstrated ability to accurately meet established production levels. • Ability to operate standard office equipment (fax, copier, printer).
<p>Office Services Supervisor</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Office Services Specialist. • Performs lead responsibilities in the office environment. • Resolves problems and makes recommendations for improvements. • Interprets and applies policies, procedures and guidelines. • Exercises independent judgment. • May supervise, orient and train others. <p>All skills / knowledge of Office Services Specialist.</p> <ul style="list-style-type: none"> • Considerable knowledge of programmatic requirements. • Knowledge and experience of the principles and practices of office services and the associated procedures and guidelines.
<p>Office Services Supervisor Senior</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Office Services Specialist. • Performs lead responsibilities in the office environment. • Resolves problems and makes recommendations for improvements. • Interprets and applies policies, procedures and guidelines. • Exercises independent judgment. • May supervise, orient and train others. <p>All skills / knowledge of Office Services Specialist.</p> <ul style="list-style-type: none"> • Considerable knowledge of programmatic requirements. • Considerable knowledge and experience of the principles and practices of office services and the associated procedures and guidelines.
<p>Operator I</p>	<p>General Administrative</p>	<p>Knowledge of basic office equipment including personal computer, mainframe and 10-key calculator. Ability to accurately input information into a computer. Ability to follow instructions. Ability to perform repetitive work. Ability to do detailed work. Ability to proofread and correct errors. Input information into computer. Access information from a computer. Verify information on a screen. Perform various clerical duties.</p> <p>Enter data up to 25% of the time. Approximately 5 000-9 000 keystrokes per hour</p>

Operator II	General Administrative	<p>Knowledge of basic office equipment including personal computer, mainframe and 10-key calculator. Ability to accurately input information into a computer. Ability to follow instructions. Ability to perform repetitive work. Ability to do detailed work. Ability to proofread and correct errors. Input information into computer. Access information from a computer. Verify information on a screen. Perform various clerical duties.</p> <p>Enter data more than 25% of the time. Approximately 9,000-12,000 keystrokes per hour.</p>
Operator III (Key Disc Operator)	General Administrative	<p>Knowledge of basic office equipment including personal computer, mainframe and 10-key calculator. Ability to accurately input information into a computer. Ability to follow instructions. Ability to perform repetitive work. Ability to do detailed work. Ability to proofread and correct errors. Input information into computer. Access information from a computer. Verify information on a screen. Perform various clerical duties.</p> <p>Production data entry. Enter data more than 50% of the time. Approximately 12,000-15,000 keystrokes per hour.</p>
Operator IV (Key Disc Operator)	General Administrative	<p>Knowledge of basic office equipment including personal computer, mainframe and 10-key calculator. Ability to accurately input information into a computer. Ability to follow instructions. Ability to perform repetitive work. Ability to do detailed work. Ability to proofread and correct errors. Input information into computer. Access information from a computer. Verify information on a screen. Perform various clerical duties.</p> <p>Production data entry. Entering data more than 75% of the time. Approximately 15,000+ keystrokes per hour.</p>
Paralegal	General Administrative	<p>Under limited supervision, performs the research of laws, rules and regulations, the investigation of facts, and the preparation of documents used in briefs, pleadings, appeals, and other legal actions; does related work.</p> <p>NOTE: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.</p> <p>EXAMPLES OF WORK:</p> <p>Assists in researching legal areas of concern to members for the legal staff.</p> <p>Conducts independent research into legal areas of concern regarding own work and preparation.</p> <p>Assists in the drafting of memoranda communicating discussion of legal topics, and the review and consideration of issues relating to the work of the legal section including memorialization of legal research.</p> <p>Assists in the preparation of formal correspondence to agencies, courts, legislators, and others with whom the employing agency must correspond, involving legal points of interest and matters in issue.</p> <p>Assists in the preparation of formal correspondence in response to citizen inquiries and other similar matters.</p> <p>Assists in the preparation of formal pleadings in the nature of complaints, answers, motions, interrogatories, and other appropriate documents for utilization in proceedings before courts and agencies.</p>
Personal Assistant	General Administrative	<ul style="list-style-type: none"> • Performs work of routine difficulty in more than one specialty area. • Assists with transactions and records management, and file maintenance. • Assists with enrolling employees in benefits programs; employee orientation for new employees, and placing advertisements for recruitment. • Screens applications for employment and collects applicant and hiring data for required employment reports. • Administers payroll or general clerical support to personnel function. • Maintains personnel records and performs any other related assigned duties. <p>Office experience and administrative support work.</p> <ul style="list-style-type: none"> • Knowledge and experience of the principles and practices of human resource administration and the procedures and guidelines associated with processing human resource actions. • Working knowledge of keyboarding or operating other automated office systems. • Ability to apply and interpret human resource policies and guidelines, communicate with managers and
Personal Assistant Senior	General Administrative	<ul style="list-style-type: none"> • Performs work or routine difficulty in more than one specialty area. • Assists with transactions and records management, and file maintenance. • Assists with enrolling employees in benefits programs; employee orientation for new employees, and placing advertisements for recruitment. • Screens applications for employment and collects applicant and hiring data for required employment reports. • Administers payroll or general clerical support to personnel function. • Maintains personnel records and performs any other related assigned duties. <p>Office experience and administrative support work.</p> <ul style="list-style-type: none"> • Considerable knowledge and experience of the principles and practices of human resource administration and the procedures and guidelines associated with processing human resource actions. • Considerable knowledge of keyboarding or operating other automated office systems. • Demonstrated ability to apply and interpret human resource policies and guidelines, communicate with managers and employees orally and in writing, and manage administrative details.

<p>Photocopy Supervisor</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • All responsibilities of Photocopy Technician. • Supervises a staff performing microfilming and/or photocopying. • Receives incoming documents to be photocopied. • Determines priorities and distributes workload to staff. • Prepares assignments ranging from a single document for reproduction to producing complex reports, brochures and multi-colored documents. <p>Knowledge of digital printing and photocopy techniques and equipment.</p> <ul style="list-style-type: none"> • Experience in handling various photocopiers.
<p>Photocopy Technician</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Handles requirements for duplicating, punching, and binding, collating, stacking, stapling and other capabilities for handling high volume photocopy work. • Receives customer orders. • Assists with questions regarding material to be copied such s type of paper, method of reproduction and when needed. • Programs machine for job desired and monitors machine operations and takes care of interruptions and assures quality of finished products. • Performs and other related or assigned duties. <p>Demonstrated experience in handling various photocopiers.</p> <ul style="list-style-type: none"> • Knowledge of basic offset printing or photocopy equipment.
<p>Photo-Typesetting Specialist</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Operates various types of printing or copying equipment. • Performs as a first line supervisor of staff performing duties related to duplicating and producing printed documents. • Duties may include digital, photo-typeset, as well as offset and photocopy printing. <p>Knowledge of digital printing and photocopy techniques and equipment.</p> <ul style="list-style-type: none"> • Fully skilled printing technician.
<p>Photo-Typesetting Supervisor</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Operates various types of printing or copying equipment. • Performs as a first line supervisor of staff performing duties related to duplicating and producing printed documents. • Duties may include digital, photo-typeset, as well as offset and photocopy printing. • Independently resolves daily printing issues. <p>Fully skilled printing technician.</p> <ul style="list-style-type: none"> • Experience in specialty area. • Knowledge of supervisory practices.
<p>Postal Aide</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Entry-Level support position. • Perform well-defined office duties of a routine and repetitive nature under close supervision. • Alphabetizes, files, photocopies, sorts, delivers mail, and/or processes routine documents. <p>Some knowledge of basic office practices, procedures and current equipment; and manual and/or automated envelope, package handling or sorting systems.</p>
<p>Postal Aide Senior</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Perform well-defined office duties of a routine and repetitive nature under close supervision. • Alphabetizes, files, photocopies, sorts, delivers mail, and/or processes routine documents. <p>Considerable knowledge of basic office practices, procedures and current equipment; and manual and/or automated envelope, package handling or sorting systems.</p> <ul style="list-style-type: none"> • Considerable experience in an office environment. • Knowledge of supervisory practices.
<p>Postal Assistant</p>	<p>General Administrative</p>	<ul style="list-style-type: none"> • Performs a wide variety of program and administrative support duties based on agency business needs. • Performs general office, secretarial, fiscal, and support activities. • Serves as first point-of-contact for their assigned program. <p>Knowledge of office/program support activities.</p> <ul style="list-style-type: none"> • Manual dexterity. • Some specific knowledge of work unit programs and activities. • Basic math and communication skills.
<p>Program Manager</p>	<p>General Administrative</p>	<p>Under the direction of an executive official or higher level supervisor, plans, organizes, and implements disease prevention and control programs; develops program activities for the recognition and treatment of high risk individuals and populations, and for the identification, treatment, prevention, or control of communicable or chronic disease; does other related duties.</p> <p>NOTE: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.</p> <p>EXAMPLES OF WORK:</p> <p>Administers chronic or communicable disease program activities including, surveillance projects, research studies, training, prevention and fieldwork.</p> <p>Directs staff responsible for the implementation of communicable or chronic disease program activities.</p> <p>Develops program priority plans and policies to address new statutory and contract responsibilities.</p> <p>Develops plans for new projects including identification of activities, methodological approaches, and evaluation procedures.</p> <p>Manages the work operations and/or functional programs and has responsibility for employee evaluations and for effectively recommending the hiring, firing, promoting, demoting and/or disciplining of employees.</p> <p>Evaluates the delivery of program services.</p> <p>Establishes and maintains files and records for activities.</p>

Project Assistant	General Administrative	<p>Under the general supervision of the Director of the Tice Office Management Systems, has responsibility for the initiation, coordination, and implementation of certain computer based administrative and educational systems in the higher education community in New Jersey.</p> <p>EXAMPLES OF WORK</p> <p>Assists in the development and coordination of cooperative efforts as a means of providing increased computer services to students, faculty, researchers, and administrators in all of the colleges.</p> <p>Assists in the development of techniques for the accumulation of information to enrich the coordinating and governance responsibilities of the Board and Department of Higher Education.</p> <p>Assists in the Departmental master planning activities by providing staff support in the evaluation and projection of long-term information systems and processes to support certain academic computing and administrative computing functions. Assists in the preparation of general computer hardware and soft-ware plans in the higher education community.</p> <p>Assists in the initiation of specific plans for the development of computer hardware and software budgets and related long-range financial and configuration plans. By coordinating with the academic program offices and other administrative offices as required, assists in the planning for computers and information systems in the institutions. Oversees, where appropriate, the specific implementation of projects as assigned.</p> <p>Assists in the promotion of cooperative ventures among New Jersey institutions of higher education in the field of data processing, information systems and management systems. Specific cooperative ventures will include overview and coordinating responsibilities relating to the fundamental information processing systems at the colleges and as these systems relate through the New Jersey Educational computing Network. Additional cooperative ventures will include the negotiation of the State/NJEO Annual contract and required support functions appropriate to that activity.</p> <p>Conduct special studies and analyses as assigned by the Chancellor, the Vice chancellor, and the</p>
Public Relations Coordinator	General Administrative	<ul style="list-style-type: none"> • Directs public relations and/or development for agency program or specialty area(s). • Plans, develops, evaluates, and performs public relations functions. • Serves as single position for an agency's public relations. • Develops and evaluates public relations programs and activities. • Engages in extensive contacts and consultation with executives in international businesses, economic developers, trade groups and others to coordinate domestic and foreign marketing activities. • Promotes commodities, products, programs and services and provides consultation at the executive level to local, national, & international companies, clients, and the media. <p>Comprehensive knowledge of the principles and practices of public relations program development and/or promotions.</p>
Public Relations Specialist	General Administrative	<ul style="list-style-type: none"> • Considerable knowledge of management and budgetary principles/practices. • All responsibilities of Public Relations Assistant Specialist. • Responsible either for a segment or all of an agency's public relations activities. • Serves as feature story writers and editors and/or have overall responsibility for internal publications. • Independently carries out all public relations activities. • Engages in contact with local to international citizens, businesses/ industries, and/or elected officials to enhance the promotion of commodities, products, programs and services. <p>Considerable to comprehensive knowledge of the organization, operation, related program area(s), strategic planning and the agency's mission.</p> <ul style="list-style-type: none"> • Considerable to comprehensive knowledge of management principles and practices, and budget development.
Public Relations Specialist Assistant	General Administrative	<ul style="list-style-type: none"> • Performs a variety of activities for a specific program area under direct supervision. • Performs a combination of public relations functions such as media relations, publications, events and promotions, etc. <p>Considerable knowledge of the organization, operation, and related program area(s).</p> <ul style="list-style-type: none"> • Comprehensive knowledge of management principles, practices and budget development.
Receptionist	General Administrative	<ul style="list-style-type: none"> • Serves as initial point of contact for visitors, telephone calls and deliveries to the agency. • Efficiently and courteously answering multi-line telephone system. • Responds to routine inquiries, takes messages, or routes callers to appropriate parties. • Greets visitors and notifies appropriate employee or office of arrivals. • Accepts deliveries and contacts offices for retrieval. • Formats and keyboards correspondence of reports. <p>Working knowledge of office practices, proper grammar, spelling and punctuation, and basic arithmetic.</p> <ul style="list-style-type: none"> • Proficient in the use of personal computers in a Windows environment. • Ability to efficiently and courteously answer multiple telephone lines • Ability to accurately take clear, concise messages or route callers. • Highly reliable and independent worker. • Ability to read, understand and apply policies/procedures. • Ability to accurately format and keyboard data.
Receptionist Senior	General Administrative	<ul style="list-style-type: none"> • Serves as initial point of contact for visitors, telephone calls and deliveries to the agency. • Efficiently and courteously answering multi-line telephone system. • Responds to routine inquiries, takes messages, or routes callers to appropriate parties. • Greets visitors and notifies appropriate employee or office of arrivals. • Accepts deliveries and contacts offices for retrieval. • Formats and keyboards correspondence of reports. <p>All skills / knowledge of Receptionist.</p> <ul style="list-style-type: none"> • Considerable knowledge of office practices, proper grammar, spelling and punctuation, and basic arithmetic. • Experience in an office setting.

<p style="text-align: center;">Secretary</p>	<p style="text-align: center;">General Administrative</p>	<ul style="list-style-type: none"> • Performs a wide variety of program and administrative support duties based on agency business needs. • Performs general office, secretarial, fiscal, and support activities. • Serves as first point-of-contact for their assigned program. <p>Working knowledge of office practices, proper grammar, spelling and punctuation, and basic arithmetic.</p> <ul style="list-style-type: none"> • Proficiency in the use of personal computers in a Windows environment including Microsoft Word 6.0, Word Perfect, Excel or Lotus, and database management software applications. • Ability to manage multi-line phone system and learn voice-mail. • Ability to communicate effectively orally and in writing. • Ability to establish and maintain automated and manual filing systems.
<p style="text-align: center;">Secretary Senior</p>	<p style="text-align: center;">General Administrative</p>	<ul style="list-style-type: none"> • Provides secretarial support for one or more professional, administrative and/or managerial employees. • Types letters, memoranda and forms from rough notes or handwritten drafts. • Maintains logs/records, calendars. • Makes arrangements for travel, meetings, and conferences. • Performs any other related assigned duties. <p>All responsibilities of Secretary.</p> <ul style="list-style-type: none"> • Office experience and administrative support work. • Ability to prioritize and perform assigned duties independently. • Ability to keyboard correspondence reports from rough drafts.
<p style="text-align: center;">System Support Research Assistant</p>	<p style="text-align: center;">General Administrative</p>	<p>Under direction, conducts research and statistical studies to compile and report information on unit programs; does related work as required.</p> <p>NOTE: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.</p> <p>EXAMPLES OF WORK:</p> <p>Performs the work involved to conduct specific research and statistical studies.</p> <p>Conducts surveys, researches literature and analyzes raw data.</p> <p>Participates in research conferences, meetings, and other activities to develop resources concerning research and statistics.</p> <p>Keeps current of research project studies, publications, developments, and trends, and maintains a reference library.</p> <p>Performs statistical analyses and interpretations with methods commonly used in the development of statistical and research data.</p> <p>Conducts searches, reads and prepares critical analyses, summaries, and reviews of literature concerned with the subject matter.</p> <p>Prepares reports containing findings, conclusions, and recommendations.</p> <p>Maintains essential records and files.</p>
<p style="text-align: center;">Translator</p>	<p style="text-align: center;">General Administrative</p>	<p>Provide interpreting/technical services for meetings, telephone calls, etc. including one on one and group settings and will translate orally and/or in writing all documents. Translators should have knowledge in the area of the subject matter that is to be translated. Prepare written translations of instructions and educational materials, correspondence, and forms from one language to another. Review translated material for accuracy of meaning and grammar while interpreting and explaining words and phrases for meaning and appropriateness. utilize all pertinent equipment such as computers, copy machines, fax machines, etc.</p> <p>Knowledge of the principles, techniques and when required the subject area of the matter being being discussed. Employee must have good verbal and written communication skills in the English language and the ability to verbally translate spoken material from English into a designated language(s).</p>

<p>Claims Representative</p>	<p>Human Resources</p>	<p>Under direction, investigates general liability, property damage, and personal injury insurance claims of a noncomplex nominal nature; does related work as required.</p> <p>NOTE: The definition and examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.</p> <p>EXAMPLES OF WORK:</p> <p>Investigates routine accident claims to authenticate claim as reported.</p> <p>Interviews, telephones, or corresponds with victims, witnesses, and claimants.</p> <p>Inspects and assesses damage to property.</p> <p>Takes photographs of accident scene.</p> <p>Reports findings and analyzes other data such as police reports, witness accounts, hospital records, and so forth.</p> <p>Makes recommendations to supervisor concerning claim consistency with information received.</p> <p>Aids claimants in completing claim forms.</p> <p>Answers questions concerning the processing of insurance claims.</p> <p>Maintains essential records and files.</p>
<p>Claims Adjuster Sr</p>	<p>Human Resources</p>	<p>Under direction, performs varied office and field work in adjusting property damage; does other related duties as required.</p> <p>NOTE: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.</p> <p>EXAMPLES OF WORK:</p> <p>Adjusts property damage claims.</p> <p>Handles insurance matters pertinent to property damages.</p> <p>Investigates property damages and makes settlement or prepares for suit.</p> <p>Makes telephone and personal contacts with defendants and /or their insurance carriers.</p> <p>Prepares correspondence.</p> <p>Collects monies and maintains an accounts receivable record.</p> <p>Maintains miscellaneous records to be used in making reports.</p> <p>Establishes and maintains records and files.</p> <p>Will be required to learn to utilize various types of electronic and/or manual recording and information systems used by the agency, office, or related units.</p> <p>REQUIREMENTS</p>
<p>Classification / Compensation Analyst</p>	<p>Human Resources</p>	<ul style="list-style-type: none"> • Performs compensation analytical work. • Determines appropriate classification and compensation levels. • Makes final recommendations on position allocations. • Recommends the establishment of new positions, reallocations, and redefinitions of existing positions. • Engages in frequent contact with agency managers and employees to provide guidance, information, and to facilitate the resolution of issues. • Performs in an independent capacity. <p>Working to considerable knowledge of human resource principles and practices, including federal and state laws and regulations applicable to work.</p> <p>PSRA Personnel Administration</p>

Classification / Compensation Analyst Senior	Human Resources	<ul style="list-style-type: none"> • Performs work of considerable difficulty and may involve a greater diversity of assignments or require more extensive knowledge of a functional area. • Serves as the single position in charge of classification and compensation activity. • Supervises or serves as an expert in a broad range of human resource programs or functional area(s) for local or statewide agencies. • Interprets policies, and makes recommendations on policy and procedural changes. • Engages in extensive contact with agency managers, supervisors, employees, government and legislative officials, private entities, and the general public to provide consultation and problem resolution services. • Performs with considerable independence in decision making in functional areas. <p>Considerable knowledge of the theories, principles and practices of human resource management, including specialty area(s) and federal and state policies applicable to work.</p> <ul style="list-style-type: none"> • Experience in human resources or related field.
Classification / Compensation Consultant	Human Resources	<ul style="list-style-type: none"> • Performs work of unusual difficulty in providing expert consultation and direction for a complex, statewide human resource program or functional area. • Engages in extensive contact with state agencies, high-ranking government and legislative officials; professionals in federal, state, and local governments and private industry to provide consultation and problem resolution services, as well as to discuss matters of controversy and litigation. • Provides statewide leadership and expert guidance to professional staff on diverse or complex issues, based on extensive knowledge and accurate interpretation of state and federal policies and regulations related to a human resource functional area. • Performs with considerable independence in decision making in functional areas. <p>Comprehensive knowledge of major human resource functional area which requires independent interpretation of state and federal policy and the consistent application of best practices.</p> <ul style="list-style-type: none"> • Ability to exercise sound judgment in analyzing and assessing complex issues and in providing appropriate guidance and direction. • Considerable experience in Human Resources or related field.
EEO Program Analyst	Human Resources	<ul style="list-style-type: none"> • Responsible for equal employment opportunity (EEO), affirmative action (AA) and related programs in a state agency or institution. • Assists in planning, implementing and monitoring EEO/AA programs. • Interprets EEO/AA guidelines and policies and procedures. • Engages in frequent contact with agency managers and employees to provide guidance, information, and to facilitate the resolution of issues. <p>Working to considerable knowledge of human resource principles and practices, including federal and state laws and regulations applicable to work.</p> <p>BS/BA Personnel Administration</p>
EEO Program Specialist	Human Resources	<ul style="list-style-type: none"> • Work is of considerable difficulty and may involve a greater diversity of assignments or require more extensive knowledge of a functional area. • Responsible for equal employment opportunity (EEO), affirmative action (AA) and related programs in a state agency or institution. • Assists in planning, implementing and monitoring EEO/AA programs. • Interprets EEO/AA guidelines and policies and procedures. • Supervises or serves as an expert in a broad range of human resource programs or functional area(s) for local or statewide agencies. • Engages in extensive contact with agency managers and employees to provide guidance, information, and to facilitate the resolution of issues. • Performs with considerable independence in decision making in functional areas. <p>Considerable knowledge of the theories, principles and practices of human resource management, including specialty area(s) and federal and state policies applicable to work.</p> <ul style="list-style-type: none"> • Experience in Human Resources or related field. <p>BS/BA Personnel Administration</p>
Employee Relations Analyst	Human Resources	<ul style="list-style-type: none"> • Advises and counsels managers and employees in matters related to grievances, performance evaluations and standards of conduct. • Works with managers and employees to resolve conflicts, in disciplinary actions, performance problems, and productivity. • Interprets policies and recommends procedures for implementation. • Investigates problems and difficulties affecting employer/employee relations. <p>BS/BA Personnel Administration</p>
Employee Relations Analyst Senior	Human Resources	<ul style="list-style-type: none"> • All responsibilities of Employee Relations Analyst. • Oversees and evaluates subordinate personnel. • Advises other human resource supervisors or managers in the administration and evaluation of employee relations programs. • Develops standards and guidelines in order to monitor and improve programs. <p>Considerable knowledge of the theories, principles and practices of personnel management and employee relations and the interrelationship of the agency's role with other governmental agencies.</p> <ul style="list-style-type: none"> • Knowledge of supervisory practices. <p>BS/BA Personnel Administration</p>
Human Resources Assistant	Human Resources	<ul style="list-style-type: none"> • Serves as an assistant to Human Resources Generalist performing professional and comprehensive human resource functions. • Implements customer service, program efficiency and effectiveness in assigned areas. <p>Knowledge of human resource management principles and practices including recruitment and selection, classification and compensation, and employee relations.</p> <ul style="list-style-type: none"> • Knowledge of Federal and State laws and regulations; job analysis and job evaluation techniques; organization and job design; recruiting, screening, and interviewing techniques. • Knowledge of employee relations and EEO approaches such as counseling, mediation, grievance resolution, and complaint investigation. • Knowledge of employee benefit, recognition, performance, and discipline systems. • Knowledge of applicable computer software programs.

Human Resources Generalist	Human Resources	<ul style="list-style-type: none"> • Consults management in all human resource areas. • Develops recruitment and retention strategies. • Assesses alternative compensation strategies. • Counsels managers, employees, and applicants in the resolution on complaints. • Participates in programs in all human resource areas to improve customer service, program efficiency and effectiveness. • Knowledge of human resource management principles and practices including recruitment and selection, classification and compensation, and employee relations. • Knowledge of Federal and State laws and regulations; job analysis and job evaluation techniques; organization and job design; recruiting, screening, and interviewing techniques. • Knowledge of employee relations and EEO approaches such as counseling, mediation, grievance resolution, and complaint investigation. • Knowledge of employee benefit, recognition, performance, and discipline systems. • Knowledge of applicable computer software/programs.
Human Resources Generalist Senior	Human Resources	<ul style="list-style-type: none"> • All responsibilities of Human Resources Generalist. • Guides managers and supervisors in their accountability for decentralized human resource responsibilities. • Serves as the primary leader of an human resource program. • Leads a team of professionals on a project or ongoing basis. • Knowledge of human resource management principles and practices including recruitment and selection, classification and compensation, and employee relations. • Knowledge of Federal and State laws and regulations; job analysis and job evaluation techniques; organization and job design; recruiting, screening, and interviewing techniques. • Knowledge of employee relations and EEO approaches such as counseling, mediation, grievance resolution, and complaint investigation. • Knowledge of employee benefit, recognition, performance, and discipline systems. • Knowledge of applicable computer software/programs. • Knowledge of supervisory practices. • Considerable experience in the Human Resources field.
Personnel Analyst	Human Resources	<ul style="list-style-type: none"> • Performs beginning level professional, analytical personnel work in a specialty area. • Performs a combination of specialty functions at the entry level. • Supervises staff in the area of transactions / records. • Acts in support of other specialists or analysts. • Performs work involving technical support and analysis of transactions, reporting and benefits. • Working knowledge of personnel forms and associated procedures and the process and workflow of transactions. • Some knowledge of the working principles and practices of personnel administration. <p><i>PS/BA Personnel Administration</i></p>
Personnel Analyst Senior	Human Resources	<ul style="list-style-type: none"> • Performs beginning level professional, analytical personnel work in a specialty area. • Performs a combination of specialty functions at the entry level. • Supervises staff in the area of transactions / records. • Acts in support of other specialists or analysts. • Performs work involving technical support and analysis of transactions, reporting and benefits. • Considerable knowledge of personnel forms and associated procedures and the process and workflow of transactions. • Considerable knowledge of the working principles and practices of personnel administration. <p><i>PS/BA Personnel Administration</i></p>
Personnel Practices Analyst	Human Resources	<ul style="list-style-type: none"> • Performs or manages a combination of personnel specialty functions. • Performs journey level duties in two or more human resource areas. • Analyzes and collects data. • Supervises benefits and handles workers' compensation. <p>Considerable knowledge of human resource principles and practices, including federal and state laws and regulations applicable to work</p>
Personnel Practices Analyst Senior	Human Resources	<ul style="list-style-type: none"> • All responsibilities of Personnel Practices Analyst. • Supervises a small staff of technical specialists. • Spends majority of time counseling, training or performing analytical activities. • Provides appropriate recommendations for resolution of diverse or complex issues based on accurate interpretation of state and federal policies and regulations. • Broad, comprehensive knowledge of principles and practices of human resource management, policies, and procedures to direct a complex and diverse agency-wide program. • Considerable knowledge of one or more functional areas. • Experience in Human Resources or related field. <p><i>PS/BA Personnel Administration</i></p>
Personnel Practices Manager	Human Resources	<ul style="list-style-type: none"> • All responsibilities of Personnel Practices Supervisor. • Manages a broad range of personnel programs in a complex agency. • Makes recommendations on all studies and surveys conducted in the assigned area. • Ensures that special reports are complete and accurate. • Prepares and monitors the budget. • Serves as agency's top advisor on management of human resource matters, requiring sound judgment and informed, independent decision-making. <p>Broad, comprehensive knowledge of principles and practices of human resource management, policies, and procedures to direct a complex and diverse agency-wide program.</p> <ul style="list-style-type: none"> • Considerable knowledge of one or more functional areas. • Considerable experience in Human Resources or related field. <p><i>PS/BA Personnel Administration</i></p>

<p>Claims Adjuster I</p>	<p>Insurance</p>	<p>negotiate, settle, analyze and evaluate information from engineers, architects, contractors, accountants, CPAs, physicians, etc. Ability to interpret and apply Federal and State statutes, rules and policies and procedures of state and local government court systems and the legal rules of civil procedures in both Federal and State lawsuits. Skill in customer service and interpersonal relations as applied to contracts with other agency staff, representatives of other governmental agencies, carriers, medical providers, claimant's dependents, employers, attorneys and the public. Skill in negotiating claim settlements with claimants, attorneys and/or third parties. Skill in written and oral communication. Skill in electronic communications including claim evaluation reports. Skill in planning, organizing, interpreting and analyzing complex legal, medical, economic, accident reconstruction and contractual situations to reach logical conclusions and reasonable recommendations. Knowledge of labor market conditions. Knowledge of government structure and functions. Knowledge of insurance industry and medical terminology. Valid state issued drivers license.</p> <p>Knowledge of federal/state statutes, practices and agency standards, policies and procedures applicable to insurance workers' compensation, contracts, Court of Appeal rulings and legal practices. Knowledge of civil procedure in both federal, state, and local courts. Knowledge and understanding of insurance contracts and related law. Knowledge of workers' compensation claims management practices, early return-to-work programs, EDP claims management system, claims investigation methods, and litigation management. Ability to process subrogation.</p>
<p>Claims Adjuster II</p>	<p>Insurance</p>	<p>negotiate, settle, analyze and evaluate information from engineers, architects, contractors, accountants, CPAs, physicians, etc. Ability to interpret and apply Federal and State statutes, rules and policies and procedures of state and local government court systems and the legal rules of civil procedures in both Federal and State lawsuits. Skill in customer service and interpersonal relations as applied to contracts with other agency staff, representatives of other governmental agencies, carriers, medical providers, claimant's dependents, employers, attorneys and the public. Skill in negotiating claim settlements with claimants, attorneys and/or third parties. Skill in written and oral communication. Skill in electronic communications including claim evaluation reports. Skill in planning, organizing, interpreting and analyzing complex legal, medical, economic, accident reconstruction and contractual situations to reach logical conclusions and reasonable recommendations. Knowledge of labor market conditions. Knowledge of government structure and functions. Knowledge of insurance industry and medical terminology. Valid state issued drivers license.</p> <p>Perform duties as Claims Adjuster I.</p> <p>Knowledge of vocational rehabilitation, structured settlements and annuities. Knowledge of Americans with Disability Act and disability management and physical requirements for an extensive number of occupations. Knowledge of professional medical standards of care required to hospitals, physicians and other medical personnel. Knowledge of industrial manufacturing and building standards. Knowledge of litigation management to control substantial and highly complex liability and/or workers' compensation claims and/or lawsuits. Skill in preserving field evidence, conduction inspections, investigating, securing, documenting, analyzing and evaluating facts surrounding claims. Ability to prepare narrative, statistical report with conclusions and/or recommendations relating to property, liability, and workers' compensation claims.</p>
<p>Claims Specialist</p>	<p>Insurance</p>	<p>negotiate, settle, analyze and evaluate information from engineers, architects, contractors, accountants, CPAs, physicians, etc. Ability to interpret and apply Federal and State statutes, rules and policies and procedures of state and local government court systems and the legal rules of civil procedures in both Federal and State lawsuits. Skill in customer service and interpersonal relations as applied to contracts with other agency staff, representatives of other governmental agencies, carriers, medical providers, claimant's dependents, employers, attorneys and the public. Skill in negotiating claim settlements with claimants, attorneys and/or third parties. Skill in written and oral communication. Skill in electronic communications including claim evaluation reports. Skill in planning, organizing, interpreting and analyzing complex legal, medical, economic, accident reconstruction and contractual situations to reach logical conclusions and reasonable recommendations. Knowledge of labor market conditions. Knowledge of government structure and functions. Knowledge of insurance industry and medical terminology. Valid state issued drivers license.</p> <p>Considerable knowledge of multi-line insurance claims adjudication practice and procedures. Considerable knowledge of insurance laws and any government program operations. Ability to investigate, research, analyze, and draw logical conclusions. Ability to interpret and apply complex rules, regulations and policies. Ability to establish and maintain effective working relationships with those contacted in the course of business. One year of Multi-line insurance claims processing experience or two years of administrative level experience in insurance claims administration.</p>
<p>Worker's Compensation Specialty</p>	<p>Insurance</p>	<p>negotiate, settle, analyze and evaluate information from engineers, architects, contractors, accountants, CPAs, physicians, etc. Ability to interpret and apply Federal and State statutes, rules and policies and procedures of state and local government court systems and the legal rules of civil procedures in both Federal and State lawsuits. Skill in customer service and interpersonal relations as applied to contracts with other agency staff, representatives of other governmental agencies, carriers, medical providers, claimant's dependents, employers, attorneys and the public. Skill in negotiating claim settlements with claimants, attorneys and/or third parties. Skill in written and oral communication. Skill in electronic communications including claim evaluation reports. Skill in planning, organizing, interpreting and analyzing complex legal, medical, economic, accident reconstruction and contractual situations to reach logical conclusions and reasonable recommendations. Knowledge of labor market conditions. Knowledge of government structure and functions. Knowledge of insurance industry and medical terminology. Valid state issued drivers license.</p> <p>Two years of experience processing Workers' Compensation Insurance claims. Knowledge of Workers' Compensation Insurance laws, rules, regulations, EDP claims management systems, knowledge of applicable Court of Appeals rulings and labor market publications and journals. Knowledge of Loss-of-Earning Capacity (LEC) to make appropriate awards.</p>
<p>Data Entry Clerk</p>	<p>Tax</p>	<p>Ability to follow directions. Ability to operate a variety of equipment and perform routine and repetitive duties. Ability to keep counts on documents processed. Ability to communicate clearly and accurately. Manual dexterity. Perform lifting of up to 25 pounds. Ability to use a telephone system to receive and transfer calls. Ability to use electric / electronic typewriter, electronic key system (EKS), personal computer (PC), 1--key. General knowledge including alphabetical and numerical filing, beginning accounting principles and practices.</p> <p>Ability to enter data at a rate of 8,000 keystrokes per hour with an error rate not to exceed two percent (2%). Ability to work with a limited amount of supervision. Ability to run and work with scanning equipment or 2D Bar-coding equipment. Ability to understand and use Data Entry equipment in an efficient manner. Possess a working knowledge of 10-key and/or reverse 10-key keyboards which includes typing skills. Contractor shall test each applicant for data entry skills prior to assignment and submit scores by the day of assignment.</p>

Data Entry Clerk / Remittance Processor Blended	Tax	<p>Ability to follow directions. Ability to operate a variety of equipment and perform routine and repetitive duties. Ability to keep counts on documents processed. Ability to communicate clearly and accurately. Manual dexterity. Perform lifting of up to 25 pounds. Ability to use a telephone system to receive and transfer calls. Ability to use electric / electronic typewriter, electronic key system (EKS), personal computer (PC), 1--key. General knowledge including alphabetical and numerical filing, beginning accounting principles and practices.</p> <p>Ability to enter data at a rate of 10,000 keystrokes per hour with an error rate not to exceed two percent (2%). Process and/or enter various tax documents and encode checks utilizing electronic keying equipment. Ability to work with a limited amount of supervision. Ability to run and work with scanning equipment or 2D Bar-coding equipment. Ability to operate a 10-key keyboard by touch with speed and accuracy. Ability to understand and use Data Entry equipment in an efficient manner. Shall possess a working knowledge of 10-day and/or reverse 10-key keyboards which includes typing skills. Possess average math and accounting skills. Contractor shall test each applicant for 10-key skills prior to assignment and submit scores by day of assignment.</p>
Error Resolution and Document Processor	Tax	<p>Ability to follow directions. Ability to operate a variety of equipment and perform routine and repetitive duties. Ability to keep counts on documents processed. Ability to communicate clearly and accurately. Manual dexterity. Perform lifting of up to 25 pounds. Ability to use a telephone system to receive and transfer calls. Ability to use electric / electronic typewriter, electronic key system (EKS), personal computer (PC), 1--key. General knowledge including alphabetical and numerical filing, beginning accounting principles and practices.</p> <p>Sort and/or edit income, corporate, sales and withholding tax documents, or resolve a variety of errors which may include utilizing a PC or interpreting computer output. Ability to communicate verbally and in writing with taxpayers. Skill at solving problems relative to tax documents.</p>
General Clerical	Tax	<p>Ability to follow directions. Ability to operate a variety of equipment and perform routine and repetitive duties. Ability to keep counts on documents processed. Ability to communicate clearly and accurately. Manual dexterity. Perform lifting of up to 25 pounds. Ability to use a telephone system to receive and transfer calls. Ability to use electric / electronic typewriter, electronic key system (EKS), personal computer (PC), 1--key. General knowledge including alphabetical and numerical filing, beginning accounting principles and practices.</p> <p>Position specifically in Document Staging, Outgoing Mailroom, Micrographics, Taxpayer Information and Assistance, License and Registration, Income Tax Processing. Additional duties and qualifications shall include the following at a minimum: Perform functions such as mail opening, disassembling and reassembling documents, filing and file retrieval. Assure that all mail containing payments is handled appropriately, Separate, sort, arrange documents and cash receipts, quality control documents to determine their computer processability, Operate a variety of outgoing mail equipment such as trimmers, bursters, inserters, postage meters as well as incoming mail equipment such as envelope openers, Hand sterilize documents and prepare forms for bulk mailing, Operate microfilm cameras, Answer telephones, Ability to make quick decisions on the proper disposition of documents.</p>
On-Site Administrator (Day)	Tax	<ul style="list-style-type: none"> • Reviews resource needs with Tax representative for the subsequent week. • Recruits and interviews on site as needed. • Conducts orientation with new employees regarding Tax's policies (confidentiality and disclosure, dress code, break times, lunch times, etc.) • Assists Tax in training new employees. • Faxes a list of all new employees that will be assigned at Tax to Tax's management for pre-approval at least 2 days before reporting for work. • Collects and Reviews (for accuracy and completeness) daily and summary time sheets. • Verifies daily attendance/absences and reports them to Tax's management. • Reviews temporary employee performance problems with Tax supervisors. • Discusses problems with temporary employees as directed by Tax's management. • Terminates employees at the request of Tax management. • Distributes temporary employee paychecks and assists temporary employees with payroll issues and
On-Site Administrator (Evening)	Tax	<ul style="list-style-type: none"> • Reviews resource needs with Tax representative for the subsequent week. • Recruits and interviews on site as needed. • Conducts orientation with new employees regarding tax policies (confidentiality and disclosure, dress code, break times, lunch times, etc.) • Assists Tax in training new employees. • Faxes a list of all new employees that will be assigned at Tax to Tax's management for pre-approval at least 2 days before reporting for work. • Collects and Reviews (for accuracy and completeness) daily and summary time sheets. • Verifies daily attendance/absences and reports them to Tax's management. • Reviews temporary employee performance problems with Tax supervisors. • Discusses problems with temporary employees as directed by Tax's management. • Terminates employees at the request of Tax management. • Distributes temporary employee paychecks and assists temporary employees with payroll issues and questions. • Working knowledge of supervisory principles and practices. • Knowledge of business English and math. • Ability to communicate effectively, orally and in writing. • Working skill in operating office equipment including automated equipment, as required to accomplish work. • Skill in using word-processing and spreadsheet software such as, Microsoft Word and Microsoft Excel. • Demonstrated ability to process data into reports and check materials for accuracy, establish priorities, schedule work, file, type and enter data. • Working knowledge of supervisory principles and practices. • Knowledge of business English and math. • Ability to communicate effectively, orally and in writing. • Working skill in operating office equipment including automated equipment, as required to accomplish work. • Skill in using word-processing and spreadsheet software such as, Microsoft Word and Microsoft Excel. • Demonstrated ability to process data into reports and check materials for accuracy, establish priorities, schedule work, file, type and enter data.

<p>Remittance Processor</p>	<p>Tax</p>	<p>Ability to follow directions. Ability to operate a variety of equipment and perform routine and repetitive duties. Ability to keep counts on documents processed. Ability to communicate clearly and accurately. Manual dexterity. Perform lifting of up to 25 pounds. Ability to use a telephone system to receive and transfer calls. Ability to use electric / electronic typewriter, electronic key system (EKS), personal computer (PC), 1--key. General knowledge including alphabetical and numerical filing, beginning accounting principles and practices. Ability to enter data at a rate of 10,000 keystrokes per hour with an error rate not to exceed two percent (2%). Process and/or enter various tax documents and encode checks utilizing electronic keying equipment. Ability to operate a 10-key data keyboard by touch with speed and accuracy. Possess average math and accounting skills. Contractor shall test each applicant for 10-key skills prior to assignment and submit scores by the day of assignment.</p>
<p>Taxpayer Information & Assistance Agent</p>	<p>Tax</p>	<p>Ability to follow directions. Ability to operate a variety of equipment and perform routine and repetitive duties. Ability to keep counts on documents processed. Ability to communicate clearly and accurately. Manual dexterity. Perform lifting of up to 25 pounds. Ability to use a telephone system to receive and transfer calls. Ability to use electric / electronic typewriter, electronic key system (EKS), personal computer (PC), 1--key. General knowledge including alphabetical and numerical filing, beginning accounting principles and practices. Provide information and assistance to taxpayers by telephone, in person, or via correspondence relative to the preparation of numerous tax returns and the resolution of billing questions. Knowledge of state tax forms, statutes, rules. Ability to research a problem or question in a timely manner. Skill in oral and written communication, math and accounting, and in the use of computer terminal, telephone, and office equipment.</p>

Position Title	Classification	Position Description, Skills & Knowledge
Subcode Official - Building	Laborer/ Industrial	<p>Under the general supervision of a Construction Official or other supervisory official in a state department, institution, or agency, ensures conformance with the assigned subcode; may supervise inspectors; serves as a subcode official in assigned units performing duties in at least one of the following areas:</p> <p>i. conducts plan review, inspection and compliance functions for high rise and hazardous structures; Elevator Subcode Officials may conduct operational amusement ride inspections in accordance with NIAC 5:23-5.5-</p>
Subcode Official - Electrical	Laborer/ Industrial	<p>Under the general supervision of a Construction Official or other supervisory official in a state department, institution, or agency, ensures conformance with the assigned subcode; may supervise inspectors; serves as a subcode official in assigned units performing duties in at least one of the following areas:</p> <p>i. conducts plan review, inspection and compliance functions for high rise and hazardous structures; Elevator Subcode Officials may conduct operational amusement ride inspections in accordance with NIAC 5:23-5.5-</p>
Subcode Official - Plumbing	Laborer/ Industrial	<p>Under the general supervision of a Construction Official or other supervisory official in a state department, institution, or agency, ensures conformance with the assigned subcode; may supervise inspectors; serves as a subcode official in assigned units performing duties in at least one of the following areas:</p> <p>i. conducts plan review, inspection and compliance functions for high rise and hazardous structures; Elevator Subcode Officials may conduct operational amusement ride inspections in accordance with NIAC 5:23-5.5-</p>
CDL Driver	Laborer/ Industrial	<ul style="list-style-type: none"> • Operates light to heavy duty trucks to accomplish tasks related to snow removal, preventive and corrective maintenance, and construction of roadways. • Tasks include driving, mowing, signing, and patching. • Performs labor assignments, including digging ditches, clearing right of way, clearing roadways of debris and dead animals, weed eating, shoveling, and laying asphalt. • Performs minor and basic adjustments and repairs to equipment and aides in making major repairs. • Performs general manual labor such as: shoveling soil, removing rocks, debris and other materials at work sites, and loading/unloading materials and objects.
Codes - Amusement Ride Inspector	Laborer/ Industrial	<p>Under direction, performs varied types of field and office work involved in seeing that residents, businesses, and citizens comply with various municipal ordinances other than the State Sanitary Code, State Uniform Construction Code or any of its subcodes, or the State Uniform Fire Code; does other related duties as required.</p> <p>NOTE: The examples of work for this title are for illustrative</p>
Codes - Construction Codes	Laborer/ Industrial	<p>Under direction, performs varied types of field and office work involved in seeing that residents, businesses, and citizens comply with various municipal ordinances other than the State Sanitary Code, State Uniform Construction Code or any of its subcodes, or the State Uniform Fire Code; does other related duties as required.</p> <p>NOTE: The examples of work for this title are for illustrative</p>
Codes - Elevator Code Inspector	Laborer/ Industrial	<p>Under direction, performs varied types of field and office work involved in seeing that residents, businesses, and citizens comply with various municipal ordinances other than the State Sanitary Code, State Uniform Construction Code or any of its subcodes, or the State Uniform Fire Code; does other related duties as required.</p> <p>NOTE: The examples of work for this title are for illustrative</p>

Codes - Housing Inspector	Laborer/ Industrial	Under direction, performs varied types of field and office work involved in seeing that residents, businesses, and citizens comply with various municipal ordinances other than the State Sanitary Code, State Uniform Construction Code or any of its subcodes, or the State Uniform Fire Code; does other related duties as required. NOTE: The examples of work for this title are for illustrative
Codes - Multi Dwelling Inspector	Laborer/ Industrial	Under direction, performs varied types of field and office work involved in seeing that residents, businesses, and citizens comply with various municipal ordinances other than the State Sanitary Code, State Uniform Construction Code or any of its subcodes, or the State Uniform Fire Code; does other related duties as required. NOTE: The examples of work for this title are for illustrative
Codes - Plan Reviewer	Laborer/ Industrial	Under direction, performs varied types of field and office work involved in seeing that residents, businesses, and citizens comply with various municipal ordinances other than the State Sanitary Code, State Uniform Construction Code or any of its subcodes, or the State Uniform Fire Code; does other related duties as required. NOTE: The examples of work for this title are for illustrative
Codes - Sub Code Official	Laborer/ Industrial	Under direction, performs varied types of field and office work involved in seeing that residents, businesses, and citizens comply with various municipal ordinances other than the State Sanitary Code, State Uniform Construction Code or any of its subcodes, or the State Uniform Fire Code; does other related duties as required. NOTE: The examples of work for this title are for illustrative
Flagger / Laborer	Laborer/ Industrial	<ul style="list-style-type: none"> • Directs traffic in work zones. • Performs light to medium manual labor when needed. • Assists in setting up work zones, such as placing and removing work signs, safety cones, barricades, and litter pickup. • Assists in pushing mowing operations, sweeping, shoveling materials (asphalt, rock, etc.), general cleaning of equipment/grounds and/or painting. • Will be required to take appropriate tests at the DMV. • Ability to lift up to 50 pounds.
Forklift Operator	Laborer/ Industrial	<ul style="list-style-type: none"> • Drives manual sit-down gasoline, liquefied gas, or electric-powered industrial forklift. • Aids in loading, unloading and/or stacking materials in a warehouse or storage yard. <p>Experience in forklift driving.</p> <ul style="list-style-type: none"> • Valid Virginia Operator's License.
Forklift Operator Senior	Laborer/ Industrial	<ul style="list-style-type: none"> • Drives manual sit-down gasoline, liquefied gas, or electric-powered industrial forklift. • Aids in loading, unloading and/or stacking materials in a warehouse or storage yard. <p>Considerable experience in forklift driving.</p> <ul style="list-style-type: none"> • Valid state Operator's License.
Grounds Worker	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs routine work in all phases of grounds maintenance. • May operate a variety of equipment. • Assists higher level trades technicians or higher level craft personnel who are performing a combination of trades assignments. <p>Basic knowledge of methods and general procedures of applicable trade or grounds maintenance techniques.</p> <ul style="list-style-type: none"> • Working skill in the use of equipment and tools. • Valid Driver's License may be required.

Grounds Worker Lead	Laborer/ Industrial	<ul style="list-style-type: none"> • All responsibilities of Grounds Worker Senior. • Performs, plans and directs the day-to-day work of one or more grounds keeping crews. • May supervise a small crew/staff. <p>Working knowledge of methods and general procedures of applicable trade or grounds maintenance techniques.</p> <ul style="list-style-type: none"> • Working skill in the use of equipment and tools. • Valid Driver's License may be required. • Ability to follow oral and written instructions.
Grounds Worker Senior	Laborer/ Industrial	<ul style="list-style-type: none"> • All responsibilities of Grounds Worker. • Assists higher level trades technicians or higher level craft personnel who are performing a combination of trades assignments. • Assigns work and ensures its completion. • Leads subordinate personnel. <p>Considerable knowledge of methods and general procedures of applicable trade or grounds maintenance techniques.</p> <ul style="list-style-type: none"> • Working skill in the use of equipment and tools.
Groundskeeper / Landscaper	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs general care of lawn or grounds to maintain public property. • Performs lawn mowing, edging, watering, fertilization and the planting and pruning of small trees and shrubs. • Does not include the use of chainsaws or tree climbing. <p>Knowledge of lawn care equipment such as mowers, spreaders, edging tools and sprinkler systems.</p>
Groundskeeper / Landscaper Senior	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs general care of lawn or grounds to maintain public property. • Performs lawn mowing, edging, watering, fertilization and the planting and pruning of small trees and shrubs. • Does not include the use of chainsaws or tree climbing. <p>Considerable knowledge of lawn care equipment such as mowers, spreaders, edging tools and sprinkler systems.</p> <ul style="list-style-type: none"> • Experience in landscaping or related field.
Heavy Industrial Materials Handler (Warehouseman)	Laborer/ Industrial	<ul style="list-style-type: none"> • Counts, sorts, checks, inspects, coordinates rapid movement, loads, unloads and moves materials within or near the worksite. • Picks stock and compares stock numbers against packing list. • Uses hand tools to open containers. • Lifts and arranges materials in a warehouse. • Verifies clerical computations against physical stock counts. • Transports materials using hand-truck, electric dolly, wheelbarrow, pallet jack or other devices. • Ability to lift items of various size up to 75 pounds for extended periods of time.
Heavy Industrial Materials Handler, Freezer (Warehouseman)	Laborer/ Industrial	<ul style="list-style-type: none"> • Counts, sorts, checks, inspects, coordinates rapid movement, loads, unloads and moves materials in commercial-sized frozen food freezers. • Picks stock and compares stock numbers against packing list. • Uses hand tools to open containers. • Lifts and arranges materials in a freezer. • Verifies clerical computations against physical stock counts. • Transports materials using hand-truck, electric dolly, wheelbarrow, pallet jack or other devices. • Freezer suit will be provided.
Heavy Industrial Worker (General Laborer)	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs a variety of manual work that does not require special skills or experience. • Performs sustained work of a physical nature for extended periods of time. • Performs work that may require heavy lifting in and outdoors. • Loads and unloads trucks. • Performs building maintenance duties. • Assists in all types of repairs. • Moves a variety of office furniture and equipment. • Performs various and other repairs and/or building maintenance duties.
Housekeeping Supervisor	Laborer/ Industrial	<ul style="list-style-type: none"> • All responsibilities of Housekeeping Worker Senior. • Provides daily supervision in the areas of housekeeping, laundry, tailoring, and dry cleaning. <p>Demonstrated ability to perform a variety of cleaning tasks.</p> <ul style="list-style-type: none"> • Knowledge of dry cleaning techniques and/or laundry operations and/or working knowledge of standard practices and procedures of tailoring.

Housekeeping Supervisor Senior	Laborer/ Industrial	<ul style="list-style-type: none"> • All responsibilities of Housekeeping Supervisor. • Provides the overall activities in the daily operations. • Assists in the overall management in the assigned areas of housekeeping, laundry, tailoring, and/or dry cleaning. • Schedules, directs, and coordinates the overall management of assigned operations. • May perform regular, complex, or intricate tasks as needed. • Advanced skill and ability to perform a variety of cleaning tasks. • Considerable knowledge of dry cleaning techniques and/or laundry operations and/or considerable
Housekeeping Worker	Laborer/ Industrial	<ul style="list-style-type: none"> • Provides services in areas of housekeeping, laundry, tailoring, and dry cleaning. • Manual labor intensive. • Uses cleaning equipment, laundry and dry cleaning equipment and/or a variety of sewing machinery. • Ability to perform a variety of cleaning tasks. • Knowledge of dry cleaning techniques and/or laundry operations and/or working knowledge of standard practices and procedures of tailoring. • Ability to interpret and follow directions.
Housekeeping Worker Senior	Laborer/ Industrial	<ul style="list-style-type: none"> • All responsibilities of Housekeeping Worker. • Assigns work and ensures its completion. • Performs a variety of tasks in supervising and performing the required services. • Ensures operational and safety procedures are followed. • All skills / knowledge of Housekeeping Worker. • Knowledge of supervisory practices and principles. • Ability to interpret and follow direction as well as provide direction.
Inventory Worker Light	Laborer/ Industrial	<ul style="list-style-type: none"> • Sorts, checks, inspects, counts, and records physical stock. • Lifts and arranges materials and stock in a warehouse setting. • Verifies clerical computations against physical stock counts. • Prices, labels, or operates a calculator or other recording device. • Ability to lift up to 25 pounds for extended periods of time. • Experience with inventory. • Good math skills and legible handwriting.
Light Industrial Worker (General Laborer)	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs a variety of simple duties not requiring heavy lifting. • Cleans up around work areas. • Delivers supplies between departments. • Sets up tables and chairs. • Moves small furniture, boxes, or mailbags. • Ability to manually lift, push or pull objects weight up to 30 pounds. • Possesses good manual dexterity. • Ability to understand and follow specific oral instructions.
Motor Vehicle Operator A	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs routine operation and maintenance of equipment and motorized vehicles. • Performs routine manual labor such as loading or unloading and adjusting attachments. • May utilize a variety of hand and power tools. • May operate a motorized vehicle to perform a variety of duties to include but not limited to transporting passengers, supplies, and materials. • Ability equivalent to ability to operate a light truck, dump truck, or a tractor with attachments. • Valid Operator's License. • Basic math and reading skills.
Motor Vehicle Operator B	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs extensive preventive maintenance of equipment and motorized vehicles. • Maneuvers cumbersome trucks. • Operates heavy-duty motorized equipment of difficulty buildings and grounds maintenance assignments. • Operates a large tractor-trailer on inter-city transporting. • Ability to maneuver trucks in highway driving or in backing in close quarters. • Ability to operate equipment requiring exceptional care, accuracy, skill or judgment. • Valid Operator's License. • Basic math and reading skills.
Packer	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs duties of wrapping and packing materials, labeling, and stamping according to instructions. • Ability to lift 75 pounds for extended periods of time. • Good manual dexterity. • Ability to follow directions. • Basic reading and math skills.

Warehouse Specialist I	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs specialized functions which include providing instruction and guidance by acting as lead worker. • Operates a forklift on a regular basis. • Performs warehouse duties predominantly in a freezer area. • Selects and fills orders of controlled substances. <p>Working knowledge of storage / handling techniques and safety regulations.</p> <ul style="list-style-type: none"> • Skill in operating equipment, such as forklifts, pallet drivers, and hand carts.
Warehouse Specialist II	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs specialized functions which include providing instruction and guidance by acting as lead worker. • Operates a forklift on a regular basis. • Performs warehouse duties predominantly in a freezer area. • Selects and fills orders of controlled substances. <p>Working knowledge of storage / handling techniques and safety regulations.</p> <ul style="list-style-type: none"> • Skill in operating equipment, such as forklifts, pallet drivers, and hand carts. • Certification for operating a forklift.
Warehouse Specialist III	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs specialized functions which include providing instruction and guidance by acting as lead worker. • Operates a forklift on a regular basis. • Performs warehouse duties predominantly in a freezer area. • Selects and fills orders of controlled substances. <p>Working knowledge of storage / handling techniques and safety regulations.</p> <ul style="list-style-type: none"> • Skill in operating equipment, such as forklifts, pallet drivers, and hand carts. • Certification for operating a forklift. • Valid Driver's License.
Warehouse Worker	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom. <p>Basic skills in the use of tools, equipment, and materials appropriate to area.</p> <ul style="list-style-type: none"> • Knowledge of procedures and techniques appropriate to the area. • Entry level position will train. • Must be able to perform physical requirements of job.
Warehouse Worker I	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom. <p>Basic skills in the use of tools, equipment, and materials appropriate to area.</p> <ul style="list-style-type: none"> • Knowledge of procedures and techniques appropriate to the area. • Some related experience and/or formal training in the area. • Must be able to perform physical requirements of job.
Warehouse Worker II	Laborer/ Industrial	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom. <p>Basic skills in the use of tools, equipment, and materials appropriate to area.</p> <ul style="list-style-type: none"> • Knowledge of procedures and techniques appropriate to the area. • Some related experience and/or formal training in the area. • Must be able to perform physical requirements of job. • Valid Driver's License.
Boiler Operator I	Trades	<ul style="list-style-type: none"> • Responsible for shift supervision, technical leadership and/or journey-level operations/repair of plant equipment including boilers, turbines, and water and wastewater treatment systems. <p>Advanced knowledge in the operation of plant equipment.</p> <ul style="list-style-type: none"> • Knowledge of monitoring, recording, sampling and testing related to utility plant operations and safety requirements specific to the area of assignment. • Positions range from first level supervisors to manual labor-intensive technicians. • Involves responsibility for the operation of plant-related mechanical equipment.
Boiler Operator II	Trades	<ul style="list-style-type: none"> • Responsible for shift supervision, technical leadership and/or journey-level operations/repair of plant equipment including boilers, turbines, and water and wastewater treatment systems. • Positions range from first level supervisors to manual labor-intensive technicians. • Involves responsibility for the operation of plant-related mechanical equipment. <p>Advanced knowledge in the operation of plant equipment.</p> <ul style="list-style-type: none"> • Knowledge of monitoring, recording, sampling and testing related to utility plant operations and safety requirements specific to the area of assignment. • Wastewater Treatment Plant Operator's License.

Boiler Operator Senior II	Trades	<ul style="list-style-type: none"> • Responsible for shift supervision, technical leadership and/or journey-level operations/repair of plant equipment including boilers, turbines, and water and wastewater treatment systems. • Positions range from first level supervisors to manual labor-intensive technicians. • Involves responsibility for the operation of plant-related mechanical equipment. • advanced knowledge in the operation of plant equipment. • Knowledge of monitoring, recording, sampling and testing related to utility plant operations and safety requirements specific to the area of assignment. • Wastewater Treatment Plant Operator's License.
Carpenter	Trades	<ul style="list-style-type: none"> • Constructs, modifies, and repairs a variety of structures from initial layout to final assembly. • Independently completes projects and performs finished carpentry work. • May supervise a small crew / staff. • Certification. • Skills in specialty area. • Working knowledge of all phases of carpentry methods, tools, materials, techniques, basic math and units of measure.
Carpenter Assistant	Trades	<ul style="list-style-type: none"> • Provides assistance in specialty area. • Constructs, modifies, and repairs a variety of structures from initial layout to final assembly. • Certification. • Skills in specialty area. • Some knowledge of basic carpentry, basic math, and units of measure.
Carpenter Senior	Trades	<ul style="list-style-type: none"> • All responsibilities of Carpenter. • Constructs, modifies, and repair • Certification. • Skills in specialty area. • Considerable knowledge of all aspects of carpentry methods, tools, and materials; of basic math; and of units of measures a variety of structures from initial layout to final assembly. • Independently completes projects and performs finished carpentry work. • Leads and guides work crews.
HVAC Installation & Repair Assistant	Trades	<ul style="list-style-type: none"> • Assists tradesmen in specialty. • Certification. • Skills in specialty area.
HVAC Installation & Repair Assistant Senior	Trades	<ul style="list-style-type: none"> • Assists tradesmen in specialty.
Laboratory Mechanic	Trades	<ul style="list-style-type: none"> • Maintains the machines, apparatus, or other laboratory equipment. • Typically performs "handy man" tasks. • Keeps laboratory stock room. <p>Ability to work with machines and equipment.</p>
Laboratory Mechanic Senior	Trades	<ul style="list-style-type: none"> • Performs tasks related to the installation, repair, and modernization of heavy laboratory equipment. • Replaces parts, rewires and adjusts small electrical devices. • Services, repairs, and builds machinery and equipment used in a laboratory. <p>Experience in machine shop work, pipe fitting, soldering, welding, carpentry work, or applied electricity.</p>

Locksmith	Trades	<ul style="list-style-type: none"> • Positions range from journey level technician to lead. • May supervise a small crew/staff. Certification. <ul style="list-style-type: none"> • Skills in specialty area.
Maintenance Field Worker	Trades	<ul style="list-style-type: none"> • Can perform in a Flagger / Laborer capacity. • Cuts and removes brush and foliage. • Picks up dead animals along roadways. • Maintains area grounds such as sweeping and raking. • Ability to perform physical demanding manual tasks under various weather conditions. • Ability to stand for extended periods of time. • Ability to follow verbal and written instructions. • Knowledge of safety rules, instructions, and policies.
Mason Plasterer	Trades	<ul style="list-style-type: none"> • Positions range from journey level technician to lead. • May supervise a small crew/staff. Certification. <ul style="list-style-type: none"> • Skills and experience in Masonry or related field.
Mason Plasterer Assistant	Trades	<ul style="list-style-type: none"> • Provides assistance in a variety of trades' specialty areas to other highly skilled trades technicians. • Performs journey level trades work as a quarry worker or upholsterer. Certification. <ul style="list-style-type: none"> • Some experience in Masonry or related field. • Basic knowledge in Masonry or related field.
Mechanic	Trades	<ul style="list-style-type: none"> • Performs manually labor-intensive work. • Services and repairs mechanical, electronic, and other equipment. • Positions ranges from journey level to first line working supervisors. • Considerable knowledge and technical expertise. • Knowledge of effective diagnostic and repair techniques and procedures related to a wide variety of equipment.
Painter	Trades	<ul style="list-style-type: none"> • Performs routine painting duties. • May supervise a small crew/staff. • Skills in specialty area.
Plumber / Steamfitter	Trades	<ul style="list-style-type: none"> • All responsibilities of Plumber / Steamfitter Assistant. • Independently performs a variety of skilled repair, installation and maintenance tasks. • Skills and experience in Plumbing or related field.
Plumber / Steamfitter Assistant	Trades	<ul style="list-style-type: none"> • Assists skilled Plumbers / Steamfitters. • Performs a variety of routine, unskilled or semi-skilled tasks in specialty area. Basic knowledge of Plumbing or related field.

Radio Specialist	Trades	<ul style="list-style-type: none"> • Designs, constructs, install and maintains a statewide radio communication system utilized by the State Police Department and other agencies for law enforcement and public safety purposes. <p>Working knowledge of radio systems.</p> <ul style="list-style-type: none"> • Experience in radio maintenance or related field.
Radio Specialist Senior	Trades	<ul style="list-style-type: none"> • Designs, constructs, install and maintains a statewide radio communication system utilized by the State Police Department and other agencies for law enforcement and public safety purposes. • Considerable knowledge of radio systems. • Considerable experience in radio maintenance or related field. • Knowledge of supervisory practices.
Sheet Metal Worker	Trades	<ul style="list-style-type: none"> • All responsibilities of Sheet Metal Worker Assistant. • Performs all aspects of sheet metal and roof repair work. • Determines work methods and completes most assignments independently. • Skills in specialty area.
Sheet Metal Worker Assistant	Trades	<ul style="list-style-type: none"> • Performs tasks incidental or preparatory to the work of skilled sheet metal positions. • Assists with all aspects of sheet metal and roofing work. <p>Basic knowledge in specialty area.</p>
Sheet Metal Worker Lead	Trades	<ul style="list-style-type: none"> • All responsibilities of Sheet Metal Worker. • Schedules jobs and service calls. • Maintains records on material usage. • Inspects work completed by others. • Performs more difficult technical tasks. <p>Skills in specialty area.</p>
Shipping / Receiving Clerk	Trades	<ul style="list-style-type: none"> • Examines and routes incoming and outgoing shipments. • Prepares items for shipment by assembling containers. • Posts weights and affixes postage. • Sorts, stores, and dispenses supplies or other materials. • Works under direct supervision. <p>Ability to lift items of various size and weight up to 75 pounds for extended periods of time.</p> <ul style="list-style-type: none"> • Ability to handle physical aspects of shipping and receiving goods and materials. • Ability to keep accurate records.
Storekeeper I	Trades	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Supervises other store or warehouse workers. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom that may involve food and perishables, medical/hospital, housekeeping, trades, laundry, clothing, or office supplies or surplus property or merchandise for sale to external customers. <p>Knowledge of storage / handling techniques and safety regulations.</p> <ul style="list-style-type: none"> • Skill in operating equipment, such as forklifts, pallet drivers, and hand carts.
Storekeeper II	Trades	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Supervises other store or warehouse workers. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom that may involve food and perishables, medical/hospital, housekeeping, trades, laundry, clothing, or office supplies or surplus property or merchandise for sale to external customers. <p>Knowledge of storage / handling techniques and safety regulations.</p> <ul style="list-style-type: none"> • Skill in operating equipment, such as forklifts, pallet drivers, and hand carts.

Storekeeper III	Trades	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Supervises other store or warehouse workers. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom that may involve food and perishables, medical/hospital, housekeeping, trades, laundry, clothing, or office supplies or surplus property or merchandise for sale to external customers. • Knowledge of storage / handling techniques and safety regulations. • Skill in operating equipment, such as forklifts, pallet drivers, and hand carts.
Storekeeper Assistant I	Trades	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom. <p>Basic skills in the use of tools, equipment, and materials appropriate to area.</p> <ul style="list-style-type: none"> • Knowledge of procedures and techniques appropriate to the area. • Some related experience and/or formal training in the area. • Must be able to perform physical requirements of job.
Storekeeper Assistant II	Trades	<ul style="list-style-type: none"> • Performs the full range of warehouse functions. • Receives, ships, issues, selects, inventories, orders, and stores supplies, merchandise and equipment in an agency or bailment warehouse or storeroom. <p>Basic skills in the use of tools, equipment, and materials appropriate to area.</p> <ul style="list-style-type: none"> • Knowledge of procedures and techniques appropriate to the area. • Some related experience and/or formal training in the area. • Must be able to perform physical requirements of job. • Valid Driver's License.
Storekeeper Senior	Trades	<ul style="list-style-type: none"> • Duties range from replenishing inventory, quality checks, maintaining records, to supervision of others. • Adapts procedures, techniques, tools, materials and/or equipment to meet special needs. • Sustains vendor relations, coordination and evaluation. <p>Considerable experience in general storeroom or warehouse inventory control functions.</p> <ul style="list-style-type: none"> • Skill in use, care, and safety of store or warehouse equipment, including forklifts. • Special license may be required for certain positions within this role.
Tool Room Assistant	Trades	<ul style="list-style-type: none"> • Receives, stores and issues hand and power tools, safety equipment and supplies. • Stocks, supplies, inventories, and bookkeeps. • Performs minor repairs to tools. • Works under supervision of the Tool Room Supervisor. <p>General experience and knowledge of the tool room operation.</p> <ul style="list-style-type: none"> • Good math skills and legible handwriting. • Knowledge of a wide variety of hand and power tools. • Customer service skills.
Tool Room Assistant Senior	Trades	<ul style="list-style-type: none"> • Receives, stores and issues hand and power tools, safety equipment and supplies. • Stocks, supplies, inventories, and bookkeeps. • Performs minor repairs to tools. • Works under supervision of the Tool Room Supervisor. <p>Considerable experience and knowledge of the tool room operation.</p> <ul style="list-style-type: none"> • Good math skills and legible handwriting. • Knowledge of a wide variety of hand and power tools. • Customer service skills.
Trades Utilities Worker Senior	Trades	<ul style="list-style-type: none"> • All responsibilities of Trades Utility Worker. • May supervise a small crew/staff. <p>Considerable knowledge of methods and general procedures of applicable trade or grounds maintenance techniques.</p> <ul style="list-style-type: none"> • Considerable skill in the use of equipment and tools. • Valid Driver's License may be required
Trades Utility Worker	Trades	<ul style="list-style-type: none"> • Performs a variety of routine, unskilled or semi-skilled tasks incidental to and/or preparatory to grounds keeping, trades and/or maintenance tasks. • Assists higher level trades technicians or higher level craft personnel who are performing a combination of trades assignments. <p>Basic knowledge of methods and general procedures of applicable trade or grounds maintenance techniques.</p> <ul style="list-style-type: none"> • Working skill in the use of equipment and tools. • Valid Driver's License may be required

Tradesman Helper	Trades	<ul style="list-style-type: none"> • Assists tradesmen (journeymen) such as masons, plasterers, electricians, painters or cement finishers. • Specialty experience. • Ability to work with hand tools.
Tradesman Helper Senior	Trades	<ul style="list-style-type: none"> • Assists tradesmen (journeymen) such as masons, plasterers, electricians, painters or cement finishers. Considerable specialty experience. • Ability to work with hand tools.
Welder	Trades	<ul style="list-style-type: none"> • Performs general maintenance and repair welding on equipment and machinery. • Performs basic fabrication of equipment and components from blue prints and sketches. Working knowledge of welding techniques, materials, and equipment. • Working knowledge of metallurgical properties and structural principles. • Skill in the use of welding tools and equipment required for general repair and maintenance tasks.
Welder Senior	Trades	<ul style="list-style-type: none"> • All responsibilities of Welder. • Responsible for conceptual design and fabrication. • Performs critical welding tasks using advanced welding techniques. Considerable knowledge of advanced welding techniques, materials, and equipment, and metallurgical properties and structural principles. • Working skill in the operation of a variety of welding tools and equipment which may include mig, tig, electronic/carbon arc, oxyacetylene torch, plasma torch, wire, stick, and other welding equipment.
Work Zone Safety Officer	Trades	<ul style="list-style-type: none"> • Provides technical guidance and direction to construction and maintenance staff on traffic control patterns and devices on project work sites. • Drafts and designs, reviews and approves work zone safety plans. • Prepares reports to document project inspection findings. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. • Considerable knowledge of agency safety principles and practices, and traffic control patterns. • Demonstrated ability to plan, develop, evaluate, implement and inspect traffic control patterns for

Position Title	Classification	Position Description, Skills & Knowledge
Agricultural Technician	Technical	<ul style="list-style-type: none"> • Performs a variety of duties in support of seasonal or program requirements. • Conducts studies in support of research, extension programs and teaching. • Follows established guidelines, procedures and directions. • Provides proper care of livestock and plants supports effective farm operations, and studies. <p>Basic knowledge of agricultural techniques and procedures to the care of livestock and plants, and the use of farm tools/equipment</p>
Agricultural Technician Lead	Technical	<ul style="list-style-type: none"> • Performs a variety of duties in support of seasonal or program requirements. • Conducts studies in support of research, extension programs and teaching. • Follows established guidelines, procedures and directions. • Provides proper care of livestock and plants supports effective farm operations, and studies. <p>Working knowledge of agricultural techniques and procedures to the care of livestock and plants, and the use of farm tools/equipment.</p> <p>• Ability to operate farm equipment and tools, and to understand and follow parts and service manuals.</p>
Analytical Chemist	Technical	<ul style="list-style-type: none"> • Performs a wide variety of chemical analyses in a regulatory, medical or research environment. • Performs quantitative and qualitative analyses on complex chemical compounds using a combination of instrumental, physical and/or wet chemistry techniques (chromatography, spectroscopy, spectrophotometry, and column and liquid absorption/extraction techniques). • Selects appropriate analytical method. • Prepares samples. • Conducts routine and non-routine analyses. • Independently analyzing non-routine samples. • Establishes extensive contracts. • Involvement in method development and adaptation. • Responsible for troubleshooting complex instrumentation. <p>Knowledge of the theory and application of specialized analytical chemistry methods and instrumentation used to analyze a variety of samples.</p> <ul style="list-style-type: none"> • Knowledge of fundamental administrative practices related to laboratory operations. • Ability to conduct independently sophisticated quantitative and qualitative analyses. • Ability to operate and troubleshoot complex laboratory instrumentation, record, interpret, and present laboratory findings, and establish and maintain working relationships with regulatory and environmental agencies, research scientists, medical personnel, industry representatives, and the general public.
Analytical Chemist Assistant	Technical	<ul style="list-style-type: none"> • Performs routine chemical analyses. • Performs a variety of chemical analyses in a regulatory, medical or research environment. • Assists in identifying the presence of a variety of chemical substances and/or compounds (pesticides and herbicides, pollutants, nutrients, and drugs). • Quantifies concentrations of substances and elements. • Prepares samples. • Independently conducts routine analyses using instrumental, physical, or wet chemistry techniques. <p>Knowledge of scientific/technical principles, practices, and regulatory requirements of functional areas.</p> <p>BS Chemistry</p>
Analytical Chemist Senior	Technical	<ul style="list-style-type: none"> • All responsibilities of Analytical Chemist. • Serves in a lead capacity or as technical specialists in a regulatory, medical, or research environment. • Lead chemist. <p>Considerable knowledge of the theory and application of specialized analytical chemistry methods and instrumentation used to analyze a variety of samples.</p> <ul style="list-style-type: none"> • Knowledge of fundamental administrative practices related to laboratory operations. • Demonstrated ability to conduct independently sophisticated quantitative and qualitative analyses. • Demonstrated ability to operate and troubleshoot complex laboratory instrumentation, record, interpret, and present laboratory findings, and establish and maintain working relationships with regulatory and environmental agencies, research scientists, medical personnel, industry representatives, and the general public. • Ability to guide and lead the work of others. <p>BS Chemistry</p>
Bridge Design Drafter	Technical	<ul style="list-style-type: none"> • Drafts plans and calculates dimensions, elevations and quantities for bridges and structures. • Drafts and details drawings for structural plans using design notes, sketches and rough drafts. • Computes concrete and steel quantities from finished plans and prepares final costs estimates. • Supervises technicians and clerical personnel or provides specialized technical support. <p>Working knowledge of drafting methods and procedures.</p> <ul style="list-style-type: none"> • Ability to perform mathematical calculations, including algebra, geometry and trigonometry. • Some knowledge of basic engineering practices and principles. • Demonstrated ability to perform drafting and detailing. • Ability to design components of simple span structures

<p>Bridge Design Drafter Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Performs extensive designing and detailing of structural components. • Prepares preliminary plans for structures. • Determines lengths, widths, clearance requirements, approximate size of components. • Prepares preliminary cost estimates for various layouts. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge of Bridge Design Drafter.</p> <ul style="list-style-type: none"> • Knowledge of structure and bridge design and detailing. • Demonstrated ability to prepare a complete set of structure and bridge plans. • Ability to design structural components. • Ability to accurately calculate properties and stresses. • Ability to train and provide technical guidance to other technicians.
<p>Cartographic Drafter</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Cartographic Drafter Assistant. • Responsible for complex work assignments. • Creates new maps, performs research, acts as a lead worker. • Performs work of moderate difficulty requiring the use of drafting skills to draw, trace, revise and modify maps. • Corrects or draws new maps from data obtained from plans, deeds and other sources. • Researches data and analyzes survey data, source maps, photographs, and other records to determine location and names of features for the revision of maps. • May instruct and provide leadership to Cartographic Drafter Assistants in procedures and techniques used in cartography. • Studies legal records to establish boundaries of properties. <p>Basic drafting skills</p>
<p>Cartographic Drafter Assistant</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Creates, drafts, traces and revises maps. • Draws and traces maps of geographical areas to show natural property boundaries and constructed features of land. • Revises, traces, and updates already existing maps. • Performs work of routine difficulty. • Draws, traces, revises and modifies maps. • Draws and/or traces maps from data obtained from plans, deeds and other sources. • Researches data for map revision. • Traces information from synthesized map bases onto reproducible media by the use of technical drafting pens, triangles, straight edges, touch curves and special templates. • Makes final revision on original maps to comply with research findings. <p>Basic drafting skills</p>
<p>Cartographic Supervisor</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Supervises Cartographic Drafter Assistants and Cartographic Drafters. • Focuses on the management of agency-wide cartographic functions. • Oversees the cartographic program. • Develops graphic materials such as display maps with overlays, overhead projection films, logos, and blueprints. • Schedules work. • Sets priorities for work unit. • Coordinates requests from other divisions of the agency and other state agencies for mapping services. • Instructs in cartographic procedures and techniques. • Orders supplies for the work unit. • Provides technical advice and guidance to cartographic staff. • Advanced drafting skills.

<p>Computer Operator Assistant</p>	<p>Technical</p>	<p>Under direction, monitors, controls, and operates a computer console according to instructions; does other related duties as required.</p> <p>NOTE: The definition and examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.</p> <p>EXAMPLES OF WORK:</p> <p>Operates a console using operating system command set or programmers' command to enter run time parameters and other job control instructions and information.</p> <p>Sets control switches on computer and peripheral equipment such as external memory, data communicating, synchronizing, and input and output recording or display devices to integrate and operate equipment according to program, routines, subroutines, and data requirements specified in written operating instructions.</p> <p>Loads input and output units with materials such as tapes, punch cards, or printout forms for operating runs or oversees operators of peripheral equipment who perform these functions.</p> <p>Moves switches to clear system and start operation of equipment.</p> <p>Observes machines and control panel on computer console for error lights, verification printouts, error messages, machine stoppage, or faulty output.</p> <p>Type alternate commands into computer console according to predetermined instructions to correct error or failure and resume operations.</p>
<p>Electrician</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Performs electrical work in the installation and maintenance of electrical systems and equipment. • Performs work involving layout, assembly, installation, repair and testing of electrical equipment and wiring in power systems of buildings and other structures. • Performs standard shop duties and uses a variety of hand tools, measurements and testing instruments. Formal apprenticeship or equivalent training and experience. • Ability to read blueprints. • Installation planning skills. • May require a license.
<p>Electrician Assistant</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Performs tasks in support of or preparatory to the work of Electricians. • Supports installation and maintenance of electrical systems and equipment. <p><u>Some knowledge of the practices, procedures and techniques of electrical maintenance and installation.</u></p>
<p>Electrician Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Assigns, schedules, oversees, inspects, and evaluates the work of subordinate staff. • Assumes complete responsibility for the initial planning and layout of projects, and the interpretation and application of specifications. • Formally supervises electrical staff involved in the most complex electrical systems and equipment which include high voltage systems. <p><u>Considerable knowledge of the standard practices of the electrical trade; of the installation and maintenance of electrical equipment; and of the national electric code</u></p>
<p>Electrician Supervisor Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Electrician Senior. • Supervises multiple crews of electricians assigned to maintain, repair, and install complex electrical equipment and/or high voltage systems at geographically dispersed locations. • Responsible for equipment with greater variety of power sources ranging to more than 600 volts. <p><u>Considerable knowledge of the standard practices of the electrical trade; of the installation and maintenance of electrical equipment; and of the national electric code.</u></p> <ul style="list-style-type: none"> • <u>Knowledge of supervisory practices</u>

<p>Electronic Equipment Install & Repair Supervisor</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Electronic Equipment Install & Repair Technician. • Focuses on issues of environmental concern in such fields as air quality, noise abatement, energy protection, water quality landscape architecture, or special environmental concerns. • Plans, coordinates and monitors the development of a statewide environmental program or programs to conform with federal and state laws, policies, standards, regulations and guidelines. <p>Working knowledge of electronic communications systems; of agency procurement policy; and sheet metal design and fabrication</p> <ul style="list-style-type: none"> • Working knowledge in the use of personal computers commensurate with job duties, and of basic electronic diagnostic testing for electronic equipment and related peripherals.
<p>Electronic Equipment Install & Repair Technician</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Installs and removes mobile and fixed electronic communications equipment. • Designs and fabricates mounting equipment. • Replaces or repairs interfacing equipment related to installation/removal. • Repairs/replaces cables, wiring, or circuit boards. • Mounts equipment to allow proper operations in state, local, and federal agency vehicles. • Designs, fabricates, and fastens equipment mounting brackets. • Modifies front and rear radio consoles. • Uses special support devices to maximize the use of limited space when installing equipment. <p>Working knowledge of electronic communications systems, of automotive engine/electrical systems, and sheet metal design and fabrication</p>
<p>Electronic Technician</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Diagnoses, calibrates, repairs, installs, and modifies electronic and/or electro-mechanical equipment. <p>Some knowledge of electronics, including digital and analog circuitry.</p> <ul style="list-style-type: none"> • Some knowledge of the National Electrical Code and standard wiring practices, electro-mechanical equipment.
<p>Electronic Technician Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Electronic Technician. • Positions are located at university research, learning, and audio-visual laboratories, hospitals, computer centers, state police and transportation departments, and scientific and environmental programs. • Performs more complex fabrication, diagnosis, and component level repair on a greater diversity of electronic and electro-mechanical equipment. <p>Working knowledge of electronics theory, including troubleshooting, calibration, test procedures, circuit analysis, and repair of electronic equipment.</p> <ul style="list-style-type: none"> • Working knowledge of computers and peripheral equipment; radar equipment; of mechanical repair techniques, scientific equipment repair, telecommunications, and microprocessors.
<p>Engineering Design Drafting Specialist</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Provides technical assistance to and reviews plans prepared by engineering drafting technicians, engineering design drafting technicians and consultants. • Oversees consultant contractual performance. • Coordinates project activities with a central office division and/or district. • Independently develops complete project designs utilizing automated engineering workstations. • Makes independent design decisions. • Coordinates project assignments with applicable district sections and residencies. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge of Engineering Design Drafting Technician.</p> <ul style="list-style-type: none"> • Demonstrated ability to monitor projects and plans.
<p>Engineering Design Drafting Supervisor</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Plans, coordinates and reviews work of technicians engaged in drafting and design work for roadways. • Completes standard and unusual work such as grade crossings, approaches to over and underpasses, intersections and interchanges. • Modifies designs within existing standards. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge of Engineering Design Drafting Technician.</p> <ul style="list-style-type: none"> • Demonstrated ability to train and supervise the work of others. • Ability to perform complex drafting and design assignments. • Ability to accurately calculate complex estimates and costs of projects. • Ability to meet deadlines.

Engineering Design Drafting Technician	Technical	<ul style="list-style-type: none"> • Drafts difficult layouts and drawings of roadway, drainage, structural, building, electrical and/or mechanical projects/devices using automated or manual drafting equipment. • Computes grade elevations and makes contour maps of proposed construction sites. • Compiles quantities of materials and estimates of project(s) costs. • Working knowledge of drafting techniques and procedures. • Ability to perform advanced mathematical computations, including knowledge in algebra, geometry, and trigonometry. • Ability to use drafting instruments. • Ability to interpret and apply design standards, specifications, and written and oral instructions to the design and drafting process. • Ability to read and interpret data and construction plans.
Engineering Drafting Technician	Technical	<ul style="list-style-type: none"> • Prepares rough sketches using electronic or manual drafting equipment. • Plots basic topographic drawings, cross-sections and profiles from survey notes or contour maps; • Drafts working technical drawings. • Some knowledge of drafting methods and procedures. • Knowledge of mathematics including algebra, geometry and trigonometry. • Working skill in the use of drafting instruments. • Ability to apply drafting standards to projects. • Ability to read and interpret survey data. • Ability to perform mathematical calculations.
Engineering Drafting Technician Senior	Technical	<ul style="list-style-type: none"> • All responsibilities of Engineering Drafting Technician. • All skills / knowledge of Engineering Drafting Technician. • Considerable knowledge of drafting methods and procedures. • Considerable knowledge of mathematics including algebra, geometry and trigonometry. • Experience in drafting or related field.
Environmental Engineer	Technical	<ul style="list-style-type: none"> • Implements federal and state programs to identify, solve or eliminate environmental quality, environmental health or sanitary engineering problems. • Applies basic engineering practices and principles to protect, improve, or correct environmental conditions in a variety of areas. • Responsible for the location and maintenance of monitoring equipment. • Analyzes collected data. • Processes permit applications to include recommendation of approval/disapproval based upon collection and analysis of relevant data. <p>BS Environmental Science or related discipline</p>
Environmental Engineer Senior	Technical	<ul style="list-style-type: none"> • All responsibilities of Environmental Engineer. • Supervises and leads projects. • Responsible for more difficult projects than the Environmental Engineer. • Considerable knowledge of environmental principles, practices, laws, regulations related to environmental areas of air, water, soil, waste, etc. <p>BS Environmental Science or related discipline</p>
Environmental Program Analyst	Technical	<ul style="list-style-type: none"> • Focuses on issues of environmental concern. • Designs, conducts and oversees technical and scientific environmental evaluations. • Researches technical and scientific data. • Evaluates environmental impacts. • Assures environmental protection. • Prepares and assesses permits and provides technical guidance in a particular discipline. • Responsible for complex analysis and complete projects. <p>Knowledge of environmental principles, practices, laws, regulations related to environmental areas of air, water, soil, waste, etc.</p> <p>BS Environmental Science or related discipline</p>
Environmental Program Planner	Technical	<ul style="list-style-type: none"> • Focuses on issues of environmental concern. • Responsible for complex analysis and complete projects. • Plans, coordinates, and monitors the development of a statewide environmental program and programs to conform with federal and state laws, policies, standards, regulations and guidelines. • Works on an environmental program area. • Working knowledge of environmental principles, practices, laws, regulations related to environmental areas of air, water, soil, waste, etc. <p>BS Environmental Science or related discipline</p> <ul style="list-style-type: none"> • Working knowledge of environmental principles, practices, laws, regulations related to environmental areas of air, water, soil, waste, etc. <p>BS Environmental Science or related discipline</p>

Environmental Program Specialist	Technical	<ul style="list-style-type: none"> • Entry-level position focusing on issues of environmental concern. • Reviews policy, regulations, and program compliance requirements. • Performs data collection and analysis. • Maintains project information and files. • Reviews permit applications prepared by the districts. • Conducts traffic noise impact studies. • Prepares project status and other technical reports. <p>Considerable knowledge of environmental principles, practices, laws, regulations related to environmental areas of air, water, soil, waste, etc. BS Environmental Science or related discipline</p>
Environmental Specialist - Field	Technical	<ul style="list-style-type: none"> • Entry-level position responsible for environmental specialist work. • Addresses issues that pertain to the maintenance, evaluation, and protection of the environment. • Evaluates effluents by sampling and analyzing water and waste water. • Plans and implements water monitoring programs. • Investigates pollution complaints. • Conducts special biological studies and data analysis. • Reviews and processes discharge permits. • Researches and analyzes highway construction and maintenance projects' impact on the environment. <p>Knowledge of environmental principles, practices, laws, regulations related to environmental areas of air, water, soil, waste, etc. BS Environmental Science or related discipline</p>
Environmental Specialist Senior - Field	Technical	<ul style="list-style-type: none"> • All responsibilities of Environmental Specialist - Field. • Performs project management or program coordination. • Responds to and investigates emergencies. • Monitors construction and maintains projects for compliance with environmental regulations. • Plans, organizes, and oversees the research and preparation of detailed district environmental documents. <p>Considerable knowledge of environmental principles, practices, laws, regulations related to environmental areas of air, water, soil, waste, etc. BS Environmental Science or related discipline</p>
Environmental Technician	Technical	<ul style="list-style-type: none"> • Conducts tests and field investigations to obtain data for use by environmental, engineering and scientific personnel in determining sources and methods of controlling pollutants in the air and water. • Samples and monitors water, calibrates and maintains scientific monitoring equipment. • Performs data collection and routine analysis and processing of permits. • Working knowledge of sampling methods and procedures; of data collection and analysis methods according to accepted scientific principles; of applicable principles of biology, math, and/or chemistry. • Working knowledge of instruments related to job duties; pollution investigation methods; and water safety. • Working knowledge of calibration and maintenance of air and water equipment, as related to the duties of the class.
Environmental Technician Senior	Technical	<ul style="list-style-type: none"> • Conducts tests and field investigations to obtain data for use by environmental, engineering and scientific personnel in determining sources and methods of controlling pollutants in the air and water. • Samples and monitors water, calibrates and maintains scientific monitoring equipment. • Performs data collection and routine analysis and processing of permits. <p>Extensive knowledge of sampling methods and procedures; of data collection and analysis methods according to accepted scientific principles; of applicable principles of biology, math, and/or chemistry.</p> <ul style="list-style-type: none"> • Extensive knowledge of instruments related to job duties; pollution investigation methods; and water safety. • Extensive knowledge of calibration and maintenance of air and water equipment, as related to the duties of the class.

<p>Help Desk Support</p>	<p>Technical</p>	<p>Provide technical assistance and support for incoming queries and issues related to computer systems, software, and hardware. Respond to queries either in person or over the phone. Write training manuals. Train computer users. Maintain daily performance of computer systems. Respond to email messages for customers seeking help. Ask questions to determine nature of problem. Walk customer through problem-solving process. Install, modify, and repair computer hardware and software. Clean up computers. Run diagnostic programs to resolve problems. Resolve technical problems with Local Area Networks (LAN), Wide Area Networks (WAN), and other systems. Install computer peripherals for users. Follow up with customers to ensure issue has been resolved. Gain feedback from customers about computer usage. Run reports to determine malfunctions that continue to occur.</p> <p>Companies with Similar Jobs</p> <p>CGI AppleOne Modis GROVE RESOURCE SOLUTIONS, INC. GRSi COMSO, Inc.</p> <p>Education Programs</p>
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<p>Home Repair Coordinator</p>	<p>Technical</p>	<p>Under direction, assumes full or partial responsibility for maintaining the normal functioning and management of the home, for child and/or adult care, other than nursing care; does other related work.</p> <p>NOTE: The examples of work for this title are for illustrative purposes only. A particular title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.</p> <p>EXAMPLES OF WORK:</p> <p>Teaches and helps in personal adjustment with the goal of making the person and family as self-sufficient as possible.</p> <p>Supervises and assists in carrying out recommendations of physician, nurse, social worker, physical therapist or nutritionist.</p> <p>Teaches the unskilled mother the basic skills and responsibilities in all areas of home and money management including childrearing.</p> <p>Helps with the care and social development (other than nursing care) of aged, ill, or disabled persons, encouraging self-care; teaches other members of the family to carry out household tasks within their capabilities.</p> <p>Assumes responsibility for physical, mental, and emotional wellbeing of assigned clients.</p> <p>Provides for the physical and emotional care and social development of children.</p> <p>Dresses, combs hair, and provides whatever other assistance is required by the children or adults to ensure adequate standards of personal hygiene and self-help skills training.</p>
<p>Equipment Repair Supervisor</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Equipment Repair Technician Senior. • Supervises positions in the maintenance and repair of vehicles and motorized equipment. • Performs the full range of supervisory tasks. • All skills / knowledge of Equipment Repair Technician Senior. • Considerable experience in Equipment Repair or related field. • Working knowledge of supervisory practices.
<p>Equipment Repair Technician</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Performs general mechanical maintenance and repair activities on a variety of equipment. • Services and repairs mechanical, electronic, and other equipment. • Works on exhaust systems, suspension systems, and related engine and mechanical systems and components. • Working knowledge and technical expertise. • Knowledge of effective diagnostic and repair techniques and procedures related to a wide variety of equipment.
<p>Equipment Repair Technician Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • All responsibilities of Equipment Repair Technician. • Performs most complex and advanced level repairs on both gasoline and diesel powered equipment. • Serves as specialists in areas of mechanical expertise. • May have sole responsibility for mechanical repairs in remote shops or serve as charge technician in small shops. All skills / knowledge of Equipment Repair Technician. • Experience in Equipment Repair or related field.
<p>Laboratory Technician</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Performs a variety of laboratory and/or research tasks in support of research/teaching, clinical services, geological services, field research or a regulatory laboratory. • Performs cleaning and decontamination. • Performs media preparation. • Performs standard/routine laboratory testing. • Sections and prepares rock and mineral samples for various mineralogical and laboratory analyses. • Prepares samples. • Records data, and operates and maintains tools and equipment. • Provides responsible care of animals. Experience in a laboratory setting and with laboratory equipment.

Laboratory Technician Senior	Technical	<ul style="list-style-type: none"> • All responsibilities of Laboratory Technician. • Frequent contacts with co-workers, supervisors, students, faculty, and research staff to discuss study techniques or results or handling and care of animals. • Leads other staff, activities, or provides guidance and leadership to students and interns. <p><u>Considerable experience in a laboratory setting and with laboratory equipment.</u></p>
Residential Plan Reviewer	Technical	<p>Duties – Knowledge of civil engineering principles, practices and procedures as related to site and subdivision design. Ability to plan, coordinate and prioritize multiple assignments within scheduled time frames. Ability to read and interpret engineering drawings from multiple sources. Ability to negotiate in conflict situations. Ability to learn and use the details and procedures that apply to geometric design, hydrology and hydraulics, traffic and safety, and transportation planning.</p> <p>Minimum Qualification – Engineering-in-training certificate or professional engineer's license is desirable, but not mandatory. Bachelor of Science Degree in civil engineering or related field of study, or equivalent combination of training and experience. Knowledge, skills and abilities should be specific to highway, drainage and land development design.</p>
Right of Way Technician	Technical	<ul style="list-style-type: none"> • Drafts, prepares, and finalizes legal descriptions, i.e., offers to landowners, plats, and updates to titles. • Determines the accuracy and completeness of legal documents, plats, computation of area, and interest payments and recording fees. • Reviews file information within central office, districts, and residencies to ensure compliance with state and deferral laws, i.e., involuntary and involuntary conveyances, project finalization and closing for federal aid reimbursement. • Independently coordinates and controls workflow, processes and methods used to ensure that project deadlines are met. • Performs routine audits such as on voluntary conveyance files and fiscal transactions. <p>Working knowledge of right of way laws, policies and practices related to real estate and land transactions.</p> <ul style="list-style-type: none"> • Knowledge of right of way procedures and required documentation. • Knowledge of real estate terminology and the various types of legal instruments used. • Some skill in the use of CADD workstations. • Considerable skill in the operation of personal computers, standard office software, and database systems. • Ability to read, interpret and update highway plans with right of way data. • Ability to perform mathematical calculations. • Ability to identify and organize data in order to arrive at logical conclusions. • Ability to communicate effectively orally and in writing.
Right of Way Technician Supervisor	Technical	<ul style="list-style-type: none"> • Provides the highest level technical support to right of way professionals by providing technical program counsel, opening and closing projects, and completing sensitive assignments or those with compressed paths/lead-times. • Prepares specialized reports such as audit and conveyance reports. • Completes routine and specialized audits on right of way project files to ensure compliance with state and federal laws, policies and procedures. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge requirements of Right of Way Technician.</p> <ul style="list-style-type: none"> • Working knowledge of supervisory principles and practices. • Ability to provide technical advice and guidance to others. • Ability to assign and direct the work of subordinates.
Scientist I	Technical	<ul style="list-style-type: none"> • Responsible for performing standard and real-time nucleic acid amplification and molecular sub typing methodologies for the detection and characterization of pathogenic microbes from a variety of specimen types including human, animal and environmental • Nucleic acid isolation, standard, nested and real-time polymerase chain reaction (PCR) testing • Gel electrophoresis, DNA hybridization techniques • Development and validation of new methods • Performing QA/QC procedures • Maintaining accurate records • Training of scientific staff • Use of maintenance equipment • Microbiology or related field combined with relevant laboratory experience • Previous experience in microbiology and molecular • Previous experience in microbiology and molecular biology identification and sub typing techniques and related laboratory equipment • Previous experience with nucleic acid extraction methods from a variety of matrices, standard and real-time PCR, DNA hybridization methods, QA/QC, and lab safety required • Effective communication and computer skills are essential

<p>Scientist II</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Performs highly technical work in the laboratory, Microbiology or related field combined with relevant laboratory experience • Previous experience in microbiology and molecular • Previous experience in microbiology and molecular biology identification and sub typing techniques and related laboratory equipment • Previous experience with nucleic acid extraction methods from a variety of matrices, standard and real-time PCR, DNA hybridization methods, QA/QC, and lab safety required • Works independently under established protocols • Ability to communicate effectively with management on complex issues • Ability to provide effective leadership to team/staff • Ability to provide technical guidance and technical training to laboratory staff • Ability to write effectively to prepare documentation of method validation, system validation, user manuals and other laboratory documents of a scientific and/or technical nature <p>in the field and/or in research</p> <ul style="list-style-type: none"> • Responsibilities range from performing complex scientific tests to method development and validation • Provides a wide variety of training to laboratory staff applying knowledge and experience in laboratory leadership and training, knowledge of documentation and record-keeping • Develop technical laboratory documentation • Draft standard operating procedures and/or validate scientific systems, following prescribed protocols or methods for standardized tests, established laboratory guidelines when drafting technical documentation and/or operating procedures • Analysis of complex, non-routine and or highly technical laboratory samples • Operating and maintaining highly sophisticated laboratory instrumentation • Development technical documentation, users
<p>Title Examiner</p>	<p>Technical</p>	<p>Duties – courthouse research; tax research; property management; title examination; analyze research; compose reports; file tax corrections; research old highway project plans; microfiche research; residue property sales.</p> <p>Minimum Qualifications – Knowledge of real estate Law; ability to read and interpret highway plans; experience conducting title searches; computer skills; ability to compose reports; good communication skills.</p>
<p>Traffic Controller</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Operates a computerized traffic control system to monitor and regulate traffic flow along a specific transportation route or facility. • Contacts appropriate emergency services in the event of an incident or accident. • Working knowledge of computer-based traffic control systems and equipment. • Working knowledge of agency policies and procedures.
<p>Traffic Controller Senior</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Operates a computerized traffic control system to monitor and regulate traffic flow along a specific transportation route or facility. • Contacts appropriate emergency services in the event of an incident or accident. • Considerable knowledge of computer-based traffic control systems and equipment. • Considerable knowledge of agency policies and procedures.
<p>Transportation Data Analyst</p>	<p>Technical</p>	<ul style="list-style-type: none"> • Performs a combination of data collection and data analyses duties to facilitate the development/alteration of traffic control devices, planning efforts and roadway design projects. • Uses visual observations to determine viability of data. • Identifies traffic problems or safety hazards and recommends corrective actions to improve safety, traffic/travel conditions and prepares written report of findings. <p>Working knowledge of data collection techniques.</p> <ul style="list-style-type: none"> • Ability to perform basic mathematical calculations. • Knowledge of traffic engineering principles. • Ability to use data collection software. • Ability to perform minor repair and preventative maintenance on data collection devices. • Ability to collect, edit, manipulate, and analyze data using automated equipment.

Transportation Data Analyst Senior	Technical	<ul style="list-style-type: none"> • Conducts engineering studies for traffic engineering and/or other planning and operation area. • Determines quantities and cost estimates of traffic control devices/correction measures. • Prepares diagrams, sketches and scale drawings of study sites, both current and proposed. • Considerable knowledge of transportation data collection and analysis techniques and procedures. • Knowledge of mathematics and traffic engineering principles. • Demonstrated ability to analyze, identify problems, and develop plans/recommendations for corrective traffic control measures. • Ability to interpret and apply traffic engineering standards. • Ability to design and draft traffic control plans. • Ability to work independently. • Ability to read highway plans and maps.
Transportation Data Analyst Supervisor	Technical	<ul style="list-style-type: none"> • All responsibilities of Transportation Data Analyst Senior. • Supervises staff in the collection and analysis of transportation data. • Independently conduct complex studies for traffic engineering and/or other planning and operational activities. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge of Transportation Data Analyst Senior.</p> <ul style="list-style-type: none"> • Considerable knowledge of supervisory principles and practices. • Demonstrated ability to supervise and develop unit objectives.
Transportation Data Technician	Technical	<ul style="list-style-type: none"> • Inspects prospective data collection sites and determines viability of site. • Plans and schedules work to meet project complete date. • Plots collection sites on maps and sketches sites. • Determines validity of data collected by visual observation. <p>Working knowledge of data collection techniques and procedures.</p> <ul style="list-style-type: none"> • Basic mathematics skills. • Ability to use basic electronics to perform minor repair and maintenance on data count devices. • Demonstrated ability to collect, edit and manipulate data using data collection devices and computers. • Ability to perform basic mathematical calculations. • Ability to work independently. • Ability to perform basic repair and preventative maintenance on data equipment.
Transportation District Utilities Specialist	Technical	<ul style="list-style-type: none"> • Computes approximate costs of projected relocations. • Estimates cost allocation between the agency and utility companies. • Reviews and recommends acceptance of utility company plans and estimates. • Supervises technicians and clerical personnel or provides specialized technical support. • Working knowledge of federal, state and agency regulations related to utility adjustments. • Knowledge of utility construction methods and techniques. • Demonstrated ability to read and interpret utilities plans and specifications. • Ability to prepare cost estimates. • Ability to coordinate utility field work.
Transportation Engineering Technician - Survey	Technical	<ul style="list-style-type: none"> • Calculates horizontal and vertical alignments. • Establishes and references horizontal and vertical control points. • Uses electronic equipment to record data. <p>Working knowledge of highway surveying practices and procedures.</p> <ul style="list-style-type: none"> • Knowledge of mathematics including algebra, geometry and trigonometry. • Ability to operate surveying instruments and programmable calculators. • Demonstrated ability to read and understand construction plans, drawings, aerial photographs, contour maps and survey data. • Ability to conduct accurate and timely surveys. • Ability to research courthouse records. • Ability to work outdoors in adverse weather conditions.
Transportation Engineering Technician - Survey Senior	Technical	<ul style="list-style-type: none"> • Establishes traverse lines for photogrammetric surveys. • Calculates alignments and grades by using advanced mathematics. • Prepares scale drawings, contour maps and closed property plats. <p>Considerable knowledge of highway surveying practices and procedures.</p> <ul style="list-style-type: none"> • Ability to use surveying equipment and instruments to include electronic data collection systems, global positioning systems and programmable calculators or personal computers. • Knowledge of mathematics to include algebra, geometry and trigonometry. • Working skill in the operation of CADD workstations. • Demonstrated ability to read and interpret construction plans, drawings, aerial photographs, contour maps and survey data. • Ability to train and provide guidance to others. • Ability to research courthouse records. • Ability to perform advanced mathematical computations. • Ability to maintain accurate and complete records.

Transportation Engineering Technician - Survey Supervisor	Technical	<ul style="list-style-type: none"> • Plans, coordinates, reviews, and supervises the work of technicians engaged in conducting surveys for highway location and construction projects or securing photogrammetric work. • Provides technical direction and guidance in all phases of the work. • Reviews plans and engineering data used for location survey including research to determine accuracy and completeness of data. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge requirements of Transportation Engineering Technician Senior-Survey.</p> <ul style="list-style-type: none"> • Considerable knowledge of survey and photogrammetric methods. • Demonstrated ability to supervise and direct the work of others. • Ability to plan, coordinate and prioritize work assignments. • Ability to use the Virginia State Plane Coordinate System.
Transportation Materials Technician	Technical	<ul style="list-style-type: none"> • Plans and schedules own work to meet project completion date. • Prepares samples and conducts routine tests to determine strength, particle size distribution, moisture content, density, and durability of materials. • Identifies and plots collection sites on maps and sketches sites. • Determines validity of data by visual observation, records field and laboratory data and writes test reports. • May be required to work in the vicinity of/or operate equipment and devices emitting low-level ionizing radiation. <p>Some knowledge of materials sampling and testing methods, and of procedures.</p> <ul style="list-style-type: none"> • Some knowledge of use and testing equipment. • Ability to operate sensitive electronic testing equipment, computers, power tools, and equipment such as drills, mixers and compactors. • Demonstrated ability to accurately solve algebraic expressions and perform mathematical computations. • Ability to perform calibration checks on equipment and read gauges on testing equipment. • Ability to record data. • Ability to follow written and oral instructions.
Transportation Materials Technician Senior	Technical	<ul style="list-style-type: none"> • Inspects, monitors, tests, analyzes and approves producers'/suppliers' methods and materials. • Uses statistical formulas to compare and analyze test results. • Conducts and/or leads a crew in soil surveys and minor structure, bridge foundation and borrow pit site investigations. • May be required to work in the vicinity of/or operate equipment and devices emitting low-level ionizing radiation. <p>Working knowledge of materials and sampling methods and procedures.</p> <ul style="list-style-type: none"> • Knowledge of the characteristics of materials used in the construction of roads, bridges and structures. • Knowledge of the agency/federal materials sampling and testing guidelines. • Ability to operate sensitive testing equipment. • Demonstrated ability to analyze data and draw logical conclusions. • Ability to perform mathematical computations. • Ability to read gauges of testing equipment and record data. • Ability to read and interpret various plans and specifications.
Transportation Materials Technician Specialist	Technical	<ul style="list-style-type: none"> • Coordinates the work of residency and other personnel in field measurements and assessments of pavement performance. • Inspects maintenance construction operations to ensure compliance with construction specifications. • Conducts and leads others in conducting complex, specialized materials tests at a central lab. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge of Transportation Materials Technician Supervisor.</p> <ul style="list-style-type: none"> • Considerable knowledge of complex sampling and testing procedures for highly specialized materials. • Ability to apply statistical formulas to analyze data.
Transportation Materials Technician Supervisor	Technical	<ul style="list-style-type: none"> • Supervises and evaluates the work of technicians engaged in materials sampling, testing, monitoring and/or inspections. • Evaluates test procedures, materials failures, and/or materials specifications. • Writes technical reports regarding materials findings and recommendation. • Oversees the preparation of documentation certifying materials used in highway construction at the conclusion of a project. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge of Transportation Materials Technician Senior.</p> <ul style="list-style-type: none"> • Considerable knowledge of supervisory principles and practices. • Ability to read and interpret contract documents. • Ability to evaluate and/or develop test procedures and recommend changes to materials specifications. • Ability to assign, evaluate and direct the work of subordinates.

Transportation Planning Specialist	Technical	<ul style="list-style-type: none"> • Identifies, gathers and analyzes a variety of planning and scheduling data. • Prepares maps, graphs, charts and diagrams to illustrate traffic movement and proposed changes to existing roadways. • Forecasts traffic volumes for site specific, projects and special studies for engineering design and planning improvement projects. <p>Working knowledge of drafting techniques and procedures.</p> <ul style="list-style-type: none"> • Knowledge of concepts and standards relative to applicable program area. • Knowledge of statistical analysis. • Ability to operate microcomputers and data collection equipment and software. • Demonstrated ability to compile and analyze a variety of engineering data and present it logically using charts, proportional maps/diagrams and programmatic illustrations. • Ability to communicate effectively orally and in writing. • Ability to read and interpret construction plans and specifications. • Ability to read and interpret policies, procedures and technical documents.
Transportation Planning Specialist Senior	Technical	<ul style="list-style-type: none"> • All responsibilities of Transportation Planning Specialist. • Analyzes Federal expenditure reports to monitor funding status for multiple projects. • Develops portions of long range transportation projects, plans and traffic forecasts for highway projects, site development and thoroughfare plans. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>All skills/knowledge of Transportation Planning Specialist.</p> <ul style="list-style-type: none"> • Considerable knowledge of agency, state and federal laws and procedures within area assigned. • Considerable knowledge of traffic engineering and transportation planning theory and practices. • Considerable knowledge of advanced business mathematics. • Knowledge of data validation methods. • Ability to read and interpret contract documents.
Transportation Technical Program Coordinator	Technical	<ul style="list-style-type: none"> • Serves as coordinator for various transportation related programs or activities on a statewide basis to include development, analysis, collection or processing of a variety of transportation data. • Provides final statewide certification on the completion of right of way work on construction projects and determines when special provisions must be obtained so that projects can go to ad. • Reviews and approves all plan assemblies. • Supervises or provides a high level of technical guidance to technicians involved in the most complex technical work. <p>Considerable knowledge of applicable program or activity guidelines, policies, processes and procedures.</p> <ul style="list-style-type: none"> • Demonstrated ability to coordinate a statewide program or activity within rigid time constraints. • Ability to collect and analyze data and arrive at logical conclusions.
Transportation Technical Support Coordinator	Technical	<ul style="list-style-type: none"> • Plans and executes a sequence of operations district-wide, in bridge rehabilitation, construction, maintenance, and repair. • Prepares cost estimates and materials lists used in budget preparation and monitoring of related expenditures. • Makes recommendations for work plans to incorporate staffing and equipment needs in a technical related research project or program. • Develops and reviews written reports of analyses to include formal presentations of findings. • Supervises Transportation Maintenance Superintendents, Transportation Maintenance Supervisors, or multiple staffs who supervise and conduct transportation data collection and analysis. • Considerable knowledge of assigned technical program area. • Knowledge of applicable agency and federal rules and regulations. • Ability to initiate and monitor field investigations. • Ability to coordinate construction and operational projects.

Position Title	Classification	Position Description, Skills & Knowledge
Barista	Food Related Services	Prepares specialty beverages including coffee based drinks, bake and prepare pastries, stock shelves, clean, operate cash register, Must have experience with Espresso Machines, coffee and tea brewing equipment, blenders, and other equipment, typical of a coffee shop operations. Basic knowledge of food sanitation and food handlers permit is required. Must complete DHFS Cash Handler training course.
Building Attendant	Food Related Services	<p>Under direction performs varied simple and routine tasks involved in the cleaning of buildings; does other related duties as required.</p> <p>NOTE: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.</p> <p>EXAMPLES OF WORK:</p> <p>Cleans offices, storerooms, corridors, stairways, dormitories, hospital rooms/wards, and other areas.</p>
Cashier	Food Related Services	Cashier will utilize cash registers to register purchases, make change, and issue receipts to customers; provide excellent customer service when interacting with customers; reconcile cash receipts; keep register area clean and neat; and other duties as assigned by floor supervisor. Cashier must complete DHFS Cash handler course.
Dishwasher	Food Related Services	Performs and combination of the following duties to maintain kitchen work areas and restaurant equipment and utensils in clean and orderly condition. Sweeps and mops floors, washes worktables, walls, refrigerators and other surfaces; steam cleans or hoses out garbage cans, scrapes food from dirty dishes and washes them by hand or in dishwasher, stacks and puts clean dishes in designated area. Transfers supplies as needed from storage. Must be able to reach, lift and bend, and carry 50LBS
Food Operations Assistant	Food Related Services	<ul style="list-style-type: none"> • Maintains contract/vendor compliance and/or for part of a comprehensive food service system (e.g. tray line, meat processing, or produce). <p>Work requires a basic knowledge of bookkeeping, budgeting, and process management.</p> <ul style="list-style-type: none"> • Knowledge of specialized facet of food service operations.
Food Operations Manager Assistant	Food Related Services	<ul style="list-style-type: none"> • Functions as lead worker or supervisor responsible for managing contract/vendor compliance and/or for part of a comprehensive food service system (e.g. tray line, meat processing, or produce). • Monitors quality of food service provided by staff or contractors. • Implements changes to improve service quality. <p>Basic knowledge of contracts, logistics, and project management.</p> <ul style="list-style-type: none"> • Knowledge of food preparation and service for a large population. • Knowledge of nutritional standards and sanitary regulations. • Understanding of principles of supervision.
Pastry Cook Baker	Food Related Services	Experience in baking pastries of many forms. Must have experience in baking for large quantity of items.
Prep Cook	Food Related Services	<ul style="list-style-type: none"> • Cleans, prepares and services food items. • Performs routine cafeteria duties, such as dishwashing, line-services, preparation and cooking of food. • May need to serve as lead worker in an area of food preparation. <p>Knowledge of nutritional standards and sanitary regulations.</p> <ul style="list-style-type: none"> • Knowledge of food preparation techniques.
Second Cook	Food Related Services	<ul style="list-style-type: none"> • Cleans, prepares and services food items. • Performs routine cafeteria duties, such as dishwashing, line-services, preparation and cooking of food. • May need to serve as lead worker in an area of food preparation. <p>Knowledge of nutritional standards and sanitary regulations.</p> <ul style="list-style-type: none"> • Knowledge of food preparation techniques.
Second Cook Senior	Food Related Services	<ul style="list-style-type: none"> • Cleans, prepares and services food items. • Performs routine cafeteria duties, such as dishwashing, line-services, preparation and cooking of food. • May need to serve as lead worker in an area of food preparation. • Considerable knowledge of nutritional standards and sanitary regulations. • Considerable knowledge of food preparation techniques.

Sou Chef	Food Related Services	<ul style="list-style-type: none"> • Cleans, prepares and services food items. • Performs routine cafeteria duties, such as dishwashing, line-services, preparation and cooking of food. • May need to serve as lead worker in an area of food preparation. • Considerable knowledge of nutritional standards and sanitary regulations. • Considerable knowledge of food preparation techniques.
Server	Food Related Services	<ul style="list-style-type: none"> • Cleans, prepares and services food items. • Performs routine cafeteria duties, such as dishwashing, line-services, preparation and cooking of food. • May need to serve as lead worker in an area of food preparation. • Knowledge of food preparation and service for a large population.
Server Sr	Food Related Services	<ul style="list-style-type: none"> • Cleans, prepares and services food items. • Performs routine cafeteria duties, such as dishwashing, line-services, preparation and cooking of food. • May need to serve as lead worker in an area of food preparation. • Knowledge of food preparation and service for a large population.
Social Worker	Human Services	<ul style="list-style-type: none"> • Applies knowledge of principles and techniques of social and vocational case management, counseling techniques and practices, behavior modification, conflict management, mediation, and available community resources. • Frequently engages in contact with clients, families, direct service staff, employers, community agencies, and other service providers to discuss the needs of clients and available resources. • Provides case management services to clients with social, emotional, physical, and/or situational problems. • Ability to use discretion and sound judgment in counseling interventions. • Exercises independent judgment in coordination and delivery of services. • Collaborates with supervisor to develop individualized plans for clients. • Receives guidance and direction in areas of policy application and priorities. <p>BA Social Worker or related field</p>
Support Enforcement Specialist	Human Services	<ul style="list-style-type: none"> • Applies program rules and regulations in the resolution of human services programs. • Applies • Engages in frequent contact with service providers, recipients and their families, and representatives of other state and federal agencies on benefits and claims issues. • Conducts audits, inspections, or investigations of quality and utilization of services and may assist in promulgation review and revision of state licensure regulations operational guidelines. • May provide guidance to staff, clients, or others in private and public organizations. • Recommends licensure and certification of facilities. • In-depth knowledge of one or more programs. • Knowledge of supervisory principles and practices. <p>BA Social Work or related field</p>
Support Enforcement Specialist Senior	Human Services	<ul style="list-style-type: none"> • Applies program rules and regulations in the resolution of human services programs. • Applies • Engages in frequent contact with service providers, recipients and their families, and representatives of other state and federal agencies on benefits and claims issues. • Conducts audits, inspections, or investigations of quality and utilization of services and may assist in promulgation review and revision of state licensure regulations operational guidelines. • May provide guidance to staff, clients, or others in private and public organizations. • Recommends licensure and certification of facilities. • In-depth knowledge of one or more programs. • Considerable knowledge of supervisory principles and practices. • Experience in social work or related field. <p>BA Social Work or related field</p>
Utilization Review Analyst	Human Services	<ul style="list-style-type: none"> • Utilization review of recipients' paid claims history and medical records to identify misuse of Medicaid services, implementation of lock-in action which may require selection of primary providers. • Prepares appeal summary. • Coordinates activities with local departments of social services. • Performs and other related or assigned duties. <p>Registered Nurse.</p> <ul style="list-style-type: none"> • Public health or psychiatric nursing experience helpful. • Utilization review experience
Utilization Review Analyst Senior	Human Services	<ul style="list-style-type: none"> • Utilization review of recipients' paid claims history and medical records to identify misuse of Medicaid services, implementation of lock-in action which may require selection of primary providers. • Prepares appeal summary. • Coordinates activities with local departments of social services. • Performs and other related or assigned duties. <p>Registered Nurse.</p> <ul style="list-style-type: none"> • Public health or psychiatric nursing experience helpful. • Considerable utilization review experience

Photographer	Media	<ul style="list-style-type: none"> • Provides photographic documentation of events, persons, and objects for an agency. • Performs some darkroom work. • Focuses on photographic shooting. • <u>Basic knowledge of photography principles.</u>
Photographer Senior	Media	<ul style="list-style-type: none"> • All responsibilities of Photographer. • Provides various photographic services combined with technical development skills. • Controls quality, develops storyboards and script-writing. • Functions as lead worker for several photography-related staffs. • Provides training and guidance. • Performs highly specialized services to support research, teaching, medical or general media efforts. • Advanced knowledge of photography principles. • <u>Ability to supervise others</u>
Audio Visual Technician	Media	<ul style="list-style-type: none"> • Performs work of moderate difficulty in providing a full range of audiovisual services. • Acquires, distributes and maintains acquisition. • Designs and produces audiovisual and computer graphics. • Instructs faculty and other staff in equipment use. <p>Working knowledge of audiovisual equipment and production techniques; of the principles and applications of audiovisual instructional methods; and of computer graphics equipment and software.</p> <ul style="list-style-type: none"> • Some knowledge of state procurement processes. • Demonstrated ability to instruct others in equipment operation and maintenance; to plan and assign tasks to assistants; to work well with administrators, faculty and students; and to maintain accurate records of equipment inventories and maintenance. <p>College or technical course work in educational technology, media production, communications, or a related field including courses in instructional technology.</p>
Audio Visual Technician Senior	Media	<ul style="list-style-type: none"> • Performs work of moderate difficulty in providing a full range of audiovisual services. • Acquires, distributes and maintains acquisition. • Designs and produces audiovisual and computer graphics. • Instructs faculty and other staff in equipment use. <p>Considerable knowledge of audiovisual equipment and production techniques; of the principles and applications of audiovisual instructional methods; and of computer graphics equipment and software.</p> <ul style="list-style-type: none"> • Considerable knowledge of state procurement processes. • Demonstrated ability to instruct others in equipment operation and maintenance; to plan and assign tasks to assistants; to work well with administrators, faculty and students; and to maintain accurate records of equipment inventories and maintenance. <p>College or technical course work in educational technology, media production, communications, or a related field including courses in instructional technology.</p>
Graphic Artist Senior	Media	<ul style="list-style-type: none"> • Performs illustrative and graphic arts work in a variety of media for publications, projects, exhibits or related materials. • Responsible for preparing production art, illustrations, calligraphy, charts, graphs, signage, and similar artwork. • Performs any other related assigned duties. <p>Office / Administrative experience.</p> <ul style="list-style-type: none"> • <u>Considerable experience operating desktop publisher experience</u>
Graphic Designer	Media	<ul style="list-style-type: none"> • Develops, designs, and produces media art projects, exhibits, and publications for agency. • Advises and consults with clients to determine their graphics design needs. • Independently develops graphic design concepts. <p><u>Ability to use computer graphics software.</u></p>
Graphic Designer Senior	Media	<ul style="list-style-type: none"> • Develops, designs, and produces media art projects, exhibits, and publications for agency. • Advises and consults with clients to determine their graphics design needs. • Independently develops graphic design concepts. • <u>Demonstrated ability to use computer graphics software.</u>
TV / Video Production Specialist	Media	<ul style="list-style-type: none"> • Analyzes and plans the creative approach for television and multimedia productions. • Performs a combination of specialized production tasks such as production scheduling, videography, editing, and lighting. • Sets up and operates a variety of electronic video editing and recording systems, cameras, lights, settings, and related equipment. • Determines appropriate aesthetic applications of a variety of technical methodologies. <p>Considerable knowledge of costume construction & stage/set management, photography, digital imaging, web page services, illustrative and graphic art, multi-media production, and/or exhibit design, fabrication, and maintenance.</p>
TV / Video Production Technician	Media	<ul style="list-style-type: none"> • Develops, produces and directs television, film and video programming. • Provides basic technical support to television, video, film, and multimedia production staff. • Sets up, operates, and performs routine camera operation. • Performs minor maintenance on television and video production equipment. <p>Knowledge of art history; theatre, radio, audio visual and TV/video production; illustrative artwork; graphic materials and design and production techniques; exhibit fabrication and conservatorial techniques; costume construction; digital imaging; and/or photography including all technical aspects.</p>

Graphic Artist	Media Services	<ul style="list-style-type: none"> • Performs illustrative and graphic arts work in a variety of media for publications, projects, exhibits or related materials. • Responsible for preparing production art, illustrations, calligraphy, charts, graphs, signage, and similar artwork. • Performs any other related assigned duties. <p>Office / Administrative experience.</p> <ul style="list-style-type: none"> • Operating desktop publisher experience
Dispatcher/Police	Security	<ul style="list-style-type: none"> • Performs a variety of communications and operational tasks in support of public safety, security, and law enforcement operations. • May operate or train in the operation of communications equipment, specialized vehicles, and process information related to law enforcement, emergency services, and emergency management activities. • Functions in communication or operation centers. • Functions in the field at incidents. <p>Strong communication skills.</p> <ul style="list-style-type: none"> • Ability to keep precise records and exercise good judgment
Security Guard	Security	<ul style="list-style-type: none"> • Performs closely prescribed inspections on State property to ensure a safe environment. • Patrols, controls site or building access, monitors staff, visitors, and the public to ensure compliance with security and safety procedures. • Performs information exchange. • Reports unusual or emergency conditions to appropriate authorities.
Security Officer	Security	<ul style="list-style-type: none"> • Includes entry and trainee level security officers to senior security officers responsible for providing security and safety functions for a state facility or educational institution. • Performs custody and control tasks in correctional settings for a state facility or education institution. • Monitors electronic and other communication devices on a transportation route or bridge/tunnel complex to ensure safe traffic flow and arrange for emergency services. • Supervises staff or serves as drill instructors in a military style institutional program. <p>Extensive knowledge of criminal justice, offender management, administration, and programs for offenders.</p>

Maricopa County
Serial 16111-RFP: Staffing Services and Related Services and Solutions
EXHIBIT A-1
Pricing Sheet
Medical

Service	Level / Description	Days to Receive Test results	Unit Cost (\$)/ each
Criminal Check	State	1 to 3	\$9.25/per county + fees
	National	1 to 3	Federal check \$8.75 per fed district + fees
DMV	State	1 to 3	\$5.50 + fees
	National	n/a	\$5.50 + fees
Credit Check	Trans-Union/TRW/Equifax	24 hrs	\$10.75
Employment History Verification	Past 5 years	1 to 3	\$9.75 per employer
Education Verification	College, Trade & High School	1 to 3	\$9.25 per check
Sexual Offender Registry	State	24 hrs	\$6.10
	National	24 hrs	\$6.10
Alcohol Test	Qed A150	not offered (1)	\$8.50 + cost of collection for breath alcohol
Drug Testing - 5 Panel	Instant Technology Insta-Check 5	not offered (2)	
Drug Testing - 10 Panel	Instant Technology Insta-Check 10	3 to 5 days we do offer not offer Insta-Check (3)	\$35.00 incl. cost of collection
Tuberculosis Test	Skin Test	not offered (4)	
Please add any other testing services offered by your company such as			
Kenexa Assessments	No Charge		

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 14.64	\$ 20.79	31.05%	\$ 19.19	\$ 27.25	24.00%	\$ 27.23	\$ 38.67
Accounting/Finance	Accountant JR	\$ 10.00	\$ 13.97	31.05%	\$ 13.11	\$ 18.31	24.00%	\$ 18.60	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 20.80	\$ 28.87	31.05%	\$ 27.26	\$ 37.83	24.00%	\$ 38.69	\$ 53.70
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	31.05%	\$ 27.13	\$ 33.91	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	31.05%	\$ 20.35	\$ 26.11	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 10.00	\$ 12.42	31.05%	\$ 13.11	\$ 16.28	24.00%	\$ 18.60	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 19.06	\$ 21.81	31.05%	\$ 24.98	\$ 28.58	24.00%	\$ 35.45	\$ 40.57
Accounting/Finance	Accounting Manager B	\$ 21.75	\$ 26.69	31.05%	\$ 28.50	\$ 34.98	24.00%	\$ 40.46	\$ 49.64
Accounting/Finance	Accounting Manager C	\$ 26.74	\$ 33.80	31.05%	\$ 35.04	\$ 44.29	24.00%	\$ 49.74	\$ 62.87
Accounting/Finance	Auditing - External Auditor	\$ 18.81	\$ 23.79	31.05%	\$ 24.65	\$ 31.18	24.00%	\$ 34.99	\$ 44.25
Accounting/Finance	Auditing - External Auditor Senior	\$ 23.81	\$ 33.80	31.05%	\$ 31.20	\$ 44.29	24.00%	\$ 44.29	\$ 62.87
Accounting/Finance	Auditing - Internal Auditor	\$ 18.81	\$ 23.79	31.05%	\$ 24.65	\$ 31.18	24.00%	\$ 34.99	\$ 44.25
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 23.84	\$ 33.80	31.05%	\$ 31.24	\$ 44.29	24.00%	\$ 44.34	\$ 62.87
Accounting/Finance	Bookkeeper	\$ 10.00	\$ 14.98	31.05%	\$ 13.11	\$ 19.63	24.00%	\$ 18.60	\$ 27.86
Accounting/Finance	Budget Analyst	\$ 18.45	\$ 24.14	31.05%	\$ 24.18	\$ 31.64	24.00%	\$ 34.32	\$ 44.90
Accounting/Finance	Budget Analyst Senior	\$ 24.15	\$ 37.48	31.05%	\$ 31.65	\$ 49.12	24.00%	\$ 44.92	\$ 69.71
Accounting/Finance	Closure/Disbursement Specialists	\$ 30.76	\$ 34.24	31.05%	\$ 40.31	\$ 44.87	24.00%	\$ 57.22	\$ 63.69
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 28.89	\$ 37.45	31.05%	\$ 37.86	\$ 49.08	24.00%	\$ 53.74	\$ 69.66
Accounting/Finance	CPA	\$ 29.96	\$ 39.59	31.05%	\$ 39.26	\$ 51.88	24.00%	\$ 55.73	\$ 73.64
Accounting/Finance	Fiscal Assistant	\$ 10.42	\$ 16.01	31.05%	\$ 13.66	\$ 20.98	24.00%	\$ 19.38	\$ 29.78
Accounting/Finance	Fiscal Technical Senior	\$ 16.06	\$ 19.63	31.05%	\$ 21.05	\$ 25.73	24.00%	\$ 29.87	\$ 36.51
Accounting/Finance	Fiscal Technician	\$ 13.96	\$ 19.91	31.05%	\$ 18.29	\$ 26.09	24.00%	\$ 25.97	\$ 37.03
Accounting/Finance	Payroll Assistant	\$ 15.25	\$ 19.26	31.05%	\$ 19.98	\$ 25.24	24.00%	\$ 28.36	\$ 35.82
Accounting/Finance	Purchasing / Procurement	\$ 19.26	\$ 28.62	31.05%	\$ 25.24	\$ 37.51	24.00%	\$ 35.82	\$ 53.24
Accounting/Finance	Sr. Compliance Officer	\$ 37.18	\$ 42.27	31.05%	\$ 48.73	\$ 55.39	24.00%	\$ 69.16	\$ 78.61
Accounting/Finance	Supervising Auditor	\$ 37.18	\$ 42.80	31.05%	\$ 48.73	\$ 56.09	24.00%	\$ 69.16	\$ 79.61
Call Center/Customer Service	Customer Service Inbound I	\$ 10.00	\$ 14.43	31.60%	\$ 13.16	\$ 18.99	24.00%	\$ 18.60	\$ 26.84
Call Center/Customer Service	Customer Service Inbound II	\$ 14.49	\$ 23.33	31.60%	\$ 19.07	\$ 30.70	24.00%	\$ 26.95	\$ 43.39

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 10.00	\$ 14.43	31.60%	\$ 13.16	\$ 18.99	24.00%	\$ 18.60	\$ 26.84
Call Center/Customer Service	Customer Service Outbound II	\$ 14.49	\$ 23.33	31.60%	\$ 19.07	\$ 30.70	24.00%	\$ 26.95	\$ 43.39
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.00	\$ 16.32	31.60%	\$ 13.16	\$ 21.47	24.00%	\$ 18.60	\$ 30.35
Call Center/Customer Service	Data Analyst/ Processor	\$ 10.00	\$ 15.30	31.60%	\$ 13.16	\$ 20.13	24.00%	\$ 18.60	\$ 28.46
Call Center/Customer Service	Detailing Representative I	\$ 10.88	\$ 17.60	31.60%	\$ 14.32	\$ 23.16	24.00%	\$ 20.24	\$ 32.74
Call Center/Customer Service	Detailing Representative II	\$ 12.96	\$ 28.77	31.60%	\$ 17.06	\$ 37.86	24.00%	\$ 24.11	\$ 53.51
Call Center/Customer Service	Help Desk Analyst	\$ 19.01	\$ 22.83	31.60%	\$ 25.02	\$ 30.04	24.00%	\$ 35.36	\$ 42.46
Call Center/Customer Service	Market Research Inbound	\$ 22.85	\$ 34.79	31.60%	\$ 30.07	\$ 45.78	24.00%	\$ 42.50	\$ 64.71
Call Center/Customer Service	Market Research Outbound	\$ 25.31	\$ 30.53	31.60%	\$ 33.30	\$ 40.18	24.00%	\$ 47.07	\$ 56.79
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 10.00	\$ 12.71	31.60%	\$ 13.16	\$ 16.73	24.00%	\$ 18.60	\$ 23.64
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 10.00	\$ 12.71	31.60%	\$ 13.16	\$ 16.73	24.00%	\$ 18.60	\$ 23.64
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Sales & Promotion Sampler	\$ 10.00	\$ 12.46	31.60%	\$ 13.16	\$ 16.40	24.00%	\$ 18.60	\$ 23.18
Call Center/Customer Service	Sales Inbound I	\$ 10.00	\$ 16.26	31.60%	\$ 13.16	\$ 21.40	24.00%	\$ 18.60	\$ 30.24
Call Center/Customer Service	Sales Inbound II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Sales Outbound I	\$ 11.66	\$ 16.36	31.60%	\$ 15.34	\$ 21.53	24.00%	\$ 21.69	\$ 30.43
Call Center/Customer Service	Sales Outbound II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 10.00	\$ 12.74	31.60%	\$ 13.16	\$ 16.77	24.00%	\$ 18.60	\$ 23.70
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 12.75	\$ 16.52	31.60%	\$ 16.78	\$ 21.74	24.00%	\$ 23.72	\$ 30.73
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 10.00	\$ 12.55	31.60%	\$ 13.16	\$ 16.52	24.00%	\$ 18.60	\$ 23.34
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 12.60	\$ 22.18	31.60%	\$ 16.58	\$ 29.19	24.00%	\$ 23.44	\$ 41.25
Food Related Services	Barista (misc)	\$ 11.00	\$ 16.22	48.00%	\$ 16.28	\$ 24.01	24.00%	\$ 20.46	\$ 30.17
Food Related Services	Building Attendant (misc)	\$ 11.00	\$ 16.22	36.50%	\$ 15.02	\$ 22.14	24.00%	\$ 20.46	\$ 30.17
Food Related Services	Busser	\$ 11.00	\$ 16.22	36.50%	\$ 15.02	\$ 22.14	24.00%	\$ 20.46	\$ 30.17
Food Related Services	Cashiers	\$ 11.00	\$ 16.22	36.50%	\$ 15.02	\$ 22.14	24.00%	\$ 20.46	\$ 30.17
Food Related Services	Dishwasher	\$ 10.00	\$ 13.00	36.50%	\$ 13.65	\$ 17.75	24.00%	\$ 18.60	\$ 24.18
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	48.00%	\$ 21.31	\$ 26.05	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 10.00	\$ 12.10	36.50%	\$ 13.65	\$ 16.52	24.00%	\$ 18.60	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 10.00	\$ 14.50	36.50%	\$ 13.65	\$ 19.79	24.00%	\$ 18.60	\$ 26.97
Food Related Services	Food Operations Manager Assistant	\$ 14.54	\$ 17.02	36.50%	\$ 19.85	\$ 23.23	24.00%	\$ 27.04	\$ 31.66
Food Related Services	Food Production Worker	\$ 10.00	\$ 13.06	36.50%	\$ 13.65	\$ 17.83	24.00%	\$ 18.60	\$ 24.29
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	36.50%	\$ 19.04	\$ 23.27	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	36.50%	\$ 14.74	\$ 18.02	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	36.50%	\$ 17.20	\$ 21.02	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 10.00	\$ 13.20	36.50%	\$ 13.65	\$ 18.02	24.00%	\$ 18.60	\$ 24.55
Food Related Services	Second Cook Senior	\$ 12.71	\$ 16.72	36.50%	\$ 17.35	\$ 22.82	24.00%	\$ 23.64	\$ 31.10
Food Related Services	Server	\$ 10.00	\$ 10.42	36.50%	\$ 13.65	\$ 14.22	24.00%	\$ 18.60	\$ 19.38
General Administrative	Administrative Assistant I	\$ 10.92	\$ 14.69	31.60%	\$ 14.37	\$ 19.33	24.00%	\$ 20.31	\$ 27.32
General Administrative	Administrative Assistant II	\$ 14.70	\$ 15.90	31.60%	\$ 19.35	\$ 20.92	24.00%	\$ 27.34	\$ 29.57

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 15.91	\$ 17.26	31.60%	\$ 20.94	\$ 22.71	24.00%	\$ 29.59	\$ 32.10
General Administrative	Administrative Assistant IV	\$ 17.27	\$ 19.11	31.60%	\$ 22.73	\$ 25.15	24.00%	\$ 32.12	\$ 35.54
General Administrative	Administrative Assistant V	\$ 19.13	\$ 21.55	31.60%	\$ 25.18	\$ 28.36	24.00%	\$ 35.58	\$ 40.08
General Administrative	Administrative Staff Assistant	\$ 21.20	\$ 24.24	31.60%	\$ 27.90	\$ 31.90	24.00%	\$ 39.43	\$ 45.09
General Administrative	Administrative Staff Specialist	\$ 24.25	\$ 29.98	31.60%	\$ 31.91	\$ 39.45	24.00%	\$ 45.11	\$ 55.76
General Administrative	Administrative Staff Specialist Senior	\$ 29.99	\$ 23.42	31.60%	\$ 39.47	\$ 30.82	24.00%	\$ 55.78	\$ 43.56
General Administrative	Agency Management Analyst	\$ 19.56	\$ 25.67	31.60%	\$ 25.74	\$ 33.78	24.00%	\$ 36.38	\$ 47.75
General Administrative	Agency Management Analyst Lead	\$ 25.68	\$ 29.83	31.60%	\$ 33.79	\$ 39.26	24.00%	\$ 47.76	\$ 55.48
General Administrative	Agency Management Analyst Senior	\$ 29.89	\$ 46.51	31.60%	\$ 39.34	\$ 61.21	24.00%	\$ 55.60	\$ 86.51
General Administrative	Clerk	\$ 11.25	\$ 13.00	31.60%	\$ 14.81	\$ 17.11	24.00%	\$ 20.93	\$ 24.19
General Administrative	Clerk Jr	\$ 10.00	\$ 11.21	31.60%	\$ 13.16	\$ 14.76	24.00%	\$ 18.60	\$ 20.85
General Administrative	Clerk Sr	\$ 13.05	\$ 15.10	31.60%	\$ 17.17	\$ 19.88	24.00%	\$ 24.27	\$ 28.09
General Administrative	Data Entry Operator	\$ 10.00	\$ 12.48	31.60%	\$ 13.16	\$ 16.42	24.00%	\$ 18.60	\$ 23.21
General Administrative	Data Entry Operator Senior	\$ 12.51	\$ 17.96	31.60%	\$ 16.46	\$ 23.64	24.00%	\$ 23.27	\$ 33.41
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	31.60%	\$ 13.49	\$ 19.74	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.76	\$ 19.59	31.60%	\$ 20.74	\$ 25.78	24.00%	\$ 29.31	\$ 36.44
General Administrative	Executive Secretary Senior	\$ 19.62	\$ 29.06	31.60%	\$ 25.82	\$ 38.24	24.00%	\$ 36.49	\$ 54.05
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	31.60%	\$ 23.03	\$ 27.31	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	31.60%	\$ 19.74	\$ 23.69	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.46	\$ 14.61	31.60%	\$ 16.40	\$ 19.23	24.00%	\$ 23.18	\$ 27.17
General Administrative	Legal Assistant Senior	\$ 14.64	\$ 36.91	31.60%	\$ 19.27	\$ 48.57	24.00%	\$ 27.23	\$ 68.65
General Administrative	Library Assistant	\$ 10.00	\$ 17.51	31.60%	\$ 13.16	\$ 23.04	24.00%	\$ 18.60	\$ 32.57
General Administrative	Medical Assistant I	\$ 11.94	\$ 13.93	31.60%	\$ 15.71	\$ 18.33	24.00%	\$ 22.21	\$ 25.91
General Administrative	Medical Assistant II	\$ 13.97	\$ 19.86	31.60%	\$ 18.38	\$ 26.14	24.00%	\$ 25.98	\$ 36.94
General Administrative	Medical Biller I	\$ 10.41	\$ 12.78	31.60%	\$ 13.70	\$ 16.82	24.00%	\$ 19.36	\$ 23.77
General Administrative	Medical Biller II	\$ 12.81	\$ 19.90	31.60%	\$ 16.86	\$ 26.19	24.00%	\$ 23.83	\$ 37.01
General Administrative	Medical Records Clerk I	\$ 12.51	\$ 18.22	31.60%	\$ 16.46	\$ 23.98	24.00%	\$ 23.27	\$ 33.89
General Administrative	Medical Records Clerk II	\$ 13.51	\$ 19.54	31.60%	\$ 17.78	\$ 25.71	24.00%	\$ 25.13	\$ 36.34
General Administrative	Office Manager	\$ 21.05	\$ 32.04	31.60%	\$ 27.70	\$ 42.16	24.00%	\$ 39.15	\$ 59.59
General Administrative	Office Services Aide	\$ 11.65	\$ 16.05	31.60%	\$ 15.33	\$ 21.12	24.00%	\$ 21.67	\$ 29.85
General Administrative	Office Services Assistant	\$ 12.49	\$ 16.95	31.60%	\$ 16.44	\$ 22.31	24.00%	\$ 23.23	\$ 31.53
General Administrative	Office Services Specialist	\$ 13.16	\$ 17.74	31.60%	\$ 17.32	\$ 23.35	24.00%	\$ 24.48	\$ 33.00
General Administrative	Office Services Supervisor	\$ 13.77	\$ 18.13	31.60%	\$ 18.12	\$ 23.86	24.00%	\$ 25.61	\$ 33.72
General Administrative	Office Services Supervisor Senior	\$ 15.96	\$ 20.34	31.60%	\$ 21.00	\$ 26.77	24.00%	\$ 29.69	\$ 37.83
General Administrative	Operator I	\$ 10.00	\$ 12.44	31.60%	\$ 13.16	\$ 16.37	24.00%	\$ 18.60	\$ 23.14
General Administrative	Operator II	\$ 12.46	\$ 14.54	31.60%	\$ 16.40	\$ 19.13	24.00%	\$ 23.18	\$ 27.04
General Administrative	Operator III (Key Disc Operator)	\$ 14.58	\$ 16.51	31.60%	\$ 19.19	\$ 21.73	24.00%	\$ 27.12	\$ 30.71
General Administrative	Operator IV (Key Disc Operator)	\$ 16.52	\$ 19.14	31.60%	\$ 21.74	\$ 25.19	24.00%	\$ 30.73	\$ 35.60
General Administrative	Paralegal	\$ 14.00	\$ 23.50	31.60%	\$ 18.42	\$ 30.93	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 11.09	\$ 14.84	31.60%	\$ 14.59	\$ 19.53	24.00%	\$ 20.63	\$ 27.60

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 14.85	\$ 15.83	31.60%	\$ 19.54	\$ 20.83	24.00%	\$ 27.62	\$ 29.44
General Administrative	Photocopy Supervisor	\$ 11.99	\$ 16.65	31.60%	\$ 15.78	\$ 21.91	24.00%	\$ 22.30	\$ 30.97
General Administrative	Photocopy Technician	\$ 10.83	\$ 15.31	31.60%	\$ 14.25	\$ 20.15	24.00%	\$ 20.14	\$ 28.48
General Administrative	Photo-Typesetting Specialist	\$ 14.10	\$ 20.30	31.60%	\$ 18.56	\$ 26.71	24.00%	\$ 26.23	\$ 37.76
General Administrative	Photo-Typesetting Supervisor	\$ 15.06	\$ 22.04	31.60%	\$ 19.82	\$ 29.00	24.00%	\$ 28.01	\$ 40.99
General Administrative	Postal Aide	\$ 10.00	\$ 10.83	31.60%	\$ 13.16	\$ 14.25	24.00%	\$ 18.60	\$ 20.14
General Administrative	Postal Aide Senior	\$ 10.88	\$ 17.12	31.60%	\$ 14.32	\$ 22.53	24.00%	\$ 20.24	\$ 31.84
General Administrative	Postal Assistant	\$ 17.18	\$ 19.09	31.60%	\$ 22.61	\$ 25.12	24.00%	\$ 31.95	\$ 35.51
General Administrative	Program Manager	\$ 30.00	\$ 45.00	31.60%	\$ 39.48	\$ 59.22	24.00%	\$ 55.80	\$ 83.70
General Administrative	Project Assistant	\$ 20.00	\$ 25.00	31.60%	\$ 26.32	\$ 32.90	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.71	\$ 16.78	31.60%	\$ 16.73	\$ 22.08	24.00%	\$ 23.64	\$ 31.21
General Administrative	Public Relations Specialist	\$ 17.66	\$ 30.20	31.60%	\$ 23.24	\$ 39.74	24.00%	\$ 32.85	\$ 56.17
General Administrative	Public Relations Specialist Assistant	\$ 12.71	\$ 17.63	31.60%	\$ 16.73	\$ 23.20	24.00%	\$ 23.64	\$ 32.79
General Administrative	Receptionist	\$ 10.00	\$ 11.43	31.60%	\$ 13.16	\$ 15.04	24.00%	\$ 18.60	\$ 21.26
General Administrative	Receptionist Senior	\$ 11.44	\$ 18.04	31.60%	\$ 15.06	\$ 23.74	24.00%	\$ 21.28	\$ 33.55
General Administrative	Secretary	\$ 10.00	\$ 12.55	31.60%	\$ 13.16	\$ 16.52	24.00%	\$ 18.60	\$ 23.34
General Administrative	Secretary Senior	\$ 12.60	\$ 22.24	31.60%	\$ 16.58	\$ 29.27	24.00%	\$ 23.44	\$ 41.37
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00	31.60%	\$ 20.07	\$ 23.69	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.92	\$ 26.68	31.60%	\$ 14.37	\$ 35.11	24.00%	\$ 20.31	\$ 49.62
Human Resources	Claims Representative	\$ 20.00	\$ 26.49	31.29%	\$ 26.26	\$ 34.78	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 19.57	\$ 24.14	31.29%	\$ 25.69	\$ 31.69	24.00%	\$ 36.40	\$ 44.90
Human Resources	Classification / Compensation Analyst Senior	\$ 24.19	\$ 32.04	31.29%	\$ 31.76	\$ 42.07	24.00%	\$ 44.99	\$ 59.59
Human Resources	Classification / Compensation Consultant	\$ 32.06	\$ 42.94	31.29%	\$ 42.09	\$ 56.38	24.00%	\$ 59.63	\$ 79.87
Human Resources	EEO Program Analyst	\$ 18.90	\$ 30.17	31.29%	\$ 24.81	\$ 39.61	24.00%	\$ 35.15	\$ 56.12
Human Resources	EEO Program Specialist	\$ 20.84	\$ 32.91	31.29%	\$ 27.36	\$ 43.21	24.00%	\$ 38.76	\$ 61.21
Human Resources	Employee Relations Analyst	\$ 17.02	\$ 21.55	31.29%	\$ 22.35	\$ 28.29	24.00%	\$ 31.66	\$ 40.08
Human Resources	Employee Relations Analyst Senior	\$ 21.60	\$ 38.12	31.29%	\$ 28.36	\$ 50.05	24.00%	\$ 40.18	\$ 70.90
Human Resources	Human Resources Assistant	\$ 13.06	\$ 18.81	31.29%	\$ 17.15	\$ 24.70	24.00%	\$ 24.29	\$ 34.99
Human Resources	Human Resources Generalist	\$ 15.14	\$ 19.26	31.29%	\$ 19.88	\$ 25.29	24.00%	\$ 28.16	\$ 35.82
Human Resources	Human Resources Generalist Senior	\$ 19.37	\$ 33.83	31.29%	\$ 25.43	\$ 44.42	24.00%	\$ 36.03	\$ 62.92
Human Resources	Personnel Analyst	\$ 14.99	\$ 19.06	31.29%	\$ 19.68	\$ 25.02	24.00%	\$ 27.88	\$ 35.45
Human Resources	Personnel Analyst Senior	\$ 19.11	\$ 23.12	31.29%	\$ 25.09	\$ 30.35	24.00%	\$ 35.54	\$ 43.00
Human Resources	Personnel Practices Analyst	\$ 23.18	\$ 27.30	31.29%	\$ 30.43	\$ 35.84	24.00%	\$ 43.11	\$ 50.78
Human Resources	Personnel Practices Analyst Senior	\$ 27.35	\$ 34.82	31.29%	\$ 35.91	\$ 45.72	24.00%	\$ 50.87	\$ 64.77
Human Resources	Personnel Practices Manager	\$ 34.26	\$ 42.62	31.29%	\$ 44.98	\$ 55.96	24.00%	\$ 63.72	\$ 79.27
Human Services	Social Worker	\$ 16.69	\$ 28.27	31.29%	\$ 21.91	\$ 37.12	24.00%	\$ 31.04	\$ 52.58
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	31.29%	\$ 29.54	\$ 40.70	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.66	\$ 17.48	31.29%	\$ 16.62	\$ 22.95	24.00%	\$ 23.55	\$ 32.51
Human Services	Support Enforcement Specialist Senior	\$ 17.54	\$ 20.69	31.29%	\$ 23.03	\$ 27.16	24.00%	\$ 32.62	\$ 38.48
Human Services	Utilization Review Analyst	\$ 17.54	\$ 25.16	31.29%	\$ 23.03	\$ 33.03	24.00%	\$ 32.62	\$ 46.80

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 25.21	\$ 40.44	31.29%	\$ 33.10	\$ 53.09	24.00%	\$ 46.89	\$ 75.22
Insurance	Claims Adjuster I	\$ 14.49	\$ 17.54	31.29%	\$ 19.02	\$ 23.03	24.00%	\$ 26.95	\$ 32.62
Insurance	Claims Adjuster II	\$ 17.59	\$ 25.16	31.29%	\$ 23.09	\$ 33.03	24.00%	\$ 32.72	\$ 46.80
Insurance	Claims Specialist	\$ 25.21	\$ 31.77	31.29%	\$ 33.10	\$ 41.71	24.00%	\$ 46.89	\$ 59.09
Insurance	Worker's Compensation Specialist	\$ 23.82	\$ 35.63	31.29%	\$ 31.27	\$ 46.78	24.00%	\$ 44.31	\$ 66.27
Laborer/Industrial	CDL Driver	\$ 12.71	\$ 18.24	36.50%	\$ 17.35	\$ 24.90	24.00%	\$ 23.64	\$ 33.93
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	36.50%	\$ 29.35	\$ 38.52	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	36.50%	\$ 38.15	\$ 45.33	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	36.50%	\$ 41.29	\$ 47.78	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	36.50%	\$ 33.78	\$ 40.95	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	36.50%	\$ 33.78	\$ 40.27	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	36.50%	\$ 43.00	\$ 51.53	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	36.50%	\$ 36.17	\$ 45.80	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.64	\$ 19.55	36.50%	\$ 18.62	\$ 26.69	24.00%	\$ 25.37	\$ 36.36
Laborer/Industrial	Forklift Operator	\$ 10.63	\$ 14.81	36.50%	\$ 14.51	\$ 20.22	24.00%	\$ 19.77	\$ 27.55
Laborer/Industrial	Forklift Operator Senior	\$ 14.84	\$ 21.60	36.50%	\$ 20.26	\$ 29.48	24.00%	\$ 27.60	\$ 40.18
Laborer/Industrial	Grounds Worker	\$ 10.00	\$ 11.94	36.50%	\$ 13.65	\$ 16.30	24.00%	\$ 18.60	\$ 22.21
Laborer/Industrial	Grounds Worker Lead	\$ 11.99	\$ 16.01	36.50%	\$ 16.37	\$ 21.85	24.00%	\$ 22.30	\$ 29.78
Laborer/Industrial	Grounds Worker Senior	\$ 12.80	\$ 15.91	36.50%	\$ 17.47	\$ 21.72	24.00%	\$ 23.81	\$ 29.59
Laborer/Industrial	Groundskeeper / Landscaper	\$ 10.00	\$ 12.46	36.50%	\$ 13.65	\$ 17.01	24.00%	\$ 18.60	\$ 23.18
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.47	\$ 15.91	36.50%	\$ 17.02	\$ 21.72	24.00%	\$ 23.19	\$ 29.59
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 10.00	\$ 11.97	36.50%	\$ 13.65	\$ 16.34	24.00%	\$ 18.60	\$ 22.26
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 10.00	\$ 11.97	36.50%	\$ 13.65	\$ 16.34	24.00%	\$ 18.60	\$ 22.26
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 10.00	\$ 11.97	36.50%	\$ 13.65	\$ 16.34	24.00%	\$ 18.60	\$ 22.26
Laborer/Industrial	Housekeeping Supervisor	\$ 10.63	\$ 14.76	36.50%	\$ 14.51	\$ 20.15	24.00%	\$ 19.77	\$ 27.45
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.79	\$ 22.88	36.50%	\$ 20.19	\$ 31.23	24.00%	\$ 27.51	\$ 42.56
Laborer/Industrial	Housekeeping Worker	\$ 10.00	\$ 12.05	36.50%	\$ 13.65	\$ 16.45	24.00%	\$ 18.60	\$ 22.41
Laborer/Industrial	Housekeeping Worker Senior	\$ 12.10	\$ 15.45	36.50%	\$ 16.52	\$ 21.09	24.00%	\$ 22.51	\$ 28.74
Laborer/Industrial	Inventory Worker Light	\$ 10.00	\$ 14.74	36.50%	\$ 13.65	\$ 20.12	24.00%	\$ 18.60	\$ 27.42
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 10.00	\$ 16.54	36.50%	\$ 13.65	\$ 22.58	24.00%	\$ 18.60	\$ 30.76
Laborer/Industrial	Motor Vehicle Operator A	\$ 10.00	\$ 11.44	36.50%	\$ 13.65	\$ 15.62	24.00%	\$ 18.60	\$ 21.28
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.49	\$ 18.55	36.50%	\$ 15.68	\$ 25.32	24.00%	\$ 21.37	\$ 34.50
Laborer/Industrial	Packer	\$ 10.00	\$ 11.97	36.50%	\$ 13.65	\$ 16.34	24.00%	\$ 18.60	\$ 22.26
Laborer/Industrial	Warehouse Specialist I	\$ 10.00	\$ 11.97	36.50%	\$ 13.65	\$ 16.34	24.00%	\$ 18.60	\$ 22.26
Laborer/Industrial	Warehouse Specialist II	\$ 11.99	\$ 14.99	36.50%	\$ 16.37	\$ 20.46	24.00%	\$ 22.30	\$ 27.88
Laborer/Industrial	Warehouse Specialist III	\$ 15.04	\$ 19.16	36.50%	\$ 20.53	\$ 26.15	24.00%	\$ 27.97	\$ 35.64
Laborer/Industrial	Warehouse worker (included)	\$ 10.00	\$ 11.00	36.50%	\$ 13.65	\$ 15.02	24.00%	\$ 18.60	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 10.00	\$ 11.97	36.50%	\$ 13.65	\$ 16.34	24.00%	\$ 18.60	\$ 22.26
Laborer/Industrial	Warehouse Worker II	\$ 11.99	\$ 14.99	36.50%	\$ 16.37	\$ 20.46	24.00%	\$ 22.30	\$ 27.88
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	36.50%	\$ 33.37	\$ 43.68	24.00%	\$ 45.48	\$ 59.52

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	36.50%	\$ 33.37	\$ 40.27	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	36.50%	\$ 33.37	\$ 40.27	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.44	\$ 14.76	31.29%	\$ 15.02	\$ 19.38	24.00%	\$ 21.28	\$ 27.45
Media	Audio Visual Technician Senior	\$ 14.79	\$ 24.51	31.29%	\$ 19.42	\$ 32.18	24.00%	\$ 27.51	\$ 45.59
Media	Graphic Artist	\$ 13.47	\$ 16.08	31.29%	\$ 17.68	\$ 21.11	24.00%	\$ 25.05	\$ 29.91
Media	Graphic Artist Senior	\$ 16.08	\$ 22.62	31.29%	\$ 21.11	\$ 29.70	24.00%	\$ 29.91	\$ 42.07
Media	Graphic Designer	\$ 13.47	\$ 16.08	31.29%	\$ 17.68	\$ 21.11	24.00%	\$ 25.05	\$ 29.91
Media	Graphic Designer Senior	\$ 16.11	\$ 22.62	31.29%	\$ 21.15	\$ 29.70	24.00%	\$ 29.96	\$ 42.07
Media	Photographer	\$ 10.00	\$ 11.77	31.29%	\$ 13.13	\$ 15.45	24.00%	\$ 18.60	\$ 21.89
Media	Photographer Senior	\$ 11.79	\$ 18.86	31.29%	\$ 15.48	\$ 24.76	24.00%	\$ 21.93	\$ 35.08
Media	TV / Video Production Specialist	\$ 17.79	\$ 22.89	31.29%	\$ 23.36	\$ 30.05	24.00%	\$ 33.09	\$ 42.58
Media	TV / Video Production Technician	\$ 22.92	\$ 31.01	31.29%	\$ 30.09	\$ 40.71	24.00%	\$ 42.63	\$ 57.68
Security	Armed Security Officer	\$ 14.24	\$ 19.06	47.59%	\$ 21.02	\$ 28.13	24.00%	\$ 26.49	\$ 35.45
Security	<u>Captain</u>	\$ 20.00	\$ 28.50	47.59%	\$ 29.52	\$ 42.06	24.00%	\$ 37.20	\$ 53.01
Security	Dispatcher/Police	\$ 13.80	\$ 23.52	47.59%	\$ 20.37	\$ 34.71	24.00%	\$ 25.67	\$ 43.75
Security	<u>Lieutenant</u>	\$ 18.00	\$ 25.00	47.59%	\$ 26.57	\$ 36.90	24.00%	\$ 33.48	\$ 46.50
Security	<u>Sergeant</u>	\$ 16.50	\$ 23.00	47.59%	\$ 24.35	\$ 33.95	24.00%	\$ 30.69	\$ 42.78
Security	Unarmed Security Guard	\$ 10.00	\$ 18.80	47.59%	\$ 14.76	\$ 27.75	24.00%	\$ 18.60	\$ 34.97
Tax	Data Entry Clerk	\$ 10.00	\$ 11.44	31.29%	\$ 13.13	\$ 15.02	24.00%	\$ 18.60	\$ 21.28
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.49	\$ 18.04	31.29%	\$ 15.09	\$ 23.68	24.00%	\$ 21.37	\$ 33.55
Tax	Error Resolution and Document Processor	\$ 14.95	\$ 20.77	31.29%	\$ 19.63	\$ 27.27	24.00%	\$ 27.81	\$ 38.63
Tax	General Clerical	\$ 10.00	\$ 12.79	31.29%	\$ 13.13	\$ 16.79	24.00%	\$ 18.60	\$ 23.79
Tax	On-Site Administrator (Day)	\$ 10.11	\$ 21.86	31.29%	\$ 13.27	\$ 28.70	24.00%	\$ 18.80	\$ 40.66
Tax	On-Site Administrator (Evening)	\$ 10.11	\$ 21.86	31.29%	\$ 13.27	\$ 28.70	24.00%	\$ 18.80	\$ 40.66
Tax	Remittance Processor	\$ 17.97	\$ 26.63	31.29%	\$ 23.59	\$ 34.96	24.00%	\$ 33.42	\$ 49.53
Tax	Taxpayer Information & Assistance Agent	\$ 15.92	\$ 22.87	31.29%	\$ 20.90	\$ 30.03	24.00%	\$ 29.61	\$ 42.54
Technical	Agricultural Technician	\$ 16.37	\$ 26.57	35.78%	\$ 22.23	\$ 36.08	24.00%	\$ 30.45	\$ 49.42
Technical	Agricultural Technician Lead	\$ 18.36	\$ 29.34	35.78%	\$ 24.93	\$ 39.84	24.00%	\$ 34.15	\$ 54.57
Technical	Agricultural Technician Supervisor	\$ 22.05	\$ 35.35	35.78%	\$ 29.94	\$ 48.00	24.00%	\$ 41.01	\$ 65.75
Technical	Analytical Chemist	\$ 17.35	\$ 29.34	35.78%	\$ 23.56	\$ 39.84	24.00%	\$ 32.27	\$ 54.57
Technical	Analytical Chemist Assistant	\$ 20.27	\$ 33.38	35.78%	\$ 27.52	\$ 45.32	24.00%	\$ 37.70	\$ 62.09
Technical	Analytical Chemist Senior	\$ 25.58	\$ 41.75	35.78%	\$ 34.73	\$ 56.69	24.00%	\$ 47.58	\$ 77.66
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	35.78%	\$ 26.88	\$ 42.13	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	35.78%	\$ 39.23	\$ 50.85	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 18.32	\$ 27.55	35.78%	\$ 24.87	\$ 37.41	24.00%	\$ 34.08	\$ 51.24
Technical	Bridge Design Drafter Senior	\$ 19.54	\$ 29.79	35.78%	\$ 26.53	\$ 40.45	24.00%	\$ 36.34	\$ 55.41
Technical	Cartographic Drafter	\$ 23.03	\$ 32.44	35.78%	\$ 31.27	\$ 44.05	24.00%	\$ 42.84	\$ 60.34
Technical	Cartographic Drafter Assistant	\$ 18.05	\$ 27.15	35.78%	\$ 24.51	\$ 36.86	24.00%	\$ 33.57	\$ 50.50
Technical	Cartographic Supervisor	\$ 31.42	\$ 42.24	35.78%	\$ 42.66	\$ 57.35	24.00%	\$ 58.44	\$ 78.57
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	35.78%	\$ 21.72	\$ 26.48	24.00%	\$ 29.76	\$ 36.27

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Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	35.78%	\$ 53.76	\$ 65.38	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 27.70	\$ 39.21	35.78%	\$ 37.61	\$ 53.24	24.00%	\$ 51.52	\$ 72.93
Technical	Engineering Design Drafting Supervisor	\$ 32.23	\$ 44.93	35.78%	\$ 43.76	\$ 61.01	24.00%	\$ 59.95	\$ 83.57
Technical	Engineering Design Drafting Technician	\$ 15.56	\$ 20.60	35.78%	\$ 21.13	\$ 27.97	24.00%	\$ 28.94	\$ 38.32
Technical	Engineering Drafting Technician	\$ 15.59	\$ 20.60	35.78%	\$ 21.17	\$ 27.97	24.00%	\$ 29.00	\$ 38.32
Technical	Engineering Drafting Technician Senior	\$ 18.07	\$ 26.27	35.78%	\$ 24.54	\$ 35.67	24.00%	\$ 33.61	\$ 48.86
Technical	Environmental Engineer	\$ 25.59	\$ 40.43	35.78%	\$ 34.75	\$ 54.90	24.00%	\$ 47.60	\$ 75.20
Technical	Environmental Engineer Senior	\$ 27.56	\$ 44.23	35.78%	\$ 37.42	\$ 60.06	24.00%	\$ 51.26	\$ 82.27
Technical	Environmental Program Analyst	\$ 21.71	\$ 32.08	35.78%	\$ 29.48	\$ 43.56	24.00%	\$ 40.38	\$ 59.67
Technical	Environmental Program Planner	\$ 23.20	\$ 34.66	35.78%	\$ 31.50	\$ 47.06	24.00%	\$ 43.15	\$ 64.47
Technical	Environmental Program Specialist	\$ 24.94	\$ 31.32	35.78%	\$ 33.86	\$ 42.53	24.00%	\$ 46.39	\$ 58.26
Technical	Environmental Specialist - Field	\$ 23.20	\$ 33.86	35.78%	\$ 31.50	\$ 45.98	24.00%	\$ 43.15	\$ 62.98
Technical	Environmental Specialist Senior - Field	\$ 23.86	\$ 35.44	35.78%	\$ 32.40	\$ 48.12	24.00%	\$ 44.38	\$ 65.92
Technical	Environmental Technician	\$ 21.71	\$ 32.08	35.78%	\$ 29.48	\$ 43.56	24.00%	\$ 40.38	\$ 59.67
Technical	Environmental Technician Senior	\$ 23.20	\$ 34.66	35.78%	\$ 31.50	\$ 47.06	24.00%	\$ 43.15	\$ 64.47
Technical	Help Desk Support	\$ 15.50	\$ 25.00	35.78%	\$ 21.05	\$ 33.95	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	35.78%	\$ 23.42	\$ 32.59	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 19.26	\$ 23.54	35.78%	\$ 26.15	\$ 31.96	24.00%	\$ 35.82	\$ 43.78
Technical	Laboratory Technician	\$ 16.57	\$ 24.82	35.78%	\$ 22.50	\$ 33.70	24.00%	\$ 30.82	\$ 46.17
Technical	Laboratory Technician Senior	\$ 17.59	\$ 26.76	35.78%	\$ 23.88	\$ 36.33	24.00%	\$ 32.72	\$ 49.77
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	35.78%	\$ 29.87	\$ 35.98	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 25.68	\$ 34.24	35.78%	\$ 34.87	\$ 46.49	24.00%	\$ 47.76	\$ 63.69
Technical	Residential Plan Reviewer	\$ 19.23	\$ 30.04	35.78%	\$ 26.11	\$ 40.79	24.00%	\$ 35.77	\$ 55.87
Technical	Right of Way Technician	\$ 27.29	\$ 43.15	35.78%	\$ 37.05	\$ 58.59	24.00%	\$ 50.76	\$ 80.26
Technical	Right of Way Technician Supervisor	\$ 29.46	\$ 47.37	35.78%	\$ 40.00	\$ 64.32	24.00%	\$ 54.80	\$ 88.11
Technical	Safety Engineer	\$ 26.89	\$ 42.17	35.78%	\$ 36.51	\$ 57.26	24.00%	\$ 50.02	\$ 78.44
Technical	Safety Engineer Senior	\$ 30.57	\$ 48.25	35.78%	\$ 41.51	\$ 65.51	24.00%	\$ 56.86	\$ 89.75
Technical	Title Examiner	\$ 18.73	\$ 26.34	35.78%	\$ 25.43	\$ 35.76	24.00%	\$ 34.84	\$ 48.99
Technical	Traffic Controller	\$ 22.67	\$ 36.65	35.78%	\$ 30.78	\$ 49.76	24.00%	\$ 42.17	\$ 68.17
Technical	Traffic Controller Senior	\$ 27.29	\$ 43.15	35.78%	\$ 37.05	\$ 58.59	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Analyst	\$ 22.67	\$ 36.65	35.78%	\$ 30.78	\$ 49.76	24.00%	\$ 42.17	\$ 68.17
Technical	Transportation Data Analyst Senior	\$ 27.29	\$ 43.15	35.78%	\$ 37.05	\$ 58.59	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Analyst Supervisor	\$ 27.29	\$ 43.15	35.78%	\$ 37.05	\$ 58.59	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Technician	\$ 22.67	\$ 36.65	35.78%	\$ 30.78	\$ 49.76	24.00%	\$ 42.17	\$ 68.17
Technical	Transportation District Utilities Specialist	\$ 26.78	\$ 43.14	35.78%	\$ 36.36	\$ 58.58	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Engineering Technician -Survey	\$ 27.81	\$ 47.20	35.78%	\$ 37.76	\$ 64.09	24.00%	\$ 51.73	\$ 87.79
Technical	Transportation Engineering Technician -Survey Senior	\$ 30.70	\$ 49.39	35.78%	\$ 41.68	\$ 67.06	24.00%	\$ 57.10	\$ 91.87
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 32.41	\$ 52.76	35.78%	\$ 44.01	\$ 71.64	24.00%	\$ 60.28	\$ 98.13
Technical	Transportation Materials Technician	\$ 13.02	\$ 18.73	35.78%	\$ 17.68	\$ 25.43	24.00%	\$ 24.22	\$ 34.84
Technical	Transportation Materials Technician Senior	\$ 13.89	\$ 20.31	35.78%	\$ 18.86	\$ 27.58	24.00%	\$ 25.84	\$ 37.78

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 27.81	\$ 46.18	35.78%	\$ 37.76	\$ 62.70	24.00%	\$ 51.73	\$ 85.89
Technical	Transportation Materials Technician Supervisor	\$ 32.41	\$ 52.76	35.78%	\$ 44.01	\$ 71.64	24.00%	\$ 60.28	\$ 98.13
Technical	Transportation Planning Specialist	\$ 26.78	\$ 43.14	35.78%	\$ 36.36	\$ 58.58	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Planning Specialist Senior	\$ 30.70	\$ 49.39	35.78%	\$ 41.68	\$ 67.06	24.00%	\$ 57.10	\$ 91.87
Technical	Transportation Technical Program Coordinator	\$ 26.78	\$ 43.14	35.78%	\$ 36.36	\$ 58.58	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Technical Support Coordinator	\$ 26.78	\$ 43.14	35.78%	\$ 36.36	\$ 58.58	24.00%	\$ 49.81	\$ 80.24
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	35.78%	\$ 50.92	\$ 61.10	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 15.49	\$ 19.06	42.73%	\$ 22.11	\$ 27.20	24.00%	\$ 28.81	\$ 35.45
Trades	Boiler Operator II	\$ 19.11	\$ 21.94	42.73%	\$ 27.28	\$ 31.31	24.00%	\$ 35.54	\$ 40.81
Trades	Boiler Operator Senior I	\$ 21.96	\$ 23.97	42.73%	\$ 31.34	\$ 34.21	24.00%	\$ 40.85	\$ 44.58
Trades	Boiler Operator Senior II	\$ 23.99	\$ 32.84	42.73%	\$ 34.24	\$ 46.87	24.00%	\$ 44.62	\$ 61.08
Trades	Carpenter Assistant	\$ 10.32	\$ 13.96	42.73%	\$ 14.73	\$ 19.93	24.00%	\$ 19.20	\$ 25.97
Trades	Carpenter	\$ 13.97	\$ 19.57	42.73%	\$ 19.94	\$ 27.93	24.00%	\$ 25.98	\$ 36.40
Trades	Carpenter Senior	\$ 20.66	\$ 27.91	42.73%	\$ 29.49	\$ 39.84	24.00%	\$ 38.43	\$ 51.91
Trades	Electrician	\$ 22.03	\$ 36.66	42.73%	\$ 31.44	\$ 52.32	24.00%	\$ 40.98	\$ 68.19
Trades	Electrician Assistant	\$ 11.75	\$ 14.50	42.73%	\$ 16.77	\$ 20.70	24.00%	\$ 21.86	\$ 26.97
Trades	Electrician Senior	\$ 17.01	\$ 19.62	42.73%	\$ 24.28	\$ 28.00	24.00%	\$ 31.64	\$ 36.49
Trades	Electrician Supervisor Senior	\$ 19.67	\$ 34.58	42.73%	\$ 28.07	\$ 49.36	24.00%	\$ 36.59	\$ 64.32
Trades	Electronic Equipment Install & Repair Supervisor	\$ 21.46	\$ 31.90	42.73%	\$ 30.63	\$ 45.53	24.00%	\$ 39.92	\$ 59.33
Trades	Electronic Equipment Install & Repair Technician	\$ 17.03	\$ 21.35	42.73%	\$ 24.31	\$ 30.47	24.00%	\$ 31.68	\$ 39.71
Trades	Electronic Technician	\$ 12.96	\$ 16.47	42.73%	\$ 18.50	\$ 23.51	24.00%	\$ 24.11	\$ 30.63
Trades	Electronic Technician Senior	\$ 16.52	\$ 29.22	42.73%	\$ 23.58	\$ 41.71	24.00%	\$ 30.73	\$ 54.35
Trades	Equipment Repair Supervisor	\$ 23.49	\$ 27.50	42.73%	\$ 33.53	\$ 39.25	24.00%	\$ 43.69	\$ 51.15
Trades	Equipment Repair Technician	\$ 12.96	\$ 16.47	42.73%	\$ 18.50	\$ 23.51	24.00%	\$ 24.11	\$ 30.63
Trades	Equipment Repair Technician Senior	\$ 16.52	\$ 23.43	42.73%	\$ 23.58	\$ 33.44	24.00%	\$ 30.73	\$ 43.58
Trades	HVAC Installation & Repair Assistant	\$ 10.11	\$ 16.13	42.73%	\$ 14.43	\$ 23.02	24.00%	\$ 18.80	\$ 30.00
Trades	HVAC Installation & Repair Assistant Senior	\$ 16.13	\$ 27.50	42.73%	\$ 23.02	\$ 39.25	24.00%	\$ 30.00	\$ 51.15
Trades	Laboratory Mechanic	\$ 12.97	\$ 17.59	42.73%	\$ 18.51	\$ 25.11	24.00%	\$ 24.12	\$ 32.72
Trades	Laboratory Mechanic Senior	\$ 17.59	\$ 26.76	42.73%	\$ 25.11	\$ 38.19	24.00%	\$ 32.72	\$ 49.77
Trades	Locksmith	\$ 15.91	\$ 23.40	42.73%	\$ 22.71	\$ 33.40	24.00%	\$ 29.59	\$ 43.52
Trades	Maintenance Field Worker	\$ 12.96	\$ 16.57	42.73%	\$ 18.50	\$ 23.65	24.00%	\$ 24.11	\$ 30.82
Trades	Mason Plasterer	\$ 16.01	\$ 18.45	42.73%	\$ 22.85	\$ 26.33	24.00%	\$ 29.78	\$ 34.32
Trades	Mason Plasterer Assistant	\$ 18.49	\$ 27.35	42.73%	\$ 26.39	\$ 39.04	24.00%	\$ 34.39	\$ 50.87
Trades	Mechanic	\$ 10.42	\$ 23.45	42.73%	\$ 14.87	\$ 33.47	24.00%	\$ 19.38	\$ 43.62
Trades	Painter	\$ 10.02	\$ 22.24	42.73%	\$ 14.30	\$ 31.74	24.00%	\$ 18.64	\$ 41.37
Trades	Plumber / Steamfitter	\$ 21.73	\$ 33.04	42.73%	\$ 31.02	\$ 47.16	24.00%	\$ 40.42	\$ 61.45
Trades	Plumber / Steamfitter Assistant	\$ 12.96	\$ 21.66	42.73%	\$ 18.50	\$ 30.92	24.00%	\$ 24.11	\$ 40.29
Trades	Printing Press Operator B	\$ 21.21	\$ 31.15	42.73%	\$ 30.27	\$ 44.46	24.00%	\$ 39.45	\$ 57.94
Trades	Production Supervisor	\$ 25.15	\$ 38.52	42.73%	\$ 35.90	\$ 54.98	24.00%	\$ 46.78	\$ 71.65
Trades	Radio Specialist	\$ 14.99	\$ 19.22	42.73%	\$ 21.40	\$ 27.43	24.00%	\$ 27.88	\$ 35.75

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 19.25	\$ 25.16	42.73%	\$ 27.48	\$ 35.91	24.00%	\$ 35.81	\$ 46.80
Trades	Sheet Metal Worker	\$ 14.26	\$ 18.35	42.73%	\$ 20.35	\$ 26.19	24.00%	\$ 26.52	\$ 34.13
Trades	Sheet Metal Worker Assistant	\$ 10.83	\$ 14.49	42.73%	\$ 15.46	\$ 20.68	24.00%	\$ 20.14	\$ 26.95
Trades	Sheet Metal Worker Lead	\$ 18.40	\$ 25.17	42.73%	\$ 26.26	\$ 35.93	24.00%	\$ 34.22	\$ 46.82
Trades	Shipping / Receiving Clerk	\$ 14.34	\$ 19.66	42.73%	\$ 20.47	\$ 28.06	24.00%	\$ 26.67	\$ 36.57
Trades	Storekeeper Assistant I	\$ 10.66	\$ 15.60	42.73%	\$ 15.22	\$ 22.27	24.00%	\$ 19.83	\$ 29.02
Trades	Storekeeper Assistant II	\$ 11.60	\$ 16.77	42.73%	\$ 16.56	\$ 23.94	24.00%	\$ 21.58	\$ 31.19
Trades	Storekeeper I	\$ 10.00	\$ 10.42	42.73%	\$ 14.27	\$ 14.87	24.00%	\$ 18.60	\$ 19.38
Trades	Storekeeper II	\$ 10.48	\$ 12.71	42.73%	\$ 14.96	\$ 18.14	24.00%	\$ 19.49	\$ 23.64
Trades	Storekeeper III	\$ 12.75	\$ 15.60	42.73%	\$ 18.20	\$ 22.27	24.00%	\$ 23.72	\$ 29.02
Trades	Storekeeper Senior	\$ 15.62	\$ 18.22	42.73%	\$ 22.29	\$ 26.01	24.00%	\$ 29.05	\$ 33.89
Trades	Tool Room Assistant	\$ 10.00	\$ 12.71	42.73%	\$ 14.27	\$ 18.14	24.00%	\$ 18.60	\$ 23.64
Trades	Tool Room Assistant Senior	\$ 12.71	\$ 17.74	42.73%	\$ 18.14	\$ 25.32	24.00%	\$ 23.64	\$ 33.00
Trades	Trades Utilities Worker Senior	\$ 12.97	\$ 19.00	42.73%	\$ 18.51	\$ 27.12	24.00%	\$ 24.12	\$ 35.34
Trades	Trades Utility Worker	\$ 10.00	\$ 12.92	42.73%	\$ 14.27	\$ 18.44	24.00%	\$ 18.60	\$ 24.03
Trades	Tradesman Helper	\$ 10.00	\$ 15.96	42.73%	\$ 14.27	\$ 22.78	24.00%	\$ 18.60	\$ 29.69
Trades	Tradesman Helper Senior	\$ 15.96	\$ 19.89	42.73%	\$ 22.78	\$ 28.39	24.00%	\$ 29.69	\$ 37.00
Trades	Welder	\$ 10.92	\$ 18.09	42.73%	\$ 15.59	\$ 25.82	24.00%	\$ 20.31	\$ 33.65
Trades	Welder Senior	\$ 18.14	\$ 21.75	42.73%	\$ 25.89	\$ 31.04	24.00%	\$ 33.74	\$ 40.46
Trades	Work Zone Safety Officer	\$ 22.67	\$ 36.65	42.73%	\$ 32.36	\$ 52.31	24.00%	\$ 42.17	\$ 68.17

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	31.05%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	31.60%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	48.00%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	31.29%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	31.29%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	36.50%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	31.29%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	47.59%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	31.29%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.78%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	42.73%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Alabama (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 13.32	\$ 18.92	31.90%	\$ 17.57	\$ 24.95	24.00%	\$ 24.78	\$ 35.19
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	31.90%	\$ 11.26	\$ 18.43	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 18.93	\$ 26.27	31.90%	\$ 24.97	\$ 34.65	24.00%	\$ 35.21	\$ 48.87
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	31.90%	\$ 27.30	\$ 34.13	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	31.90%	\$ 20.48	\$ 26.28	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	31.90%	\$ 12.97	\$ 16.38	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 17.34	\$ 19.85	31.90%	\$ 22.88	\$ 26.18	24.00%	\$ 32.26	\$ 36.92
Accounting/Finance	Accounting Manager B	\$ 19.79	\$ 24.29	31.90%	\$ 26.11	\$ 32.04	24.00%	\$ 36.81	\$ 45.18
Accounting/Finance	Accounting Manager C	\$ 24.33	\$ 30.76	31.90%	\$ 32.10	\$ 40.57	24.00%	\$ 45.26	\$ 57.21
Accounting/Finance	Auditing - External Auditor	\$ 17.12	\$ 21.65	31.90%	\$ 22.58	\$ 28.56	24.00%	\$ 31.84	\$ 40.27
Accounting/Finance	Auditing - External Auditor Senior	\$ 21.67	\$ 30.76	31.90%	\$ 28.58	\$ 40.57	24.00%	\$ 40.30	\$ 57.21
Accounting/Finance	Auditing - Internal Auditor	\$ 17.12	\$ 21.65	31.90%	\$ 22.58	\$ 28.56	24.00%	\$ 31.84	\$ 40.27
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 21.69	\$ 30.76	31.90%	\$ 28.62	\$ 40.57	24.00%	\$ 40.35	\$ 57.21
Accounting/Finance	Bookkeeper	\$ 9.01	\$ 13.63	31.90%	\$ 11.88	\$ 17.98	24.00%	\$ 16.75	\$ 25.36
Accounting/Finance	Budget Analyst	\$ 16.79	\$ 21.97	31.90%	\$ 22.15	\$ 28.98	24.00%	\$ 31.23	\$ 40.86
Accounting/Finance	Budget Analyst Senior	\$ 21.98	\$ 34.11	31.90%	\$ 28.99	\$ 44.99	24.00%	\$ 40.88	\$ 63.44
Accounting/Finance	Closure/Disbursement Specialists	\$ 27.99	\$ 31.16	31.90%	\$ 36.92	\$ 41.10	24.00%	\$ 52.07	\$ 57.96
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 26.29	\$ 34.08	31.90%	\$ 34.68	\$ 44.95	24.00%	\$ 48.90	\$ 63.39
Accounting/Finance	CPA	\$ 27.26	\$ 36.03	31.90%	\$ 35.96	\$ 47.52	24.00%	\$ 50.71	\$ 67.01
Accounting/Finance	Fiscal Assistant	\$ 9.48	\$ 14.57	31.90%	\$ 12.51	\$ 19.22	24.00%	\$ 17.64	\$ 27.10
Accounting/Finance	Fiscal Technical Senior	\$ 12.70	\$ 18.12	31.90%	\$ 16.76	\$ 23.90	24.00%	\$ 23.63	\$ 33.70
Accounting/Finance	Fiscal Technician	\$ 14.61	\$ 17.86	31.90%	\$ 19.28	\$ 23.56	24.00%	\$ 27.18	\$ 33.23
Accounting/Finance	Payroll Assistant	\$ 13.88	\$ 17.53	31.90%	\$ 18.30	\$ 23.12	24.00%	\$ 25.81	\$ 32.60
Accounting/Finance	Purchasing / Procurement	\$ 17.53	\$ 26.05	31.90%	\$ 23.12	\$ 34.36	24.00%	\$ 32.60	\$ 48.45
Accounting/Finance	Sr. Compliance Officer	\$ 33.84	\$ 38.46	31.90%	\$ 44.63	\$ 50.73	24.00%	\$ 62.94	\$ 71.54
Accounting/Finance	Supervising Auditor	\$ 33.84	\$ 38.95	31.90%	\$ 44.63	\$ 51.37	24.00%	\$ 62.94	\$ 72.45
Call Center/Customer Service	Customer Service Inbound I	\$ 8.93	\$ 13.13	33.06%	\$ 11.88	\$ 17.47	24.00%	\$ 16.60	\$ 24.42
Call Center/Customer Service	Customer Service Inbound II	\$ 13.19	\$ 21.23	33.06%	\$ 17.55	\$ 28.25	24.00%	\$ 24.53	\$ 39.49

Alabama (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 8.93	\$ 13.13	33.06%	\$ 11.88	\$ 17.47	24.00%	\$ 16.60	\$ 24.42
Call Center/Customer Service	Customer Service Outbound II	\$ 13.19	\$ 21.23	33.06%	\$ 17.55	\$ 28.25	24.00%	\$ 24.53	\$ 39.49
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 8.76	\$ 14.85	33.06%	\$ 11.66	\$ 19.76	24.00%	\$ 16.30	\$ 27.62
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	33.06%	\$ 27.54	\$ 34.43	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.10	\$ 13.92	33.06%	\$ 12.11	\$ 18.53	24.00%	\$ 16.93	\$ 25.90
Call Center/Customer Service	Detailing Representative II	\$ 9.90	\$ 16.02	33.06%	\$ 13.17	\$ 21.31	24.00%	\$ 18.42	\$ 29.79
Call Center/Customer Service	Help Desk Analyst	\$ 11.79	\$ 26.18	33.06%	\$ 15.69	\$ 34.84	24.00%	\$ 21.94	\$ 48.70
Call Center/Customer Service	Market Research Inbound	\$ 17.30	\$ 20.78	33.06%	\$ 23.02	\$ 27.64	24.00%	\$ 32.18	\$ 38.64
Call Center/Customer Service	Market Research Outbound	\$ 20.79	\$ 31.66	33.06%	\$ 27.67	\$ 42.13	24.00%	\$ 38.68	\$ 58.89
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.09	\$ 11.57	33.06%	\$ 10.76	\$ 15.39	24.00%	\$ 15.05	\$ 21.51
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 11.71	\$ 16.74	33.06%	\$ 15.58	\$ 22.27	24.00%	\$ 21.78	\$ 31.13
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.09	\$ 11.57	33.06%	\$ 10.76	\$ 15.39	24.00%	\$ 15.05	\$ 21.51
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 11.71	\$ 16.74	33.06%	\$ 15.58	\$ 22.27	24.00%	\$ 21.78	\$ 31.13
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.09	\$ 11.34	33.06%	\$ 10.76	\$ 15.09	24.00%	\$ 15.05	\$ 21.09
Call Center/Customer Service	Sales Inbound I	\$ 8.56	\$ 14.80	33.06%	\$ 11.39	\$ 19.69	24.00%	\$ 15.93	\$ 27.52
Call Center/Customer Service	Sales Inbound II	\$ 11.71	\$ 16.74	33.06%	\$ 15.58	\$ 22.27	24.00%	\$ 21.78	\$ 31.13
Call Center/Customer Service	Sales Outbound I	\$ 10.61	\$ 14.89	33.06%	\$ 14.12	\$ 19.81	24.00%	\$ 19.74	\$ 27.69
Call Center/Customer Service	Sales Outbound II	\$ 11.71	\$ 16.74	33.06%	\$ 15.58	\$ 22.27	24.00%	\$ 21.78	\$ 31.13
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.25	\$ 11.59	33.06%	\$ 9.65	\$ 15.43	24.00%	\$ 13.49	\$ 21.56
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 11.60	\$ 15.03	33.06%	\$ 15.44	\$ 20.00	24.00%	\$ 21.58	\$ 27.96
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.55	\$ 11.42	33.06%	\$ 11.37	\$ 15.20	24.00%	\$ 15.89	\$ 21.24
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 11.47	\$ 20.18	33.06%	\$ 15.26	\$ 26.86	24.00%	\$ 21.33	\$ 37.54
Food Related Services	Barista (misc)	\$ 10.01	\$ 14.76	52.04%	\$ 15.22	\$ 22.44	24.00%	\$ 18.62	\$ 27.45
Food Related Services	Building Attendant (misc)	\$ 10.01	\$ 14.76	39.57%	\$ 13.97	\$ 20.60	24.00%	\$ 18.62	\$ 27.45
Food Related Services	Busser	\$ 10.01	\$ 14.76	39.57%	\$ 13.97	\$ 20.60	24.00%	\$ 18.62	\$ 27.45
Food Related Services	Cashiers	\$ 10.01	\$ 14.76	39.57%	\$ 13.97	\$ 20.60	24.00%	\$ 18.62	\$ 27.45
Food Related Services	Dishwasher	\$ 9.10	\$ 11.83	39.57%	\$ 12.70	\$ 16.51	24.00%	\$ 16.93	\$ 22.00
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	39.57%	\$ 20.10	\$ 24.56	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	39.57%	\$ 13.82	\$ 16.89	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.02	\$ 13.20	39.57%	\$ 12.59	\$ 18.42	24.00%	\$ 16.77	\$ 24.54
Food Related Services	Food Operations Manager Assistant	\$ 13.23	\$ 15.49	39.57%	\$ 18.47	\$ 21.62	24.00%	\$ 24.61	\$ 28.81
Food Related Services	Food Production Worker	\$ 7.26	\$ 11.88	39.57%	\$ 10.14	\$ 16.59	24.00%	\$ 13.51	\$ 22.11
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	39.57%	\$ 19.47	\$ 23.80	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	39.57%	\$ 15.07	\$ 18.42	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	39.57%	\$ 17.59	\$ 21.49	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.25	\$ 11.66	39.57%	\$ 10.12	\$ 16.27	24.00%	\$ 13.49	\$ 21.68
Food Related Services	Second Cook Senior	\$ 11.57	\$ 15.22	52.04%	\$ 17.59	\$ 23.13	24.00%	\$ 21.51	\$ 28.30
Food Related Services	Server	\$ 7.25	\$ 9.48	39.57%	\$ 10.12	\$ 13.23	24.00%	\$ 13.49	\$ 17.64
General Administrative	Administrative Assistant I	\$ 9.94	\$ 13.37	33.06%	\$ 13.22	\$ 17.79	24.00%	\$ 18.48	\$ 24.86
General Administrative	Administrative Assistant II	\$ 13.38	\$ 14.47	33.06%	\$ 17.80	\$ 19.25	24.00%	\$ 24.88	\$ 26.91

Alabama (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 14.48	\$ 15.71	33.06%	\$ 19.26	\$ 20.90	24.00%	\$ 26.93	\$ 29.21
General Administrative	Administrative Assistant IV	\$ 15.72	\$ 17.39	33.06%	\$ 20.91	\$ 23.14	24.00%	\$ 29.23	\$ 32.35
General Administrative	Administrative Assistant V	\$ 17.41	\$ 19.61	33.06%	\$ 23.16	\$ 26.09	24.00%	\$ 32.38	\$ 36.48
General Administrative	Administrative Staff Assistant	\$ 19.29	\$ 22.06	33.06%	\$ 25.67	\$ 29.35	24.00%	\$ 35.88	\$ 41.03
General Administrative	Administrative Staff Specialist	\$ 22.07	\$ 27.28	33.06%	\$ 29.36	\$ 36.30	24.00%	\$ 41.05	\$ 50.75
General Administrative	Administrative Staff Specialist Senior	\$ 27.29	\$ 21.31	33.06%	\$ 36.31	\$ 28.36	24.00%	\$ 50.76	\$ 39.64
General Administrative	Agency Management Analyst	\$ 17.80	\$ 23.36	33.06%	\$ 23.68	\$ 31.08	24.00%	\$ 33.11	\$ 43.45
General Administrative	Agency Management Analyst Lead	\$ 23.37	\$ 27.15	33.06%	\$ 31.10	\$ 36.12	24.00%	\$ 43.47	\$ 50.49
General Administrative	Agency Management Analyst Senior	\$ 27.20	\$ 42.32	33.06%	\$ 36.19	\$ 56.32	24.00%	\$ 50.59	\$ 78.72
General Administrative	<u>Clerk</u>	\$ 9.30	\$ 10.75	33.06%	\$ 12.37	\$ 14.30	24.00%	\$ 17.30	\$ 20.00
General Administrative	<u>Clerk Jr</u>	\$ 8.25	\$ 9.25	33.06%	\$ 10.98	\$ 12.31	24.00%	\$ 15.35	\$ 17.21
General Administrative	<u>Clerk Sr</u>	\$ 10.80	\$ 12.50	33.06%	\$ 14.37	\$ 16.63	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.09	\$ 11.36	33.06%	\$ 10.76	\$ 15.11	24.00%	\$ 15.05	\$ 21.12
General Administrative	Data Entry Operator Senior	\$ 11.38	\$ 16.34	33.06%	\$ 15.15	\$ 21.75	24.00%	\$ 21.17	\$ 30.40
General Administrative	<u>Document Control Clerk / Filing Specialist</u>	\$ 10.25	\$ 15.00	33.06%	\$ 13.64	\$ 19.96	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 14.34	\$ 17.83	33.06%	\$ 19.08	\$ 23.72	24.00%	\$ 26.68	\$ 33.16
General Administrative	Executive Secretary Senior	\$ 17.85	\$ 26.45	33.06%	\$ 23.76	\$ 35.19	24.00%	\$ 33.21	\$ 49.19
General Administrative	<u>Intake Specialist (HMGP)</u>	\$ 17.50	\$ 20.75	33.06%	\$ 23.29	\$ 27.61	24.00%	\$ 32.55	\$ 38.60
General Administrative	<u>Inventory Specialist</u>	\$ 15.00	\$ 18.00	33.06%	\$ 19.96	\$ 23.95	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 11.34	\$ 13.30	33.06%	\$ 15.09	\$ 17.69	24.00%	\$ 21.09	\$ 24.73
General Administrative	Legal Assistant Senior	\$ 13.32	\$ 33.59	33.06%	\$ 17.73	\$ 44.69	24.00%	\$ 24.78	\$ 62.48
General Administrative	Library Assistant	\$ 8.09	\$ 15.93	33.06%	\$ 10.76	\$ 21.20	24.00%	\$ 15.05	\$ 29.64
General Administrative	Medical Assistant I	\$ 10.87	\$ 12.68	33.06%	\$ 14.46	\$ 16.87	24.00%	\$ 20.21	\$ 23.58
General Administrative	Medical Assistant II	\$ 12.71	\$ 18.07	33.06%	\$ 16.92	\$ 24.05	24.00%	\$ 23.65	\$ 33.62
General Administrative	Medical Biller I	\$ 9.47	\$ 11.63	33.06%	\$ 12.61	\$ 15.47	24.00%	\$ 17.62	\$ 21.63
General Administrative	Medical Biller II	\$ 11.66	\$ 18.11	33.06%	\$ 15.51	\$ 24.10	24.00%	\$ 21.68	\$ 33.68
General Administrative	Medical Records Clerk I	\$ 11.38	\$ 16.58	33.06%	\$ 15.15	\$ 22.06	24.00%	\$ 21.17	\$ 30.84
General Administrative	Medical Records Clerk II	\$ 12.29	\$ 17.78	33.06%	\$ 16.36	\$ 23.66	24.00%	\$ 22.87	\$ 33.07
General Administrative	Office Manager	\$ 19.16	\$ 29.16	33.06%	\$ 25.49	\$ 38.80	24.00%	\$ 35.63	\$ 54.23
General Administrative	Office Services Aide	\$ 10.60	\$ 14.61	33.06%	\$ 14.11	\$ 19.43	24.00%	\$ 19.72	\$ 27.17
General Administrative	Office Services Assistant	\$ 11.37	\$ 15.42	33.06%	\$ 15.12	\$ 20.52	24.00%	\$ 21.14	\$ 28.69
General Administrative	Office Services Specialist	\$ 11.98	\$ 16.14	33.06%	\$ 15.94	\$ 21.48	24.00%	\$ 22.28	\$ 30.03
General Administrative	Office Services Supervisor	\$ 12.53	\$ 16.50	33.06%	\$ 16.67	\$ 21.95	24.00%	\$ 23.31	\$ 30.69
General Administrative	Office Services Supervisor Senior	\$ 14.52	\$ 18.51	33.06%	\$ 19.33	\$ 24.63	24.00%	\$ 27.01	\$ 34.43
General Administrative	Operator I	\$ 7.87	\$ 11.32	33.06%	\$ 10.47	\$ 15.06	24.00%	\$ 14.64	\$ 21.06
General Administrative	Operator II	\$ 11.34	\$ 13.23	33.06%	\$ 15.09	\$ 17.61	24.00%	\$ 21.09	\$ 24.61
General Administrative	Operator III (Key Disc Operator)	\$ 13.27	\$ 15.02	33.06%	\$ 17.65	\$ 19.99	24.00%	\$ 24.68	\$ 27.95
General Administrative	Operator IV (Key Disc Operator)	\$ 15.03	\$ 17.42	33.06%	\$ 20.00	\$ 23.18	24.00%	\$ 27.96	\$ 32.40
General Administrative	<u>Paralegal</u>	\$ 14.00	\$ 23.50	33.06%	\$ 18.63	\$ 31.27	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.09	\$ 13.50	33.06%	\$ 13.43	\$ 17.97	24.00%	\$ 18.77	\$ 25.12

Alabama (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 13.51	\$ 14.41	33.06%	\$ 17.98	\$ 19.17	24.00%	\$ 25.14	\$ 26.79
General Administrative	Photocopy Supervisor	\$ 10.91	\$ 15.15	33.06%	\$ 14.52	\$ 20.16	24.00%	\$ 20.29	\$ 28.18
General Administrative	Photocopy Technician	\$ 9.86	\$ 13.93	33.06%	\$ 13.11	\$ 18.54	24.00%	\$ 18.33	\$ 25.91
General Administrative	Photo-Typesetting Specialist	\$ 12.83	\$ 18.47	33.06%	\$ 17.07	\$ 24.58	24.00%	\$ 23.87	\$ 34.36
General Administrative	Photo-Typesetting Supervisor	\$ 13.70	\$ 20.06	33.06%	\$ 18.24	\$ 26.69	24.00%	\$ 25.49	\$ 37.31
General Administrative	Postal Aide	\$ 7.25	\$ 9.86	33.06%	\$ 9.65	\$ 13.11	24.00%	\$ 13.49	\$ 18.33
General Administrative	Postal Aide Senior	\$ 9.90	\$ 15.58	33.06%	\$ 13.17	\$ 20.73	24.00%	\$ 18.42	\$ 28.98
General Administrative	Postal Assistant	\$ 15.63	\$ 17.37	33.06%	\$ 20.80	\$ 23.12	24.00%	\$ 29.08	\$ 32.31
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	33.06%	\$ 39.92	\$ 59.88	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	33.06%	\$ 26.61	\$ 33.27	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 11.57	\$ 15.27	33.06%	\$ 15.39	\$ 20.32	24.00%	\$ 21.51	\$ 28.40
General Administrative	Public Relations Specialist	\$ 16.07	\$ 27.48	33.06%	\$ 21.38	\$ 36.57	24.00%	\$ 29.89	\$ 51.12
General Administrative	Public Relations Specialist Assistant	\$ 11.57	\$ 16.04	33.06%	\$ 15.39	\$ 21.35	24.00%	\$ 21.51	\$ 29.84
General Administrative	Receptionist	\$ 8.08	\$ 10.40	33.06%	\$ 10.75	\$ 13.84	24.00%	\$ 15.03	\$ 19.35
General Administrative	Receptionist Senior	\$ 10.41	\$ 16.42	33.06%	\$ 13.85	\$ 21.84	24.00%	\$ 19.36	\$ 30.54
General Administrative	Secretary	\$ 8.55	\$ 11.42	33.06%	\$ 11.37	\$ 15.20	24.00%	\$ 15.89	\$ 21.24
General Administrative	Secretary Senior	\$ 11.47	\$ 20.24	33.06%	\$ 15.26	\$ 26.93	24.00%	\$ 21.33	\$ 37.64
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	33.06%	\$ 20.29	\$ 23.95	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 9.94	\$ 24.28	33.06%	\$ 13.22	\$ 32.31	24.00%	\$ 18.48	\$ 45.16
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	33.06%	\$ 26.61	\$ 35.25	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 17.81	\$ 21.97	33.06%	\$ 23.70	\$ 29.23	24.00%	\$ 33.12	\$ 40.86
Human Resources	Classification / Compensation Analyst Senior	\$ 22.01	\$ 29.16	33.06%	\$ 29.29	\$ 38.80	24.00%	\$ 40.94	\$ 54.23
Human Resources	Classification / Compensation Consultant	\$ 29.18	\$ 39.08	33.06%	\$ 38.82	\$ 51.99	24.00%	\$ 54.27	\$ 72.68
Human Resources	EEO Program Analyst	\$ 17.20	\$ 27.46	33.06%	\$ 22.89	\$ 36.53	24.00%	\$ 31.99	\$ 51.07
Human Resources	EEO Program Specialist	\$ 18.96	\$ 29.95	33.06%	\$ 25.23	\$ 39.85	24.00%	\$ 35.27	\$ 55.70
Human Resources	Employee Relations Analyst	\$ 15.49	\$ 19.61	33.06%	\$ 20.61	\$ 26.09	24.00%	\$ 28.81	\$ 36.48
Human Resources	Employee Relations Analyst Senior	\$ 19.66	\$ 34.69	33.06%	\$ 26.15	\$ 46.16	24.00%	\$ 36.56	\$ 64.52
Human Resources	Human Resources Assistant	\$ 11.88	\$ 17.12	33.06%	\$ 15.81	\$ 22.78	24.00%	\$ 22.11	\$ 31.84
Human Resources	Human Resources Generalist	\$ 13.78	\$ 17.53	33.06%	\$ 18.33	\$ 23.32	24.00%	\$ 25.63	\$ 32.60
Human Resources	Human Resources Generalist Senior	\$ 17.63	\$ 30.79	33.06%	\$ 23.45	\$ 40.96	24.00%	\$ 32.79	\$ 57.26
Human Resources	Personnel Analyst	\$ 13.64	\$ 17.34	33.06%	\$ 18.15	\$ 23.08	24.00%	\$ 25.37	\$ 32.26
Human Resources	Personnel Analyst Senior	\$ 17.39	\$ 21.04	33.06%	\$ 23.14	\$ 28.00	24.00%	\$ 32.35	\$ 39.13
Human Resources	Personnel Practices Analyst	\$ 21.09	\$ 24.84	33.06%	\$ 28.07	\$ 33.06	24.00%	\$ 39.24	\$ 46.21
Human Resources	Personnel Practices Analyst Senior	\$ 24.89	\$ 31.69	33.06%	\$ 33.12	\$ 42.16	24.00%	\$ 46.29	\$ 58.94
Human Resources	Personnel Practices Manager	\$ 31.18	\$ 38.78	33.06%	\$ 41.48	\$ 51.61	24.00%	\$ 57.99	\$ 72.14
Human Services	Social Worker	\$ 15.19	\$ 25.73	33.06%	\$ 20.21	\$ 34.23	24.00%	\$ 28.25	\$ 47.85
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	33.06%	\$ 29.94	\$ 41.25	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 11.52	\$ 15.91	33.06%	\$ 15.33	\$ 21.17	24.00%	\$ 21.43	\$ 29.59
Human Services	Support Enforcement Specialist Senior	\$ 15.96	\$ 18.83	33.06%	\$ 21.24	\$ 25.05	24.00%	\$ 29.69	\$ 35.02
Human Services	Utilization Review Analyst	\$ 15.96	\$ 22.90	33.06%	\$ 21.24	\$ 30.47	24.00%	\$ 29.69	\$ 42.59

Alabama (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 22.94	\$ 36.80	33.06%	\$ 30.53	\$ 48.97	24.00%	\$ 42.67	\$ 68.45
Insurance	Claims Adjuster I	\$ 13.19	\$ 15.96	33.06%	\$ 17.55	\$ 21.24	24.00%	\$ 24.53	\$ 29.69
Insurance	Claims Adjuster II	\$ 16.01	\$ 22.90	33.06%	\$ 21.30	\$ 30.47	24.00%	\$ 29.77	\$ 42.59
Insurance	Claims Specialist	\$ 22.94	\$ 28.91	33.06%	\$ 30.53	\$ 38.47	24.00%	\$ 42.67	\$ 53.77
Insurance	Worker's Compensation Specialist	\$ 21.68	\$ 32.42	33.06%	\$ 28.84	\$ 43.14	24.00%	\$ 40.32	\$ 60.31
Laborer/Industrial	CDL Driver	\$ 11.57	\$ 16.60	39.57%	\$ 16.14	\$ 23.17	24.00%	\$ 21.51	\$ 30.87
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	39.57%	\$ 30.01	\$ 39.39	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	39.57%	\$ 39.01	\$ 46.35	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	39.57%	\$ 42.22	\$ 48.85	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	39.57%	\$ 34.54	\$ 41.87	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	39.57%	\$ 34.54	\$ 41.17	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	39.57%	\$ 43.96	\$ 52.69	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	39.57%	\$ 36.99	\$ 46.83	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 12.41	\$ 17.79	39.57%	\$ 17.32	\$ 24.83	24.00%	\$ 23.09	\$ 33.09
Laborer/Industrial	Forklift Operator	\$ 9.67	\$ 13.48	39.57%	\$ 13.50	\$ 18.81	24.00%	\$ 17.99	\$ 25.07
Laborer/Industrial	Forklift Operator Senior	\$ 13.50	\$ 19.66	39.57%	\$ 18.85	\$ 27.43	24.00%	\$ 25.12	\$ 36.56
Laborer/Industrial	Grounds Worker	\$ 7.84	\$ 10.87	39.57%	\$ 10.94	\$ 15.17	24.00%	\$ 14.57	\$ 20.21
Laborer/Industrial	Grounds Worker Lead	\$ 10.91	\$ 14.57	39.57%	\$ 15.23	\$ 20.33	24.00%	\$ 20.29	\$ 27.10
Laborer/Industrial	Grounds Worker Senior	\$ 11.65	\$ 14.48	39.57%	\$ 16.26	\$ 20.21	24.00%	\$ 21.67	\$ 26.93
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.09	\$ 11.34	39.57%	\$ 11.29	\$ 15.83	24.00%	\$ 15.05	\$ 21.09
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 11.35	\$ 14.48	39.57%	\$ 15.84	\$ 20.21	24.00%	\$ 21.11	\$ 26.93
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.25	\$ 10.89	39.57%	\$ 10.12	\$ 15.20	24.00%	\$ 13.49	\$ 20.26
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.25	\$ 10.89	39.57%	\$ 10.12	\$ 15.20	24.00%	\$ 13.49	\$ 20.26
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.25	\$ 10.89	39.57%	\$ 10.12	\$ 15.20	24.00%	\$ 13.49	\$ 20.26
Laborer/Industrial	Housekeeping Supervisor	\$ 9.67	\$ 13.43	39.57%	\$ 13.50	\$ 18.75	24.00%	\$ 17.99	\$ 24.98
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 13.46	\$ 20.82	39.57%	\$ 18.78	\$ 29.06	24.00%	\$ 25.03	\$ 38.73
Laborer/Industrial	Housekeeping Worker	\$ 7.25	\$ 10.97	39.57%	\$ 10.12	\$ 15.30	24.00%	\$ 13.49	\$ 20.40
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.01	\$ 14.06	39.57%	\$ 15.37	\$ 19.62	24.00%	\$ 20.48	\$ 26.15
Laborer/Industrial	Inventory Worker Light	\$ 8.56	\$ 13.41	39.57%	\$ 11.95	\$ 18.72	24.00%	\$ 15.93	\$ 24.95
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 7.84	\$ 15.05	39.57%	\$ 10.94	\$ 21.01	24.00%	\$ 14.57	\$ 28.00
Laborer/Industrial	Motor Vehicle Operator A	\$ 7.64	\$ 10.41	39.57%	\$ 10.66	\$ 14.53	24.00%	\$ 14.20	\$ 19.36
Laborer/Industrial	Motor Vehicle Operator B	\$ 10.46	\$ 16.88	39.57%	\$ 14.59	\$ 23.56	24.00%	\$ 19.45	\$ 31.40
Laborer/Industrial	Packer	\$ 7.25	\$ 10.89	39.57%	\$ 10.12	\$ 15.20	24.00%	\$ 13.49	\$ 20.26
Laborer/Industrial	Warehouse Specialist I	\$ 7.84	\$ 10.89	39.57%	\$ 10.94	\$ 15.20	24.00%	\$ 14.57	\$ 20.26
Laborer/Industrial	Warehouse Specialist II	\$ 10.91	\$ 13.64	39.57%	\$ 15.23	\$ 19.04	24.00%	\$ 20.29	\$ 25.37
Laborer/Industrial	Warehouse Specialist III	\$ 13.69	\$ 17.44	39.57%	\$ 19.10	\$ 24.34	24.00%	\$ 25.46	\$ 32.43
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	39.57%	\$ 12.56	\$ 15.35	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.25	\$ 10.89	39.57%	\$ 10.12	\$ 15.20	24.00%	\$ 13.49	\$ 20.26
Laborer/Industrial	Warehouse Worker II	\$ 10.91	\$ 13.64	39.57%	\$ 15.23	\$ 19.04	24.00%	\$ 20.29	\$ 25.37
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	39.57%	\$ 34.12	\$ 44.66	24.00%	\$ 45.48	\$ 59.52

Alabama (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	39.57%	\$ 34.12	\$ 41.17	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	39.57%	\$ 34.12	\$ 41.17	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 10.41	\$ 13.43	32.73%	\$ 13.82	\$ 17.83	24.00%	\$ 19.36	\$ 24.98
Media	Audio Visual Technician Senior	\$ 13.46	\$ 22.30	32.73%	\$ 17.86	\$ 29.60	24.00%	\$ 25.03	\$ 41.49
Media	Graphic Artist	\$ 12.26	\$ 14.63	32.73%	\$ 16.27	\$ 19.42	24.00%	\$ 22.80	\$ 27.22
Media	Graphic Artist Senior	\$ 14.63	\$ 20.58	32.73%	\$ 19.42	\$ 27.32	24.00%	\$ 27.22	\$ 38.29
Media	Graphic Designer	\$ 12.26	\$ 14.63	32.73%	\$ 16.27	\$ 19.42	24.00%	\$ 22.80	\$ 27.22
Media	Graphic Designer Senior	\$ 14.66	\$ 20.58	32.73%	\$ 19.46	\$ 27.32	24.00%	\$ 27.27	\$ 38.29
Media	Photographer	\$ 8.09	\$ 10.71	32.73%	\$ 10.74	\$ 14.22	24.00%	\$ 15.05	\$ 19.92
Media	Photographer Senior	\$ 10.73	\$ 17.16	32.73%	\$ 14.24	\$ 22.78	24.00%	\$ 19.96	\$ 31.92
Media	TV / Video Production Specialist	\$ 16.19	\$ 20.83	32.73%	\$ 21.49	\$ 27.65	24.00%	\$ 30.11	\$ 38.74
Media	TV / Video Production Technician	\$ 20.86	\$ 28.22	32.73%	\$ 27.68	\$ 37.46	24.00%	\$ 38.80	\$ 52.49
Security	Armed Security Officer	\$ 12.96	\$ 17.34	49.47%	\$ 19.37	\$ 25.93	24.00%	\$ 24.10	\$ 32.26
Security	<u>Captain</u>	\$ 18.20	\$ 25.94	49.47%	\$ 27.20	\$ 38.77	24.00%	\$ 33.85	\$ 48.24
Security	Dispatcher/Police	\$ 12.56	\$ 21.40	49.47%	\$ 18.77	\$ 31.99	24.00%	\$ 23.36	\$ 39.81
Security	<u>Lieutenant</u>	\$ 16.38	\$ 22.75	49.47%	\$ 24.48	\$ 34.01	24.00%	\$ 30.47	\$ 42.32
Security	<u>Sergeant</u>	\$ 15.02	\$ 20.93	49.47%	\$ 22.44	\$ 31.28	24.00%	\$ 27.93	\$ 38.93
Security	Unarmed Security Guard	\$ 8.75	\$ 17.11	49.47%	\$ 13.09	\$ 25.57	24.00%	\$ 16.28	\$ 31.82
Tax	Data Entry Clerk	\$ 8.09	\$ 10.41	32.73%	\$ 10.74	\$ 13.82	24.00%	\$ 15.05	\$ 19.36
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 10.46	\$ 16.42	32.73%	\$ 13.88	\$ 21.79	24.00%	\$ 19.45	\$ 30.54
Tax	Error Resolution and Document Processor	\$ 13.60	\$ 18.90	32.73%	\$ 18.06	\$ 25.09	24.00%	\$ 25.30	\$ 35.16
Tax	General Clerical	\$ 7.87	\$ 11.64	32.73%	\$ 10.45	\$ 15.45	24.00%	\$ 14.64	\$ 21.65
Tax	On-Site Administrator (Day)	\$ 9.20	\$ 19.89	32.73%	\$ 12.21	\$ 26.40	24.00%	\$ 17.11	\$ 37.00
Tax	On-Site Administrator (Evening)	\$ 9.20	\$ 19.89	32.73%	\$ 12.21	\$ 26.40	24.00%	\$ 17.11	\$ 37.00
Tax	Remittance Processor	\$ 16.35	\$ 24.23	32.73%	\$ 21.71	\$ 32.17	24.00%	\$ 30.42	\$ 45.07
Tax	Taxpayer Information & Assistance Agent	\$ 14.49	\$ 20.81	32.73%	\$ 19.23	\$ 27.62	24.00%	\$ 26.95	\$ 38.71
Technical	Agricultural Technician	\$ 14.90	\$ 24.18	35.78%	\$ 20.23	\$ 32.83	24.00%	\$ 27.71	\$ 44.97
Technical	Agricultural Technician Lead	\$ 16.71	\$ 26.70	35.78%	\$ 22.69	\$ 36.25	24.00%	\$ 31.08	\$ 49.66
Technical	Agricultural Technician Supervisor	\$ 20.07	\$ 32.17	35.78%	\$ 27.25	\$ 43.68	24.00%	\$ 37.32	\$ 59.83
Technical	Analytical Chemist	\$ 15.79	\$ 26.70	35.78%	\$ 21.44	\$ 36.25	24.00%	\$ 29.37	\$ 49.66
Technical	Analytical Chemist Assistant	\$ 18.45	\$ 30.38	35.78%	\$ 25.05	\$ 41.25	24.00%	\$ 34.31	\$ 56.50
Technical	Analytical Chemist Senior	\$ 23.28	\$ 37.99	35.78%	\$ 31.61	\$ 51.59	24.00%	\$ 43.30	\$ 70.67
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	35.78%	\$ 26.88	\$ 42.13	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	35.78%	\$ 39.23	\$ 50.85	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 16.67	\$ 25.07	35.78%	\$ 22.64	\$ 34.04	24.00%	\$ 31.01	\$ 46.63
Technical	Bridge Design Drafter Senior	\$ 17.78	\$ 27.11	35.78%	\$ 24.14	\$ 36.81	24.00%	\$ 33.07	\$ 50.42
Technical	Cartographic Drafter	\$ 20.96	\$ 29.52	35.78%	\$ 28.46	\$ 40.08	24.00%	\$ 38.98	\$ 54.91
Technical	Cartographic Drafter Assistant	\$ 16.43	\$ 24.71	35.78%	\$ 22.30	\$ 33.55	24.00%	\$ 30.55	\$ 45.95
Technical	Cartographic Supervisor	\$ 28.59	\$ 38.44	35.78%	\$ 38.82	\$ 52.19	24.00%	\$ 53.18	\$ 71.50
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	35.78%	\$ 21.72	\$ 26.48	24.00%	\$ 29.76	\$ 36.27

Alabama (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	<u>Direct Certification Coordinator</u>	\$ 39.59	\$ 48.15	35.78%	\$ 53.76	\$ 65.38	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 25.21	\$ 35.68	35.78%	\$ 34.23	\$ 48.45	24.00%	\$ 46.89	\$ 66.37
Technical	Engineering Design Drafting Supervisor	\$ 29.33	\$ 40.89	35.78%	\$ 39.82	\$ 55.52	24.00%	\$ 54.55	\$ 76.05
Technical	Engineering Design Drafting Technician	\$ 14.16	\$ 18.75	35.78%	\$ 19.23	\$ 25.45	24.00%	\$ 26.34	\$ 34.87
Technical	Engineering Drafting Technician	\$ 14.19	\$ 18.75	35.78%	\$ 19.26	\$ 25.45	24.00%	\$ 26.39	\$ 34.87
Technical	Engineering Drafting Technician Senior	\$ 16.44	\$ 23.91	35.78%	\$ 22.33	\$ 32.46	24.00%	\$ 30.59	\$ 44.47
Technical	Environmental Engineer	\$ 23.29	\$ 36.79	35.78%	\$ 31.62	\$ 49.96	24.00%	\$ 43.31	\$ 68.43
Technical	Environmental Engineer Senior	\$ 25.08	\$ 40.25	35.78%	\$ 34.05	\$ 54.65	24.00%	\$ 46.65	\$ 74.87
Technical	Environmental Program Analyst	\$ 19.76	\$ 29.19	35.78%	\$ 26.83	\$ 39.64	24.00%	\$ 36.75	\$ 54.30
Technical	Environmental Program Planner	\$ 21.11	\$ 31.54	35.78%	\$ 28.67	\$ 42.83	24.00%	\$ 39.27	\$ 58.67
Technical	Environmental Program Specialist	\$ 22.70	\$ 28.50	35.78%	\$ 30.82	\$ 38.70	24.00%	\$ 42.21	\$ 53.01
Technical	Environmental Specialist - Field	\$ 21.11	\$ 30.81	35.78%	\$ 28.67	\$ 41.84	24.00%	\$ 39.27	\$ 57.31
Technical	Environmental Specialist Senior - Field	\$ 21.71	\$ 32.25	35.78%	\$ 29.48	\$ 43.79	24.00%	\$ 40.39	\$ 59.99
Technical	Environmental Technician	\$ 19.76	\$ 29.19	35.78%	\$ 26.83	\$ 39.64	24.00%	\$ 36.75	\$ 54.30
Technical	Environmental Technician Senior	\$ 21.11	\$ 31.54	35.78%	\$ 28.67	\$ 42.83	24.00%	\$ 39.27	\$ 58.67
Technical	<u>Help Desk Support</u>	\$ 15.50	\$ 25.00	35.78%	\$ 21.05	\$ 33.95	24.00%	\$ 28.83	\$ 46.50
Technical	<u>Home Repair Coordinator</u>	\$ 17.25	\$ 24.00	35.78%	\$ 23.42	\$ 32.59	24.00%	\$ 32.09	\$ 44.64
Technical	<u>Housing Recovery Advisor</u>	\$ 18.00	\$ 22.00	35.78%	\$ 24.44	\$ 29.87	24.00%	\$ 33.48	\$ 40.92
Technical	Laboratory Technician	\$ 15.08	\$ 22.59	35.78%	\$ 20.47	\$ 30.67	24.00%	\$ 28.05	\$ 42.01
Technical	Laboratory Technician Senior	\$ 16.01	\$ 24.35	35.78%	\$ 21.73	\$ 33.07	24.00%	\$ 29.77	\$ 45.29
Technical	<u>Program Support Specialist</u>	\$ 22.00	\$ 26.50	35.78%	\$ 29.87	\$ 35.98	24.00%	\$ 40.92	\$ 49.29
Technical	<u>Regional Recovery Outreach Manager</u>	\$ 24.00	\$ 32.00	35.78%	\$ 32.59	\$ 43.45	24.00%	\$ 44.64	\$ 59.52
Technical	Residential Plan Reviewer	\$ 17.50	\$ 27.34	35.78%	\$ 23.76	\$ 37.12	24.00%	\$ 32.55	\$ 50.85
Technical	Right of Way Technician	\$ 24.83	\$ 39.27	35.78%	\$ 33.72	\$ 53.32	24.00%	\$ 46.19	\$ 73.04
Technical	Right of Way Technician Supervisor	\$ 26.81	\$ 43.11	35.78%	\$ 36.40	\$ 58.53	24.00%	\$ 49.86	\$ 80.18
Technical	Safety Engineer	\$ 24.47	\$ 38.38	35.78%	\$ 33.23	\$ 52.11	24.00%	\$ 45.51	\$ 71.38
Technical	Safety Engineer Senior	\$ 27.82	\$ 43.91	35.78%	\$ 37.77	\$ 59.62	24.00%	\$ 51.74	\$ 81.67
Technical	Title Examiner	\$ 17.04	\$ 23.97	35.78%	\$ 23.14	\$ 32.55	24.00%	\$ 31.70	\$ 44.58
Technical	Traffic Controller	\$ 20.63	\$ 33.35	35.78%	\$ 28.01	\$ 45.29	24.00%	\$ 38.37	\$ 62.04
Technical	Traffic Controller Senior	\$ 24.83	\$ 39.27	35.78%	\$ 33.72	\$ 53.32	24.00%	\$ 46.19	\$ 73.04
Technical	Transportation Data Analyst	\$ 20.63	\$ 33.35	35.78%	\$ 28.01	\$ 45.29	24.00%	\$ 38.37	\$ 62.04
Technical	Transportation Data Analyst Senior	\$ 24.83	\$ 39.27	35.78%	\$ 33.72	\$ 53.32	24.00%	\$ 46.19	\$ 73.04
Technical	Transportation Data Analyst Supervisor	\$ 24.83	\$ 39.27	35.78%	\$ 33.72	\$ 53.32	24.00%	\$ 46.19	\$ 73.04
Technical	Transportation Data Technician	\$ 20.63	\$ 33.35	35.78%	\$ 28.01	\$ 45.29	24.00%	\$ 38.37	\$ 62.04
Technical	Transportation District Utilities Specialist	\$ 24.37	\$ 39.26	35.78%	\$ 33.09	\$ 53.30	24.00%	\$ 45.33	\$ 73.02
Technical	Transportation Engineering Technician -Survey	\$ 25.31	\$ 42.95	35.78%	\$ 34.36	\$ 58.32	24.00%	\$ 47.07	\$ 79.89
Technical	Transportation Engineering Technician -Survey Senior	\$ 27.94	\$ 44.95	35.78%	\$ 37.93	\$ 61.03	24.00%	\$ 51.96	\$ 83.60
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 29.49	\$ 48.01	35.78%	\$ 40.05	\$ 65.19	24.00%	\$ 54.86	\$ 89.30
Technical	Transportation Materials Technician	\$ 11.85	\$ 17.04	35.78%	\$ 16.09	\$ 23.14	24.00%	\$ 22.04	\$ 31.70
Technical	Transportation Materials Technician Senior	\$ 12.64	\$ 18.48	35.78%	\$ 17.16	\$ 25.10	24.00%	\$ 23.51	\$ 34.38

Alabama (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 25.31	\$ 42.02	35.78%	\$ 34.36	\$ 57.06	24.00%	\$ 47.07	\$ 78.17
Technical	Transportation Materials Technician Supervisor	\$ 29.49	\$ 48.01	35.78%	\$ 40.05	\$ 65.19	24.00%	\$ 54.86	\$ 89.30
Technical	Transportation Planning Specialist	\$ 24.37	\$ 39.26	35.78%	\$ 33.09	\$ 53.30	24.00%	\$ 45.33	\$ 73.02
Technical	Transportation Planning Specialist Senior	\$ 27.94	\$ 44.95	35.78%	\$ 37.93	\$ 61.03	24.00%	\$ 51.96	\$ 83.60
Technical	Transportation Technical Program Coordinator	\$ 24.37	\$ 39.26	35.78%	\$ 33.09	\$ 53.30	24.00%	\$ 45.33	\$ 73.02
Technical	Transportation Technical Support Coordinator	\$ 24.37	\$ 39.26	35.78%	\$ 33.09	\$ 53.30	24.00%	\$ 45.33	\$ 73.02
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	35.78%	\$ 50.92	\$ 61.10	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 14.10	\$ 17.34	44.96%	\$ 20.43	\$ 25.14	24.00%	\$ 26.22	\$ 32.26
Trades	Boiler Operator II	\$ 17.39	\$ 19.97	44.96%	\$ 25.21	\$ 28.94	24.00%	\$ 32.35	\$ 37.14
Trades	Boiler Operator Senior I	\$ 19.98	\$ 21.81	44.96%	\$ 28.97	\$ 31.62	24.00%	\$ 37.17	\$ 40.57
Trades	Boiler Operator Senior II	\$ 21.83	\$ 29.88	44.96%	\$ 31.65	\$ 43.32	24.00%	\$ 40.61	\$ 55.59
Trades	Carpenter Assistant	\$ 9.39	\$ 12.70	44.96%	\$ 13.61	\$ 18.42	24.00%	\$ 17.47	\$ 23.63
Trades	Carpenter	\$ 12.71	\$ 17.81	44.96%	\$ 18.43	\$ 25.82	24.00%	\$ 23.65	\$ 33.12
Trades	Carpenter Senior	\$ 18.80	\$ 25.40	44.96%	\$ 27.25	\$ 36.82	24.00%	\$ 34.97	\$ 47.24
Trades	Electrician	\$ 20.05	\$ 33.36	44.96%	\$ 29.06	\$ 48.36	24.00%	\$ 37.29	\$ 62.05
Trades	Electrician Assistant	\$ 10.69	\$ 13.20	44.96%	\$ 15.50	\$ 19.13	24.00%	\$ 19.89	\$ 24.54
Trades	Electrician Senior	\$ 15.48	\$ 17.85	44.96%	\$ 22.44	\$ 25.88	24.00%	\$ 28.79	\$ 33.21
Trades	Electrician Supervisor Senior	\$ 17.90	\$ 31.47	44.96%	\$ 25.95	\$ 45.62	24.00%	\$ 33.29	\$ 58.53
Trades	Electronic Equipment Install & Repair Supervisor	\$ 19.53	\$ 29.03	44.96%	\$ 28.31	\$ 42.08	24.00%	\$ 36.32	\$ 54.00
Trades	Electronic Equipment Install & Repair Technician	\$ 15.50	\$ 19.43	44.96%	\$ 22.47	\$ 28.16	24.00%	\$ 28.83	\$ 36.14
Trades	Electronic Technician	\$ 11.79	\$ 14.99	44.96%	\$ 17.10	\$ 21.73	24.00%	\$ 21.94	\$ 27.88
Trades	Electronic Technician Senior	\$ 15.03	\$ 26.59	44.96%	\$ 21.79	\$ 38.55	24.00%	\$ 27.96	\$ 49.46
Trades	Equipment Repair Supervisor	\$ 21.38	\$ 25.03	44.96%	\$ 30.99	\$ 36.28	24.00%	\$ 39.76	\$ 46.55
Trades	Equipment Repair Technician	\$ 11.79	\$ 14.99	44.96%	\$ 17.10	\$ 21.73	24.00%	\$ 21.94	\$ 27.88
Trades	Equipment Repair Technician Senior	\$ 15.03	\$ 21.32	44.96%	\$ 21.79	\$ 30.91	24.00%	\$ 27.96	\$ 39.66
Trades	HVAC Installation & Repair Assistant	\$ 9.20	\$ 14.68	44.96%	\$ 13.34	\$ 21.28	24.00%	\$ 17.11	\$ 27.30
Trades	HVAC Installation & Repair Assistant Senior	\$ 14.68	\$ 25.03	44.96%	\$ 21.28	\$ 36.28	24.00%	\$ 27.30	\$ 46.55
Trades	Laboratory Mechanic	\$ 11.80	\$ 16.01	44.96%	\$ 17.11	\$ 23.20	24.00%	\$ 21.95	\$ 29.77
Trades	Laboratory Mechanic Senior	\$ 16.01	\$ 24.35	44.96%	\$ 23.20	\$ 35.30	24.00%	\$ 29.77	\$ 45.29
Trades	Locksmith	\$ 14.48	\$ 21.29	44.96%	\$ 20.99	\$ 30.87	24.00%	\$ 26.93	\$ 39.61
Trades	Maintenance Field Worker	\$ 11.79	\$ 15.08	44.96%	\$ 17.10	\$ 21.86	24.00%	\$ 21.94	\$ 28.05
Trades	Mason Plasterer	\$ 14.57	\$ 16.79	44.96%	\$ 21.12	\$ 24.34	24.00%	\$ 27.10	\$ 31.23
Trades	Mason Plasterer Assistant	\$ 16.83	\$ 24.89	44.96%	\$ 24.39	\$ 36.08	24.00%	\$ 31.30	\$ 46.29
Trades	Mechanic	\$ 9.48	\$ 21.34	44.96%	\$ 13.75	\$ 30.93	24.00%	\$ 17.64	\$ 39.69
Trades	Painter	\$ 9.12	\$ 20.24	44.96%	\$ 13.22	\$ 29.34	24.00%	\$ 16.96	\$ 37.64
Trades	Plumber / Steamfitter	\$ 19.77	\$ 30.07	44.96%	\$ 28.67	\$ 43.59	24.00%	\$ 36.78	\$ 55.92
Trades	Plumber / Steamfitter Assistant	\$ 11.79	\$ 19.71	44.96%	\$ 17.10	\$ 28.57	24.00%	\$ 21.94	\$ 36.66
Trades	Printing Press Operator B	\$ 19.30	\$ 28.35	44.96%	\$ 27.98	\$ 41.09	24.00%	\$ 35.90	\$ 52.73
Trades	Production Supervisor	\$ 22.89	\$ 35.05	44.96%	\$ 33.18	\$ 50.81	24.00%	\$ 42.57	\$ 65.20
Trades	Radio Specialist	\$ 13.64	\$ 17.49	44.96%	\$ 19.77	\$ 25.35	24.00%	\$ 25.37	\$ 32.53

Alabama (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 17.52	\$ 22.90	44.96%	\$ 25.39	\$ 33.19	24.00%	\$ 32.58	\$ 42.59
Trades	Sheet Metal Worker	\$ 12.98	\$ 16.70	44.96%	\$ 18.81	\$ 24.21	24.00%	\$ 24.14	\$ 31.06
Trades	Sheet Metal Worker Assistant	\$ 9.86	\$ 13.19	44.96%	\$ 14.29	\$ 19.11	24.00%	\$ 18.33	\$ 24.53
Trades	Sheet Metal Worker Lead	\$ 16.74	\$ 22.91	44.96%	\$ 24.27	\$ 33.20	24.00%	\$ 31.14	\$ 42.60
Trades	Shipping / Receiving Clerk	\$ 13.05	\$ 17.89	44.96%	\$ 18.92	\$ 25.93	24.00%	\$ 24.27	\$ 33.28
Trades	Storekeeper Assistant I	\$ 9.70	\$ 14.20	44.96%	\$ 14.06	\$ 20.58	24.00%	\$ 18.04	\$ 26.41
Trades	Storekeeper Assistant II	\$ 10.56	\$ 15.26	44.96%	\$ 15.30	\$ 22.12	24.00%	\$ 19.63	\$ 28.39
Trades	Storekeeper I	\$ 7.25	\$ 9.48	44.96%	\$ 10.51	\$ 13.75	24.00%	\$ 13.49	\$ 17.64
Trades	Storekeeper II	\$ 9.54	\$ 11.57	44.96%	\$ 13.82	\$ 16.77	24.00%	\$ 17.74	\$ 21.51
Trades	Storekeeper III	\$ 11.60	\$ 14.20	44.96%	\$ 16.82	\$ 20.58	24.00%	\$ 21.58	\$ 26.41
Trades	Storekeeper Senior	\$ 14.21	\$ 16.58	44.96%	\$ 20.61	\$ 24.04	24.00%	\$ 26.44	\$ 30.84
Trades	Tool Room Assistant	\$ 7.64	\$ 11.57	44.96%	\$ 11.07	\$ 16.77	24.00%	\$ 14.20	\$ 21.51
Trades	Tool Room Assistant Senior	\$ 11.57	\$ 16.14	44.96%	\$ 16.77	\$ 23.40	24.00%	\$ 21.51	\$ 30.03
Trades	Trades Utilities Worker Senior	\$ 11.80	\$ 17.29	44.96%	\$ 17.11	\$ 25.06	24.00%	\$ 21.95	\$ 32.16
Trades	Trades Utility Worker	\$ 9.02	\$ 11.76	44.96%	\$ 13.07	\$ 17.04	24.00%	\$ 16.77	\$ 21.87
Trades	Tradesman Helper	\$ 9.02	\$ 14.52	44.96%	\$ 13.07	\$ 21.05	24.00%	\$ 16.77	\$ 27.01
Trades	Tradesman Helper Senior	\$ 14.52	\$ 18.10	44.96%	\$ 21.05	\$ 26.24	24.00%	\$ 27.01	\$ 33.67
Trades	Welder	\$ 9.94	\$ 16.46	44.96%	\$ 14.41	\$ 23.86	24.00%	\$ 18.48	\$ 30.62
Trades	Welder Senior	\$ 16.51	\$ 19.79	44.96%	\$ 23.93	\$ 28.69	24.00%	\$ 30.70	\$ 36.81
Trades	Work Zone Safety Officer	\$ 20.63	\$ 33.35	44.96%	\$ 29.91	\$ 48.35	24.00%	\$ 38.37	\$ 62.04

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	31.90%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	33.06%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	39.57%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	33.06%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	33.06%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	39.57%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	32.73%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	49.47%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	32.73%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.78%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	44.96%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Alaska (2017 HOURLY MINIMUM WAGE = \$9.80)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 19.60	\$ 27.84	33.28%	\$ 26.13	\$ 37.10	24.00%	\$ 36.46	\$ 51.78
Accounting/Finance	Accountant JR	\$ 9.80	\$ 13.97	33.28%	\$ 13.06	\$ 18.62	24.00%	\$ 18.23	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 27.85	\$ 38.65	33.28%	\$ 37.12	\$ 51.52	24.00%	\$ 51.80	\$ 71.90
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	33.28%	\$ 27.59	\$ 34.49	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	33.28%	\$ 20.69	\$ 26.55	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	33.28%	\$ 13.10	\$ 16.55	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 25.52	\$ 29.20	33.28%	\$ 34.01	\$ 38.92	24.00%	\$ 47.47	\$ 54.32
Accounting/Finance	Accounting Manager B	\$ 29.12	\$ 35.74	33.28%	\$ 38.81	\$ 47.63	24.00%	\$ 54.17	\$ 66.47
Accounting/Finance	Accounting Manager C	\$ 35.80	\$ 45.26	33.28%	\$ 47.72	\$ 60.32	24.00%	\$ 66.59	\$ 84.18
Accounting/Finance	Auditing - External Auditor	\$ 25.19	\$ 31.85	33.28%	\$ 33.57	\$ 42.45	24.00%	\$ 46.84	\$ 59.25
Accounting/Finance	Auditing - External Auditor Senior	\$ 31.88	\$ 45.26	33.28%	\$ 42.49	\$ 60.32	24.00%	\$ 59.30	\$ 84.18
Accounting/Finance	Auditing - Internal Auditor	\$ 25.19	\$ 31.85	33.28%	\$ 33.57	\$ 42.45	24.00%	\$ 46.84	\$ 59.25
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 31.92	\$ 45.26	33.28%	\$ 42.54	\$ 60.32	24.00%	\$ 59.37	\$ 84.18
Accounting/Finance	Bookkeeper	\$ 13.25	\$ 20.06	33.28%	\$ 17.66	\$ 26.73	24.00%	\$ 24.65	\$ 37.31
Accounting/Finance	Budget Analyst	\$ 24.70	\$ 32.32	33.28%	\$ 32.92	\$ 43.08	24.00%	\$ 45.95	\$ 60.12
Accounting/Finance	Budget Analyst Senior	\$ 32.34	\$ 50.18	33.28%	\$ 43.10	\$ 66.88	24.00%	\$ 60.14	\$ 93.34
Accounting/Finance	Closure/Disbursement Specialists	\$ 41.19	\$ 45.85	33.28%	\$ 54.90	\$ 61.10	24.00%	\$ 76.61	\$ 85.27
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 38.68	\$ 50.14	33.28%	\$ 51.56	\$ 66.83	24.00%	\$ 71.95	\$ 93.27
Accounting/Finance	CPA	\$ 40.12	\$ 53.01	33.28%	\$ 53.47	\$ 70.65	24.00%	\$ 74.61	\$ 98.60
Accounting/Finance	Fiscal Assistant	\$ 13.95	\$ 21.44	33.28%	\$ 18.59	\$ 28.57	24.00%	\$ 25.95	\$ 39.87
Accounting/Finance	Fiscal Technical Senior	\$ 18.69	\$ 26.66	33.28%	\$ 24.91	\$ 35.53	24.00%	\$ 34.77	\$ 49.58
Accounting/Finance	Fiscal Technician	\$ 21.50	\$ 26.28	33.28%	\$ 28.66	\$ 35.03	24.00%	\$ 40.00	\$ 48.89
Accounting/Finance	Payroll Assistant	\$ 20.42	\$ 25.79	33.28%	\$ 27.21	\$ 34.37	24.00%	\$ 37.97	\$ 47.97
Accounting/Finance	Purchasing / Procurement	\$ 25.79	\$ 38.32	33.28%	\$ 34.37	\$ 51.08	24.00%	\$ 47.97	\$ 71.28
Accounting/Finance	Sr. Compliance Officer	\$ 49.79	\$ 56.59	33.28%	\$ 66.35	\$ 75.42	24.00%	\$ 92.60	\$ 105.26
Accounting/Finance	Supervising Auditor	\$ 49.79	\$ 57.31	33.28%	\$ 66.35	\$ 76.38	24.00%	\$ 92.60	\$ 106.59
Call Center/Customer Service	Customer Service Inbound I	\$ 13.13	\$ 19.32	33.81%	\$ 17.58	\$ 25.85	24.00%	\$ 24.43	\$ 35.94
Call Center/Customer Service	Customer Service Inbound II	\$ 19.40	\$ 31.24	33.81%	\$ 25.96	\$ 41.80	24.00%	\$ 36.09	\$ 58.10

Alaska (2017 HOURLY MINIMUM WAGE = \$9.80)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 13.13	\$ 19.32	33.81%	\$ 17.58	\$ 25.85	24.00%	\$ 24.43	\$ 35.94
Call Center/Customer Service	Customer Service Outbound II	\$ 19.40	\$ 31.24	33.81%	\$ 25.96	\$ 41.80	24.00%	\$ 36.09	\$ 58.10
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 12.89	\$ 21.85	33.81%	\$ 17.25	\$ 29.24	24.00%	\$ 23.98	\$ 40.64
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	33.81%	\$ 27.70	\$ 34.62	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 13.39	\$ 20.49	33.81%	\$ 17.92	\$ 27.41	24.00%	\$ 24.90	\$ 38.10
Call Center/Customer Service	Detailing Representative II	\$ 14.57	\$ 23.57	33.81%	\$ 19.49	\$ 31.53	24.00%	\$ 27.10	\$ 43.83
Call Center/Customer Service	Help Desk Analyst	\$ 17.35	\$ 38.52	33.81%	\$ 23.22	\$ 51.55	24.00%	\$ 32.28	\$ 71.65
Call Center/Customer Service	Market Research Inbound	\$ 25.45	\$ 30.57	33.81%	\$ 34.06	\$ 40.90	24.00%	\$ 47.34	\$ 56.86
Call Center/Customer Service	Market Research Outbound	\$ 30.59	\$ 46.58	33.81%	\$ 40.94	\$ 62.33	24.00%	\$ 56.91	\$ 86.64
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 11.90	\$ 17.02	33.81%	\$ 15.93	\$ 22.77	24.00%	\$ 22.14	\$ 31.65
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 17.23	\$ 24.62	33.81%	\$ 23.06	\$ 32.95	24.00%	\$ 32.05	\$ 45.80
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 11.90	\$ 17.02	33.81%	\$ 15.93	\$ 22.77	24.00%	\$ 22.14	\$ 31.65
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 17.23	\$ 24.62	33.81%	\$ 23.06	\$ 32.95	24.00%	\$ 32.05	\$ 45.80
Call Center/Customer Service	Sales & Promotion Sampler	\$ 11.90	\$ 16.68	33.81%	\$ 15.93	\$ 22.32	24.00%	\$ 22.14	\$ 31.03
Call Center/Customer Service	Sales Inbound I	\$ 12.60	\$ 21.77	33.81%	\$ 16.86	\$ 29.13	24.00%	\$ 23.43	\$ 40.49
Call Center/Customer Service	Sales Inbound II	\$ 17.23	\$ 24.62	33.81%	\$ 23.06	\$ 32.95	24.00%	\$ 32.05	\$ 45.80
Call Center/Customer Service	Sales Outbound I	\$ 15.61	\$ 21.90	33.81%	\$ 20.89	\$ 29.31	24.00%	\$ 29.04	\$ 40.74
Call Center/Customer Service	Sales Outbound II	\$ 17.23	\$ 24.62	33.81%	\$ 23.06	\$ 32.95	24.00%	\$ 32.05	\$ 45.80
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 10.55	\$ 17.06	33.81%	\$ 14.12	\$ 22.83	24.00%	\$ 19.62	\$ 31.73
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 17.07	\$ 22.12	33.81%	\$ 22.84	\$ 29.60	24.00%	\$ 31.75	\$ 41.14
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 12.57	\$ 16.80	33.81%	\$ 16.82	\$ 22.48	24.00%	\$ 23.38	\$ 31.25
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 16.87	\$ 29.70	33.81%	\$ 22.57	\$ 39.74	24.00%	\$ 31.38	\$ 55.24
Food Related Services	Barista (misc)	\$ 14.73	\$ 21.72	49.25%	\$ 21.98	\$ 32.41	24.00%	\$ 27.39	\$ 40.39
Food Related Services	Building Attendant (misc)	\$ 14.73	\$ 21.72	37.45%	\$ 20.24	\$ 29.85	24.00%	\$ 27.39	\$ 40.39
Food Related Services	Busser	\$ 14.73	\$ 21.72	37.45%	\$ 20.24	\$ 29.85	24.00%	\$ 27.39	\$ 40.39
Food Related Services	Cashiers	\$ 14.73	\$ 21.72	37.45%	\$ 20.24	\$ 29.85	24.00%	\$ 27.39	\$ 40.39
Food Related Services	Dishwasher	\$ 13.39	\$ 17.41	37.45%	\$ 18.40	\$ 23.92	24.00%	\$ 24.90	\$ 32.38
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	37.45%	\$ 19.79	\$ 24.19	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	37.45%	\$ 13.61	\$ 16.63	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 13.27	\$ 19.41	37.45%	\$ 18.24	\$ 26.69	24.00%	\$ 24.68	\$ 36.11
Food Related Services	Food Operations Manager Assistant	\$ 19.47	\$ 22.79	37.45%	\$ 26.76	\$ 31.32	24.00%	\$ 36.21	\$ 42.39
Food Related Services	Food Production Worker	\$ 10.68	\$ 17.49	37.45%	\$ 14.69	\$ 24.04	24.00%	\$ 19.87	\$ 32.52
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	37.45%	\$ 19.17	\$ 23.44	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	37.45%	\$ 14.84	\$ 18.14	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	37.45%	\$ 17.32	\$ 21.17	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 10.64	\$ 17.15	37.45%	\$ 14.63	\$ 23.58	24.00%	\$ 19.80	\$ 31.90
Food Related Services	Second Cook Senior	\$ 17.02	\$ 22.39	49.25%	\$ 25.40	\$ 33.41	24.00%	\$ 31.65	\$ 41.64
Food Related Services	Server	\$ 10.22	\$ 13.95	37.45%	\$ 14.04	\$ 19.18	24.00%	\$ 19.00	\$ 25.95
General Administrative	Administrative Assistant I	\$ 14.62	\$ 19.67	33.81%	\$ 19.56	\$ 26.32	24.00%	\$ 27.20	\$ 36.58
General Administrative	Administrative Assistant II	\$ 19.68	\$ 21.29	33.81%	\$ 26.34	\$ 28.49	24.00%	\$ 36.61	\$ 39.60

Alaska (2017 HOURLY MINIMUM WAGE = \$9.80)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 21.30	\$ 23.11	33.81%	\$ 28.50	\$ 30.92	24.00%	\$ 39.62	\$ 42.98
General Administrative	Administrative Assistant IV	\$ 23.12	\$ 25.59	33.81%	\$ 30.94	\$ 34.24	24.00%	\$ 43.01	\$ 47.59
General Administrative	Administrative Assistant V	\$ 25.61	\$ 28.85	33.81%	\$ 34.27	\$ 38.61	24.00%	\$ 47.64	\$ 53.67
General Administrative	Administrative Staff Assistant	\$ 28.39	\$ 32.46	33.81%	\$ 37.98	\$ 43.43	24.00%	\$ 52.80	\$ 60.37
General Administrative	Administrative Staff Specialist	\$ 32.47	\$ 40.14	33.81%	\$ 43.45	\$ 53.71	24.00%	\$ 60.39	\$ 74.66
General Administrative	Administrative Staff Specialist Senior	\$ 40.15	\$ 31.36	33.81%	\$ 53.73	\$ 41.96	24.00%	\$ 74.69	\$ 58.33
General Administrative	Agency Management Analyst	\$ 26.19	\$ 34.37	33.81%	\$ 35.04	\$ 45.99	24.00%	\$ 48.71	\$ 63.93
General Administrative	Agency Management Analyst Lead	\$ 34.38	\$ 39.94	33.81%	\$ 46.01	\$ 53.44	24.00%	\$ 63.95	\$ 74.29
General Administrative	Agency Management Analyst Senior	\$ 40.02	\$ 62.27	33.81%	\$ 53.55	\$ 83.33	24.00%	\$ 74.44	\$ 115.83
General Administrative	Clerk	\$ 11.04	\$ 12.76	33.81%	\$ 14.77	\$ 17.07	24.00%	\$ 20.53	\$ 23.73
General Administrative	Clerk Jr	\$ 9.80	\$ 10.99	33.81%	\$ 13.11	\$ 14.70	24.00%	\$ 18.23	\$ 20.44
General Administrative	Clerk Sr	\$ 12.81	\$ 14.83	33.81%	\$ 17.14	\$ 19.84	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 11.90	\$ 16.71	33.81%	\$ 15.93	\$ 22.36	24.00%	\$ 22.14	\$ 31.08
General Administrative	Data Entry Operator Senior	\$ 16.75	\$ 24.05	33.81%	\$ 22.41	\$ 32.18	24.00%	\$ 31.16	\$ 44.73
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	33.81%	\$ 13.72	\$ 20.07	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 21.10	\$ 26.23	33.81%	\$ 28.24	\$ 35.10	24.00%	\$ 39.25	\$ 48.79
General Administrative	Executive Secretary Senior	\$ 26.27	\$ 38.91	33.81%	\$ 35.15	\$ 52.06	24.00%	\$ 48.86	\$ 72.37
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	33.81%	\$ 23.42	\$ 27.77	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	33.81%	\$ 20.07	\$ 24.09	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 16.68	\$ 19.56	33.81%	\$ 22.32	\$ 26.18	24.00%	\$ 31.03	\$ 36.38
General Administrative	Legal Assistant Senior	\$ 19.60	\$ 49.42	33.81%	\$ 26.23	\$ 66.13	24.00%	\$ 36.46	\$ 91.92
General Administrative	Library Assistant	\$ 11.90	\$ 23.44	33.81%	\$ 15.93	\$ 31.37	24.00%	\$ 22.14	\$ 43.61
General Administrative	Medical Assistant I	\$ 15.99	\$ 18.65	33.81%	\$ 21.39	\$ 24.96	24.00%	\$ 29.74	\$ 34.69
General Administrative	Medical Assistant II	\$ 18.70	\$ 26.59	33.81%	\$ 25.03	\$ 35.58	24.00%	\$ 34.79	\$ 49.46
General Administrative	Medical Biller I	\$ 13.94	\$ 17.11	33.81%	\$ 18.65	\$ 22.90	24.00%	\$ 25.93	\$ 31.83
General Administrative	Medical Biller II	\$ 17.15	\$ 26.64	33.81%	\$ 22.95	\$ 35.65	24.00%	\$ 31.90	\$ 49.56
General Administrative	Medical Records Clerk I	\$ 16.75	\$ 24.40	33.81%	\$ 22.41	\$ 32.64	24.00%	\$ 31.16	\$ 45.38
General Administrative	Medical Records Clerk II	\$ 18.09	\$ 26.16	33.81%	\$ 24.20	\$ 35.01	24.00%	\$ 33.65	\$ 48.66
General Administrative	Office Manager	\$ 28.18	\$ 42.90	33.81%	\$ 37.71	\$ 57.40	24.00%	\$ 52.42	\$ 79.79
General Administrative	Office Services Aide	\$ 15.60	\$ 21.49	33.81%	\$ 20.87	\$ 28.76	24.00%	\$ 29.01	\$ 39.97
General Administrative	Office Services Assistant	\$ 16.72	\$ 22.69	33.81%	\$ 22.38	\$ 30.37	24.00%	\$ 31.11	\$ 42.21
General Administrative	Office Services Specialist	\$ 17.62	\$ 23.75	33.81%	\$ 23.58	\$ 31.78	24.00%	\$ 32.77	\$ 44.18
General Administrative	Office Services Supervisor	\$ 18.44	\$ 24.27	33.81%	\$ 24.67	\$ 32.48	24.00%	\$ 34.29	\$ 45.15
General Administrative	Office Services Supervisor Senior	\$ 21.37	\$ 27.23	33.81%	\$ 28.59	\$ 36.44	24.00%	\$ 39.75	\$ 50.66
General Administrative	Operator I	\$ 11.58	\$ 16.66	33.81%	\$ 15.50	\$ 22.29	24.00%	\$ 21.54	\$ 30.98
General Administrative	Operator II	\$ 16.68	\$ 19.47	33.81%	\$ 22.32	\$ 26.05	24.00%	\$ 31.03	\$ 36.21
General Administrative	Operator III (Key Disc Operator)	\$ 19.52	\$ 22.11	33.81%	\$ 26.12	\$ 29.58	24.00%	\$ 36.31	\$ 41.12
General Administrative	Operator IV (Key Disc Operator)	\$ 22.12	\$ 25.63	33.81%	\$ 29.60	\$ 34.29	24.00%	\$ 41.14	\$ 47.67
General Administrative	Paralegal	\$ 14.00	\$ 23.50	33.81%	\$ 18.73	\$ 31.45	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 14.85	\$ 19.87	33.81%	\$ 19.87	\$ 26.59	24.00%	\$ 27.62	\$ 36.96

Alaska (2017 HOURLY MINIMUM WAGE = \$9.80)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 19.88	\$ 21.20	33.81%	\$ 26.61	\$ 28.36	24.00%	\$ 36.98	\$ 39.42
General Administrative	Photocopy Supervisor	\$ 16.05	\$ 22.29	33.81%	\$ 21.48	\$ 29.83	24.00%	\$ 29.86	\$ 41.47
General Administrative	Photocopy Technician	\$ 14.50	\$ 20.50	33.81%	\$ 19.40	\$ 27.43	24.00%	\$ 26.97	\$ 38.13
General Administrative	Photo-Typesetting Specialist	\$ 18.88	\$ 27.18	33.81%	\$ 25.26	\$ 36.37	24.00%	\$ 35.11	\$ 50.56
General Administrative	Photo-Typesetting Supervisor	\$ 20.16	\$ 29.51	33.81%	\$ 26.98	\$ 39.49	24.00%	\$ 37.51	\$ 54.89
General Administrative	Postal Aide	\$ 10.59	\$ 14.50	33.81%	\$ 14.17	\$ 19.40	24.00%	\$ 19.70	\$ 26.97
General Administrative	Postal Aide Senior	\$ 14.57	\$ 22.92	33.81%	\$ 19.49	\$ 30.67	24.00%	\$ 27.10	\$ 42.64
General Administrative	Postal Assistant	\$ 23.00	\$ 25.56	33.81%	\$ 30.78	\$ 34.20	24.00%	\$ 42.79	\$ 47.54
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	33.81%	\$ 40.14	\$ 60.21	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	33.81%	\$ 26.76	\$ 33.45	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 17.02	\$ 22.47	33.81%	\$ 22.77	\$ 30.06	24.00%	\$ 31.65	\$ 41.79
General Administrative	Public Relations Specialist	\$ 23.65	\$ 40.44	33.81%	\$ 31.64	\$ 54.11	24.00%	\$ 43.98	\$ 75.21
General Administrative	Public Relations Specialist Assistant	\$ 17.02	\$ 23.61	33.81%	\$ 22.77	\$ 31.59	24.00%	\$ 31.65	\$ 43.91
General Administrative	Receptionist	\$ 11.89	\$ 15.30	33.81%	\$ 15.91	\$ 20.48	24.00%	\$ 22.11	\$ 28.47
General Administrative	Receptionist Senior	\$ 15.32	\$ 24.15	33.81%	\$ 20.50	\$ 32.32	24.00%	\$ 28.49	\$ 44.93
General Administrative	Secretary	\$ 12.57	\$ 16.80	33.81%	\$ 16.82	\$ 22.48	24.00%	\$ 23.38	\$ 31.25
General Administrative	Secretary Senior	\$ 16.87	\$ 29.78	33.81%	\$ 22.57	\$ 39.85	24.00%	\$ 31.38	\$ 55.39
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	33.81%	\$ 20.41	\$ 24.09	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 14.62	\$ 35.72	33.81%	\$ 19.56	\$ 47.80	24.00%	\$ 27.20	\$ 66.44
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	33.81%	\$ 26.76	\$ 35.45	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 26.20	\$ 32.32	33.81%	\$ 35.06	\$ 43.25	24.00%	\$ 48.74	\$ 60.12
Human Resources	Classification / Compensation Analyst Senior	\$ 32.39	\$ 42.90	33.81%	\$ 43.34	\$ 57.40	24.00%	\$ 60.24	\$ 79.79
Human Resources	Classification / Compensation Consultant	\$ 42.93	\$ 57.49	33.81%	\$ 57.44	\$ 76.93	24.00%	\$ 79.84	\$ 106.94
Human Resources	EEO Program Analyst	\$ 25.31	\$ 40.40	33.81%	\$ 33.86	\$ 54.05	24.00%	\$ 47.07	\$ 75.14
Human Resources	EEO Program Specialist	\$ 27.90	\$ 44.06	33.81%	\$ 37.34	\$ 58.96	24.00%	\$ 51.90	\$ 81.96
Human Resources	Employee Relations Analyst	\$ 22.79	\$ 28.85	33.81%	\$ 30.49	\$ 38.61	24.00%	\$ 42.39	\$ 53.67
Human Resources	Employee Relations Analyst Senior	\$ 28.92	\$ 51.04	33.81%	\$ 38.70	\$ 68.30	24.00%	\$ 53.79	\$ 94.93
Human Resources	Human Resources Assistant	\$ 17.49	\$ 25.19	33.81%	\$ 23.40	\$ 33.70	24.00%	\$ 32.52	\$ 46.84
Human Resources	Human Resources Generalist	\$ 20.27	\$ 25.79	33.81%	\$ 27.13	\$ 34.51	24.00%	\$ 37.70	\$ 47.97
Human Resources	Human Resources Generalist Senior	\$ 25.94	\$ 45.30	33.81%	\$ 34.70	\$ 60.61	24.00%	\$ 48.24	\$ 84.25
Human Resources	Personnel Analyst	\$ 20.07	\$ 25.52	33.81%	\$ 26.86	\$ 34.15	24.00%	\$ 37.33	\$ 47.47
Human Resources	Personnel Analyst Senior	\$ 25.59	\$ 30.96	33.81%	\$ 34.24	\$ 41.42	24.00%	\$ 47.59	\$ 57.58
Human Resources	Personnel Practices Analyst	\$ 31.04	\$ 36.55	33.81%	\$ 41.53	\$ 48.91	24.00%	\$ 57.73	\$ 67.99
Human Resources	Personnel Practices Analyst Senior	\$ 36.62	\$ 46.62	33.81%	\$ 49.00	\$ 62.38	24.00%	\$ 68.11	\$ 86.72
Human Resources	Personnel Practices Manager	\$ 45.87	\$ 57.07	33.81%	\$ 61.38	\$ 76.36	24.00%	\$ 85.32	\$ 106.14
Human Services	Social Worker	\$ 22.35	\$ 37.85	33.81%	\$ 29.90	\$ 50.65	24.00%	\$ 41.57	\$ 70.40
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	33.81%	\$ 30.11	\$ 41.48	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 16.95	\$ 23.40	33.81%	\$ 22.68	\$ 31.32	24.00%	\$ 31.53	\$ 43.53
Human Services	Support Enforcement Specialist Senior	\$ 23.48	\$ 27.70	33.81%	\$ 31.43	\$ 37.07	24.00%	\$ 43.68	\$ 51.53
Human Services	Utilization Review Analyst	\$ 23.48	\$ 33.69	33.81%	\$ 31.43	\$ 45.08	24.00%	\$ 43.68	\$ 62.66

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 33.75	\$ 54.15	33.81%	\$ 45.17	\$ 72.45	24.00%	\$ 62.78	\$ 100.71
Insurance	Claims Adjuster I	\$ 19.40	\$ 23.48	33.81%	\$ 25.96	\$ 31.43	24.00%	\$ 36.09	\$ 43.68
Insurance	Claims Adjuster II	\$ 23.55	\$ 33.69	33.81%	\$ 31.51	\$ 45.08	24.00%	\$ 43.81	\$ 62.66
Insurance	Claims Specialist	\$ 33.75	\$ 42.54	33.81%	\$ 45.17	\$ 56.92	24.00%	\$ 62.78	\$ 79.12
Insurance	Worker's Compensation Specialist	\$ 31.89	\$ 47.71	33.81%	\$ 42.68	\$ 63.84	24.00%	\$ 59.32	\$ 88.73
Laborer/Industrial	CDL Driver	\$ 17.02	\$ 24.42	39.45%	\$ 23.73	\$ 34.06	24.00%	\$ 31.65	\$ 45.43
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	39.45%	\$ 29.98	\$ 39.35	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	39.45%	\$ 38.98	\$ 46.31	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	39.45%	\$ 42.18	\$ 48.81	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	39.45%	\$ 34.51	\$ 41.84	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	39.45%	\$ 34.51	\$ 41.14	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	39.45%	\$ 43.93	\$ 52.64	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	39.45%	\$ 36.95	\$ 46.79	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 18.26	\$ 26.18	39.45%	\$ 25.47	\$ 36.50	24.00%	\$ 33.97	\$ 48.69
Laborer/Industrial	Forklift Operator	\$ 14.23	\$ 19.83	39.45%	\$ 19.85	\$ 27.65	24.00%	\$ 26.47	\$ 36.88
Laborer/Industrial	Forklift Operator Senior	\$ 19.87	\$ 28.92	39.45%	\$ 27.71	\$ 40.33	24.00%	\$ 36.96	\$ 53.79
Laborer/Industrial	Grounds Worker	\$ 11.53	\$ 15.99	39.45%	\$ 16.08	\$ 22.29	24.00%	\$ 21.44	\$ 29.74
Laborer/Industrial	Grounds Worker Lead	\$ 16.05	\$ 21.44	39.45%	\$ 22.39	\$ 29.89	24.00%	\$ 29.86	\$ 39.87
Laborer/Industrial	Grounds Worker Senior	\$ 17.14	\$ 21.30	39.45%	\$ 23.90	\$ 29.71	24.00%	\$ 31.88	\$ 39.62
Laborer/Industrial	Groundskeeper / Landscaper	\$ 11.90	\$ 16.68	39.45%	\$ 16.60	\$ 23.26	24.00%	\$ 22.14	\$ 31.03
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 16.70	\$ 21.30	39.45%	\$ 23.28	\$ 29.71	24.00%	\$ 31.06	\$ 39.62
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 10.42	\$ 16.03	39.45%	\$ 14.53	\$ 22.35	24.00%	\$ 19.38	\$ 29.81
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 10.42	\$ 16.03	39.45%	\$ 14.53	\$ 22.35	24.00%	\$ 19.38	\$ 29.81
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 10.42	\$ 16.03	39.45%	\$ 14.53	\$ 22.35	24.00%	\$ 19.38	\$ 29.81
Laborer/Industrial	Housekeeping Supervisor	\$ 14.23	\$ 19.76	39.45%	\$ 19.85	\$ 27.56	24.00%	\$ 26.47	\$ 36.76
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 19.80	\$ 30.63	39.45%	\$ 27.62	\$ 42.72	24.00%	\$ 36.83	\$ 56.98
Laborer/Industrial	Housekeeping Worker	\$ 10.55	\$ 16.13	39.45%	\$ 14.71	\$ 22.50	24.00%	\$ 19.62	\$ 30.01
Laborer/Industrial	Housekeeping Worker Senior	\$ 16.20	\$ 20.69	39.45%	\$ 22.59	\$ 28.85	24.00%	\$ 30.13	\$ 38.48
Laborer/Industrial	Inventory Worker Light	\$ 12.60	\$ 19.74	39.45%	\$ 17.57	\$ 27.52	24.00%	\$ 23.43	\$ 36.71
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 11.53	\$ 22.15	39.45%	\$ 16.08	\$ 30.88	24.00%	\$ 21.44	\$ 41.19
Laborer/Industrial	Motor Vehicle Operator A	\$ 11.23	\$ 15.32	39.45%	\$ 15.67	\$ 21.36	24.00%	\$ 20.89	\$ 28.49
Laborer/Industrial	Motor Vehicle Operator B	\$ 15.38	\$ 24.84	39.45%	\$ 21.45	\$ 34.64	24.00%	\$ 28.61	\$ 46.20
Laborer/Industrial	Packer	\$ 10.42	\$ 16.03	39.45%	\$ 14.53	\$ 22.35	24.00%	\$ 19.38	\$ 29.81
Laborer/Industrial	Warehouse Specialist I	\$ 11.53	\$ 16.03	39.45%	\$ 16.08	\$ 22.35	24.00%	\$ 21.44	\$ 29.81
Laborer/Industrial	Warehouse Specialist II	\$ 16.05	\$ 20.07	39.45%	\$ 22.39	\$ 27.99	24.00%	\$ 29.86	\$ 37.33
Laborer/Industrial	Warehouse Specialist III	\$ 20.14	\$ 25.65	39.45%	\$ 28.08	\$ 35.77	24.00%	\$ 37.46	\$ 47.72
Laborer/Industrial	Warehouse worker (included)	\$ 9.80	\$ 11.00	39.45%	\$ 13.67	\$ 15.34	24.00%	\$ 18.23	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 10.42	\$ 16.03	39.45%	\$ 14.53	\$ 22.35	24.00%	\$ 19.38	\$ 29.81
Laborer/Industrial	Warehouse Worker II	\$ 16.05	\$ 20.07	39.45%	\$ 22.39	\$ 27.99	24.00%	\$ 29.86	\$ 37.33
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	39.45%	\$ 34.10	\$ 44.62	24.00%	\$ 45.48	\$ 59.52

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Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	39.45%	\$ 34.10	\$ 41.14	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	39.45%	\$ 34.10	\$ 41.14	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 15.32	\$ 19.76	33.50%	\$ 20.45	\$ 26.38	24.00%	\$ 28.49	\$ 36.76
Media	Audio Visual Technician Senior	\$ 19.80	\$ 32.82	33.50%	\$ 26.44	\$ 43.81	24.00%	\$ 36.83	\$ 61.04
Media	Graphic Artist	\$ 18.04	\$ 21.53	33.50%	\$ 24.08	\$ 28.74	24.00%	\$ 33.55	\$ 40.05
Media	Graphic Artist Senior	\$ 21.53	\$ 30.29	33.50%	\$ 28.74	\$ 40.43	24.00%	\$ 40.05	\$ 56.33
Media	Graphic Designer	\$ 18.04	\$ 21.53	33.50%	\$ 24.08	\$ 28.74	24.00%	\$ 33.55	\$ 40.05
Media	Graphic Designer Senior	\$ 21.57	\$ 30.29	33.50%	\$ 28.80	\$ 40.43	24.00%	\$ 40.12	\$ 56.33
Media	Photographer	\$ 11.90	\$ 15.76	33.50%	\$ 15.89	\$ 21.04	24.00%	\$ 22.14	\$ 29.31
Media	Photographer Senior	\$ 15.79	\$ 25.25	33.50%	\$ 21.07	\$ 33.71	24.00%	\$ 29.36	\$ 46.97
Media	TV / Video Production Specialist	\$ 23.82	\$ 30.65	33.50%	\$ 31.80	\$ 40.92	24.00%	\$ 44.30	\$ 57.01
Media	TV / Video Production Technician	\$ 30.69	\$ 41.52	33.50%	\$ 40.97	\$ 55.43	24.00%	\$ 57.08	\$ 77.23
Security	Armed Security Officer	\$ 19.07	\$ 25.52	42.35%	\$ 27.14	\$ 36.33	24.00%	\$ 35.46	\$ 47.47
Security	<u>Captain</u>	\$ 26.78	\$ 38.16	42.35%	\$ 38.12	\$ 54.32	24.00%	\$ 49.81	\$ 70.98
Security	Dispatcher/Police	\$ 18.48	\$ 31.49	42.35%	\$ 26.30	\$ 44.83	24.00%	\$ 34.37	\$ 58.57
Security	<u>Lieutenant</u>	\$ 24.10	\$ 33.47	42.35%	\$ 34.31	\$ 47.65	24.00%	\$ 44.83	\$ 62.26
Security	<u>Sergeant</u>	\$ 22.09	\$ 30.80	42.35%	\$ 31.45	\$ 43.84	24.00%	\$ 41.09	\$ 57.28
Security	Unarmed Security Guard	\$ 12.88	\$ 25.17	42.35%	\$ 18.34	\$ 35.83	24.00%	\$ 23.96	\$ 46.82
Tax	Data Entry Clerk	\$ 11.90	\$ 15.32	33.81%	\$ 15.93	\$ 20.50	24.00%	\$ 22.14	\$ 28.49
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 15.38	\$ 24.15	33.81%	\$ 20.59	\$ 32.32	24.00%	\$ 28.61	\$ 44.93
Tax	Error Resolution and Document Processor	\$ 20.02	\$ 27.81	33.81%	\$ 26.78	\$ 37.21	24.00%	\$ 37.23	\$ 51.73
Tax	General Clerical	\$ 11.58	\$ 17.12	33.81%	\$ 15.50	\$ 22.91	24.00%	\$ 21.54	\$ 31.85
Tax	On-Site Administrator (Day)	\$ 13.54	\$ 29.27	33.81%	\$ 18.11	\$ 39.16	24.00%	\$ 25.18	\$ 54.44
Tax	On-Site Administrator (Evening)	\$ 13.54	\$ 29.27	33.81%	\$ 18.11	\$ 39.16	24.00%	\$ 25.18	\$ 54.44
Tax	Remittance Processor	\$ 24.06	\$ 35.66	33.81%	\$ 32.20	\$ 47.71	24.00%	\$ 44.75	\$ 66.32
Tax	Taxpayer Information & Assistance Agent	\$ 21.32	\$ 30.62	33.81%	\$ 28.52	\$ 40.97	24.00%	\$ 39.65	\$ 56.96
Technical	Agricultural Technician	\$ 21.92	\$ 35.58	37.55%	\$ 30.15	\$ 48.93	24.00%	\$ 40.77	\$ 66.17
Technical	Agricultural Technician Lead	\$ 24.58	\$ 39.28	37.55%	\$ 33.81	\$ 54.04	24.00%	\$ 45.72	\$ 73.07
Technical	Agricultural Technician Supervisor	\$ 29.52	\$ 47.33	37.55%	\$ 40.61	\$ 65.10	24.00%	\$ 54.91	\$ 88.04
Technical	Analytical Chemist	\$ 23.23	\$ 39.28	37.55%	\$ 31.95	\$ 54.04	24.00%	\$ 43.21	\$ 73.07
Technical	Analytical Chemist Assistant	\$ 27.14	\$ 44.69	37.55%	\$ 37.33	\$ 61.48	24.00%	\$ 50.48	\$ 83.13
Technical	Analytical Chemist Senior	\$ 34.25	\$ 55.90	37.55%	\$ 47.11	\$ 76.89	24.00%	\$ 63.70	\$ 103.97
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	37.55%	\$ 27.23	\$ 42.68	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	37.55%	\$ 39.74	\$ 51.51	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 24.53	\$ 36.89	37.55%	\$ 33.74	\$ 50.74	24.00%	\$ 45.62	\$ 68.61
Technical	Bridge Design Drafter Senior	\$ 26.16	\$ 39.89	37.55%	\$ 35.99	\$ 54.86	24.00%	\$ 48.66	\$ 74.19
Technical	Cartographic Drafter	\$ 30.84	\$ 43.43	37.55%	\$ 42.41	\$ 59.74	24.00%	\$ 57.35	\$ 80.79
Technical	Cartographic Drafter Assistant	\$ 24.17	\$ 36.35	37.55%	\$ 33.24	\$ 50.00	24.00%	\$ 44.95	\$ 67.61
Technical	Cartographic Supervisor	\$ 42.07	\$ 56.56	37.55%	\$ 57.87	\$ 77.79	24.00%	\$ 78.25	\$ 105.20
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	37.55%	\$ 22.01	\$ 26.82	24.00%	\$ 29.76	\$ 36.27

Alaska (2017 HOURLY MINIMUM WAGE = \$9.80)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	37.55%	\$ 54.46	\$ 66.23	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 37.09	\$ 52.50	37.55%	\$ 51.02	\$ 72.21	24.00%	\$ 68.98	\$ 97.65
Technical	Engineering Design Drafting Supervisor	\$ 43.15	\$ 60.16	37.55%	\$ 59.36	\$ 82.75	24.00%	\$ 80.27	\$ 111.89
Technical	Engineering Design Drafting Technician	\$ 20.83	\$ 27.58	37.55%	\$ 28.66	\$ 37.94	24.00%	\$ 38.75	\$ 51.30
Technical	Engineering Drafting Technician	\$ 20.87	\$ 27.58	37.55%	\$ 28.71	\$ 37.94	24.00%	\$ 38.83	\$ 51.30
Technical	Engineering Drafting Technician Senior	\$ 24.19	\$ 35.17	37.55%	\$ 33.28	\$ 48.38	24.00%	\$ 45.00	\$ 65.42
Technical	Environmental Engineer	\$ 34.26	\$ 54.13	37.55%	\$ 47.13	\$ 74.46	24.00%	\$ 63.73	\$ 100.69
Technical	Environmental Engineer Senior	\$ 36.90	\$ 59.22	37.55%	\$ 50.76	\$ 81.46	24.00%	\$ 68.64	\$ 110.15
Technical	Environmental Program Analyst	\$ 29.07	\$ 42.95	37.55%	\$ 39.98	\$ 59.08	24.00%	\$ 54.07	\$ 79.89
Technical	Environmental Program Planner	\$ 31.06	\$ 46.41	37.55%	\$ 42.73	\$ 63.83	24.00%	\$ 57.78	\$ 86.32
Technical	Environmental Program Specialist	\$ 33.39	\$ 41.94	37.55%	\$ 45.93	\$ 57.68	24.00%	\$ 62.11	\$ 78.00
Technical	Environmental Specialist - Field	\$ 31.06	\$ 45.34	37.55%	\$ 42.73	\$ 62.36	24.00%	\$ 57.78	\$ 84.33
Technical	Environmental Specialist Senior - Field	\$ 31.95	\$ 47.45	37.55%	\$ 43.94	\$ 65.27	24.00%	\$ 59.42	\$ 88.26
Technical	Environmental Technician	\$ 29.07	\$ 42.95	37.55%	\$ 39.98	\$ 59.08	24.00%	\$ 54.07	\$ 79.89
Technical	Environmental Technician Senior	\$ 31.06	\$ 46.41	37.55%	\$ 42.73	\$ 63.83	24.00%	\$ 57.78	\$ 86.32
Technical	Help Desk Support	\$ 15.50	\$ 25.00	37.55%	\$ 21.32	\$ 34.39	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	37.55%	\$ 23.73	\$ 33.01	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 26.48	\$ 32.37	37.55%	\$ 36.43	\$ 44.52	24.00%	\$ 49.26	\$ 60.21
Technical	Laboratory Technician	\$ 22.19	\$ 33.23	37.55%	\$ 30.52	\$ 45.71	24.00%	\$ 41.27	\$ 61.81
Technical	Laboratory Technician Senior	\$ 23.55	\$ 35.83	37.55%	\$ 32.40	\$ 49.28	24.00%	\$ 43.81	\$ 66.64
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	37.55%	\$ 30.26	\$ 36.45	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 35.31	\$ 47.08	37.55%	\$ 48.57	\$ 64.76	24.00%	\$ 65.68	\$ 87.57
Technical	Residential Plan Reviewer	\$ 25.75	\$ 40.22	37.55%	\$ 35.42	\$ 55.32	24.00%	\$ 47.89	\$ 74.81
Technical	Right of Way Technician	\$ 36.54	\$ 57.77	37.55%	\$ 50.26	\$ 79.47	24.00%	\$ 67.96	\$ 107.46
Technical	Right of Way Technician Supervisor	\$ 39.44	\$ 63.43	37.55%	\$ 54.26	\$ 87.24	24.00%	\$ 73.37	\$ 117.97
Technical	Safety Engineer	\$ 36.00	\$ 56.46	37.55%	\$ 49.52	\$ 77.66	24.00%	\$ 66.97	\$ 105.02
Technical	Safety Engineer Senior	\$ 40.93	\$ 64.60	37.55%	\$ 56.30	\$ 88.86	24.00%	\$ 76.13	\$ 120.16
Technical	Title Examiner	\$ 25.08	\$ 35.27	37.55%	\$ 34.50	\$ 48.51	24.00%	\$ 46.65	\$ 65.60
Technical	Traffic Controller	\$ 30.35	\$ 49.07	37.55%	\$ 41.75	\$ 67.50	24.00%	\$ 56.46	\$ 91.27
Technical	Traffic Controller Senior	\$ 36.54	\$ 57.77	37.55%	\$ 50.26	\$ 79.47	24.00%	\$ 67.96	\$ 107.46
Technical	Transportation Data Analyst	\$ 30.35	\$ 49.07	37.55%	\$ 41.75	\$ 67.50	24.00%	\$ 56.46	\$ 91.27
Technical	Transportation Data Analyst Senior	\$ 36.54	\$ 57.77	37.55%	\$ 50.26	\$ 79.47	24.00%	\$ 67.96	\$ 107.46
Technical	Transportation Data Analyst Supervisor	\$ 36.54	\$ 57.77	37.55%	\$ 50.26	\$ 79.47	24.00%	\$ 67.96	\$ 107.46
Technical	Transportation Data Technician	\$ 30.35	\$ 49.07	37.55%	\$ 41.75	\$ 67.50	24.00%	\$ 56.46	\$ 91.27
Technical	Transportation District Utilities Specialist	\$ 35.86	\$ 57.76	37.55%	\$ 49.32	\$ 79.45	24.00%	\$ 66.69	\$ 107.44
Technical	Transportation Engineering Technician -Survey	\$ 37.24	\$ 63.20	37.55%	\$ 51.22	\$ 86.93	24.00%	\$ 69.26	\$ 117.55
Technical	Transportation Engineering Technician -Survey Senior	\$ 41.11	\$ 66.13	37.55%	\$ 56.54	\$ 90.96	24.00%	\$ 76.46	\$ 123.00
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 43.39	\$ 70.64	37.55%	\$ 59.69	\$ 97.17	24.00%	\$ 80.71	\$ 131.39
Technical	Transportation Materials Technician	\$ 17.43	\$ 25.08	37.55%	\$ 23.98	\$ 34.50	24.00%	\$ 32.43	\$ 46.65
Technical	Transportation Materials Technician Senior	\$ 18.60	\$ 27.19	37.55%	\$ 25.58	\$ 37.40	24.00%	\$ 34.59	\$ 50.58

Alaska (2017 HOURLY MINIMUM WAGE = \$9.80)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 37.24	\$ 61.83	37.55%	\$ 51.22	\$ 85.05	24.00%	\$ 69.26	\$ 115.01
Technical	Transportation Materials Technician Supervisor	\$ 43.39	\$ 70.64	37.55%	\$ 59.69	\$ 97.17	24.00%	\$ 80.71	\$ 131.39
Technical	Transportation Planning Specialist	\$ 35.86	\$ 57.76	37.55%	\$ 49.32	\$ 79.45	24.00%	\$ 66.69	\$ 107.44
Technical	Transportation Planning Specialist Senior	\$ 41.11	\$ 66.13	37.55%	\$ 56.54	\$ 90.96	24.00%	\$ 76.46	\$ 123.00
Technical	Transportation Technical Program Coordinator	\$ 35.86	\$ 57.76	37.55%	\$ 49.32	\$ 79.45	24.00%	\$ 66.69	\$ 107.44
Technical	Transportation Technical Support Coordinator	\$ 35.86	\$ 57.76	37.55%	\$ 49.32	\$ 79.45	24.00%	\$ 66.69	\$ 107.44
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	37.55%	\$ 51.58	\$ 61.90	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 20.74	\$ 25.52	44.48%	\$ 29.97	\$ 36.87	24.00%	\$ 38.58	\$ 47.47
Trades	Boiler Operator II	\$ 25.59	\$ 29.38	44.48%	\$ 36.97	\$ 42.44	24.00%	\$ 47.59	\$ 54.64
Trades	Boiler Operator Senior I	\$ 29.40	\$ 32.09	44.48%	\$ 42.48	\$ 46.37	24.00%	\$ 54.69	\$ 59.70
Trades	Boiler Operator Senior II	\$ 32.12	\$ 43.97	44.48%	\$ 46.41	\$ 63.53	24.00%	\$ 59.75	\$ 81.79
Trades	Carpenter Assistant	\$ 13.82	\$ 18.69	44.48%	\$ 19.96	\$ 27.01	24.00%	\$ 25.70	\$ 34.77
Trades	Carpenter	\$ 18.70	\$ 26.20	44.48%	\$ 27.02	\$ 37.86	24.00%	\$ 34.79	\$ 48.74
Trades	Carpenter Senior	\$ 27.66	\$ 37.37	44.48%	\$ 39.97	\$ 53.99	24.00%	\$ 51.45	\$ 69.51
Trades	Electrician	\$ 29.50	\$ 49.09	44.48%	\$ 42.62	\$ 70.92	24.00%	\$ 54.86	\$ 91.30
Trades	Electrician Assistant	\$ 15.73	\$ 19.41	44.48%	\$ 22.73	\$ 28.05	24.00%	\$ 29.26	\$ 36.11
Trades	Electrician Senior	\$ 22.78	\$ 26.27	44.48%	\$ 32.91	\$ 37.95	24.00%	\$ 42.36	\$ 48.86
Trades	Electrician Supervisor Senior	\$ 26.34	\$ 46.30	44.48%	\$ 38.05	\$ 66.89	24.00%	\$ 48.99	\$ 86.12
Trades	Electronic Equipment Install & Repair Supervisor	\$ 28.73	\$ 42.71	44.48%	\$ 41.51	\$ 61.71	24.00%	\$ 53.44	\$ 79.44
Trades	Electronic Equipment Install & Repair Technician	\$ 22.80	\$ 28.59	44.48%	\$ 32.94	\$ 41.30	24.00%	\$ 42.41	\$ 53.17
Trades	Electronic Technician	\$ 17.35	\$ 22.05	44.48%	\$ 25.07	\$ 31.86	24.00%	\$ 32.28	\$ 41.02
Trades	Electronic Technician Senior	\$ 22.12	\$ 39.12	44.48%	\$ 31.96	\$ 56.53	24.00%	\$ 41.14	\$ 72.77
Trades	Equipment Repair Supervisor	\$ 31.45	\$ 36.82	44.48%	\$ 45.44	\$ 53.20	24.00%	\$ 58.50	\$ 68.49
Trades	Equipment Repair Technician	\$ 17.35	\$ 22.05	44.48%	\$ 25.07	\$ 31.86	24.00%	\$ 32.28	\$ 41.02
Trades	Equipment Repair Technician Senior	\$ 22.12	\$ 31.37	44.48%	\$ 31.96	\$ 45.33	24.00%	\$ 41.14	\$ 58.35
Trades	HVAC Installation & Repair Assistant	\$ 13.54	\$ 21.60	44.48%	\$ 19.56	\$ 31.20	24.00%	\$ 25.18	\$ 40.17
Trades	HVAC Installation & Repair Assistant Senior	\$ 21.60	\$ 36.82	44.48%	\$ 31.20	\$ 53.20	24.00%	\$ 40.17	\$ 68.49
Trades	Laboratory Mechanic	\$ 17.37	\$ 23.55	44.48%	\$ 25.09	\$ 34.03	24.00%	\$ 32.30	\$ 43.81
Trades	Laboratory Mechanic Senior	\$ 23.55	\$ 35.83	44.48%	\$ 34.03	\$ 51.77	24.00%	\$ 43.81	\$ 66.64
Trades	Locksmith	\$ 21.30	\$ 31.33	44.48%	\$ 30.78	\$ 45.27	24.00%	\$ 39.62	\$ 58.28
Trades	Maintenance Field Worker	\$ 17.35	\$ 22.19	44.48%	\$ 25.07	\$ 32.05	24.00%	\$ 32.28	\$ 41.27
Trades	Mason Plasterer	\$ 21.44	\$ 24.70	44.48%	\$ 30.97	\$ 35.69	24.00%	\$ 39.87	\$ 45.95
Trades	Mason Plasterer Assistant	\$ 24.76	\$ 36.62	44.48%	\$ 35.77	\$ 52.91	24.00%	\$ 46.05	\$ 68.11
Trades	Mechanic	\$ 13.95	\$ 31.40	44.48%	\$ 20.16	\$ 45.36	24.00%	\$ 25.95	\$ 58.40
Trades	Painter	\$ 13.42	\$ 29.78	44.48%	\$ 19.38	\$ 43.02	24.00%	\$ 24.95	\$ 55.39
Trades	Plumber / Steamfitter	\$ 29.09	\$ 44.24	44.48%	\$ 42.04	\$ 63.92	24.00%	\$ 54.12	\$ 82.28
Trades	Plumber / Steamfitter Assistant	\$ 17.35	\$ 29.00	44.48%	\$ 25.07	\$ 41.90	24.00%	\$ 32.28	\$ 53.94
Trades	Printing Press Operator B	\$ 28.40	\$ 41.71	44.48%	\$ 41.03	\$ 60.26	24.00%	\$ 52.82	\$ 77.58
Trades	Production Supervisor	\$ 33.67	\$ 51.58	44.48%	\$ 48.65	\$ 74.52	24.00%	\$ 62.63	\$ 95.93
Trades	Radio Specialist	\$ 20.07	\$ 25.73	44.48%	\$ 29.00	\$ 37.18	24.00%	\$ 37.33	\$ 47.87

Alaska (2017 HOURLY MINIMUM WAGE = \$9.80)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 25.77	\$ 33.69	44.48%	\$ 37.24	\$ 48.67	24.00%	\$ 47.94	\$ 62.66
Trades	Sheet Metal Worker	\$ 19.09	\$ 24.57	44.48%	\$ 27.59	\$ 35.50	24.00%	\$ 35.51	\$ 45.70
Trades	Sheet Metal Worker Assistant	\$ 14.50	\$ 19.40	44.48%	\$ 20.95	\$ 28.03	24.00%	\$ 26.97	\$ 36.09
Trades	Sheet Metal Worker Lead	\$ 24.64	\$ 33.70	44.48%	\$ 35.59	\$ 48.69	24.00%	\$ 45.82	\$ 62.68
Trades	Shipping / Receiving Clerk	\$ 19.20	\$ 26.32	44.48%	\$ 27.74	\$ 38.03	24.00%	\$ 35.71	\$ 48.96
Trades	Storekeeper Assistant I	\$ 14.27	\$ 20.89	44.48%	\$ 20.62	\$ 30.18	24.00%	\$ 26.55	\$ 38.85
Trades	Storekeeper Assistant II	\$ 15.53	\$ 22.45	44.48%	\$ 22.44	\$ 32.44	24.00%	\$ 28.89	\$ 41.76
Trades	Storekeeper I	\$ 10.15	\$ 13.95	44.48%	\$ 14.66	\$ 20.16	24.00%	\$ 18.88	\$ 25.95
Trades	Storekeeper II	\$ 14.03	\$ 17.02	44.48%	\$ 20.27	\$ 24.59	24.00%	\$ 26.10	\$ 31.65
Trades	Storekeeper III	\$ 17.07	\$ 20.89	44.48%	\$ 24.66	\$ 30.18	24.00%	\$ 31.75	\$ 38.85
Trades	Storekeeper Senior	\$ 20.91	\$ 24.40	44.48%	\$ 30.22	\$ 35.25	24.00%	\$ 38.90	\$ 45.38
Trades	Tool Room Assistant	\$ 11.23	\$ 17.02	44.48%	\$ 16.23	\$ 24.59	24.00%	\$ 20.89	\$ 31.65
Trades	Tool Room Assistant Senior	\$ 17.02	\$ 23.75	44.48%	\$ 24.59	\$ 34.32	24.00%	\$ 31.65	\$ 44.18
Trades	Trades Utilities Worker Senior	\$ 17.37	\$ 25.44	44.48%	\$ 25.09	\$ 36.76	24.00%	\$ 32.30	\$ 47.32
Trades	Trades Utility Worker	\$ 13.27	\$ 17.30	44.48%	\$ 19.17	\$ 24.99	24.00%	\$ 24.68	\$ 32.18
Trades	Tradesman Helper	\$ 13.27	\$ 21.37	44.48%	\$ 19.17	\$ 30.87	24.00%	\$ 24.68	\$ 39.75
Trades	Tradesman Helper Senior	\$ 21.37	\$ 26.63	44.48%	\$ 30.87	\$ 38.48	24.00%	\$ 39.75	\$ 49.53
Trades	Welder	\$ 14.62	\$ 24.22	44.48%	\$ 21.12	\$ 34.99	24.00%	\$ 27.20	\$ 45.05
Trades	Welder Senior	\$ 24.29	\$ 29.12	44.48%	\$ 35.09	\$ 42.08	24.00%	\$ 45.18	\$ 54.17
Trades	Work Zone Safety Officer	\$ 30.35	\$ 49.07	44.48%	\$ 43.85	\$ 70.90	24.00%	\$ 56.46	\$ 91.27

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	33.28%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	33.81%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	49.25%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	33.81%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	33.81%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	39.45%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	33.50%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	42.35%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	33.81%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	37.55%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	44.48%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Arkansas (2017 HOURLY MINIMUM WAGE = \$8.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 12.42	\$ 17.63	36.26%	\$ 16.92	\$ 24.03	24.00%	\$ 23.10	\$ 32.80
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	36.26%	\$ 11.63	\$ 19.04	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 17.64	\$ 24.49	36.26%	\$ 24.04	\$ 33.37	24.00%	\$ 32.82	\$ 45.55
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	36.26%	\$ 28.21	\$ 35.26	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	36.26%	\$ 21.15	\$ 27.15	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	36.26%	\$ 13.40	\$ 16.92	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 16.17	\$ 18.50	36.26%	\$ 22.03	\$ 25.21	24.00%	\$ 30.07	\$ 34.41
Accounting/Finance	Accounting Manager B	\$ 18.45	\$ 22.64	36.26%	\$ 25.14	\$ 30.85	24.00%	\$ 34.32	\$ 42.11
Accounting/Finance	Accounting Manager C	\$ 22.68	\$ 28.67	36.26%	\$ 30.91	\$ 39.07	24.00%	\$ 42.19	\$ 53.33
Accounting/Finance	Auditing - External Auditor	\$ 15.96	\$ 20.18	36.26%	\$ 21.74	\$ 27.50	24.00%	\$ 29.68	\$ 37.53
Accounting/Finance	Auditing - External Auditor Senior	\$ 20.20	\$ 28.67	36.26%	\$ 27.52	\$ 39.07	24.00%	\$ 37.57	\$ 53.33
Accounting/Finance	Auditing - Internal Auditor	\$ 15.96	\$ 20.18	36.26%	\$ 21.74	\$ 27.50	24.00%	\$ 29.68	\$ 37.53
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 20.22	\$ 28.67	36.26%	\$ 27.55	\$ 39.07	24.00%	\$ 37.61	\$ 53.33
Accounting/Finance	Bookkeeper	\$ 8.50	\$ 12.71	36.26%	\$ 11.58	\$ 17.31	24.00%	\$ 15.81	\$ 23.63
Accounting/Finance	Budget Analyst	\$ 15.65	\$ 20.48	36.26%	\$ 21.32	\$ 27.90	24.00%	\$ 29.11	\$ 38.09
Accounting/Finance	Budget Analyst Senior	\$ 20.48	\$ 31.79	36.26%	\$ 27.91	\$ 43.32	24.00%	\$ 38.10	\$ 59.13
Accounting/Finance	Closure/Disbursement Specialists	\$ 26.09	\$ 29.04	36.26%	\$ 35.56	\$ 39.57	24.00%	\$ 48.53	\$ 54.02
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 24.51	\$ 31.77	36.26%	\$ 33.39	\$ 43.28	24.00%	\$ 45.58	\$ 59.09
Accounting/Finance	CPA	\$ 25.41	\$ 33.58	36.26%	\$ 34.63	\$ 45.76	24.00%	\$ 47.27	\$ 62.46
Accounting/Finance	Fiscal Assistant	\$ 8.84	\$ 13.58	36.26%	\$ 12.04	\$ 18.50	24.00%	\$ 16.44	\$ 25.26
Accounting/Finance	Fiscal Technical Senior	\$ 11.84	\$ 16.89	36.26%	\$ 16.13	\$ 23.01	24.00%	\$ 22.02	\$ 31.41
Accounting/Finance	Fiscal Technician	\$ 13.62	\$ 16.65	36.26%	\$ 18.56	\$ 22.69	24.00%	\$ 25.34	\$ 30.97
Accounting/Finance	Payroll Assistant	\$ 12.93	\$ 16.34	36.26%	\$ 17.62	\$ 22.26	24.00%	\$ 24.06	\$ 30.39
Accounting/Finance	Purchasing / Procurement	\$ 16.34	\$ 24.28	36.26%	\$ 22.26	\$ 33.08	24.00%	\$ 30.39	\$ 45.16
Accounting/Finance	Sr. Compliance Officer	\$ 31.54	\$ 35.85	36.26%	\$ 42.98	\$ 48.85	24.00%	\$ 58.66	\$ 66.68
Accounting/Finance	Supervising Auditor	\$ 31.54	\$ 36.31	36.26%	\$ 42.98	\$ 49.47	24.00%	\$ 58.66	\$ 67.53
Call Center/Customer Service	Customer Service Inbound I	\$ 8.50	\$ 12.24	38.61%	\$ 11.78	\$ 16.97	24.00%	\$ 15.81	\$ 22.77
Call Center/Customer Service	Customer Service Inbound II	\$ 12.29	\$ 19.79	38.61%	\$ 17.04	\$ 27.43	24.00%	\$ 22.86	\$ 36.81

Arkansas (2017 HOURLY MINIMUM WAGE = \$8.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 8.50	\$ 12.24	38.61%	\$ 11.78	\$ 16.97	24.00%	\$ 15.81	\$ 22.77
Call Center/Customer Service	Customer Service Outbound II	\$ 12.29	\$ 19.79	38.61%	\$ 17.04	\$ 27.43	24.00%	\$ 22.86	\$ 36.81
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 8.50	\$ 13.84	38.61%	\$ 11.78	\$ 19.19	24.00%	\$ 15.81	\$ 25.74
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	38.61%	\$ 28.69	\$ 35.87	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 8.50	\$ 12.98	38.61%	\$ 11.78	\$ 17.99	24.00%	\$ 15.81	\$ 24.14
Call Center/Customer Service	Detailing Representative II	\$ 9.23	\$ 14.93	38.61%	\$ 12.79	\$ 20.69	24.00%	\$ 17.17	\$ 27.77
Call Center/Customer Service	Help Desk Analyst	\$ 10.99	\$ 24.40	38.61%	\$ 15.24	\$ 33.83	24.00%	\$ 20.45	\$ 45.39
Call Center/Customer Service	Market Research Inbound	\$ 16.12	\$ 19.37	38.61%	\$ 22.35	\$ 26.84	24.00%	\$ 29.99	\$ 36.02
Call Center/Customer Service	Market Research Outbound	\$ 19.38	\$ 29.51	38.61%	\$ 26.87	\$ 40.90	24.00%	\$ 36.05	\$ 54.89
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.50	\$ 10.78	38.61%	\$ 11.78	\$ 14.94	24.00%	\$ 15.81	\$ 20.05
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 10.92	\$ 15.60	38.61%	\$ 15.13	\$ 21.62	24.00%	\$ 20.31	\$ 29.01
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.50	\$ 10.78	38.61%	\$ 11.78	\$ 14.94	24.00%	\$ 15.81	\$ 20.05
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 10.92	\$ 15.60	38.61%	\$ 15.13	\$ 21.62	24.00%	\$ 20.31	\$ 29.01
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.50	\$ 10.57	38.61%	\$ 11.78	\$ 14.65	24.00%	\$ 15.81	\$ 19.66
Call Center/Customer Service	Sales Inbound I	\$ 8.50	\$ 13.79	38.61%	\$ 11.78	\$ 19.12	24.00%	\$ 15.81	\$ 25.65
Call Center/Customer Service	Sales Inbound II	\$ 10.92	\$ 15.60	38.61%	\$ 15.13	\$ 21.62	24.00%	\$ 20.31	\$ 29.01
Call Center/Customer Service	Sales Outbound I	\$ 9.89	\$ 13.88	38.61%	\$ 13.71	\$ 19.23	24.00%	\$ 18.40	\$ 25.81
Call Center/Customer Service	Sales Outbound II	\$ 10.92	\$ 15.60	38.61%	\$ 15.13	\$ 21.62	24.00%	\$ 20.31	\$ 29.01
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.50	\$ 10.81	38.61%	\$ 11.78	\$ 14.98	24.00%	\$ 15.81	\$ 20.10
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 10.81	\$ 14.01	38.61%	\$ 14.99	\$ 19.42	24.00%	\$ 20.12	\$ 26.06
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.50	\$ 10.65	38.61%	\$ 11.78	\$ 14.76	24.00%	\$ 15.81	\$ 19.80
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 10.69	\$ 18.81	38.61%	\$ 14.81	\$ 26.08	24.00%	\$ 19.88	\$ 34.99
Food Related Services	Barista (misc)	\$ 9.33	\$ 13.76	47.25%	\$ 13.74	\$ 20.26	24.00%	\$ 17.35	\$ 25.59
Food Related Services	Building Attendant (misc)	\$ 9.33	\$ 13.76	35.93%	\$ 12.68	\$ 18.70	24.00%	\$ 17.35	\$ 25.59
Food Related Services	Busser	\$ 9.33	\$ 13.76	35.93%	\$ 12.68	\$ 18.70	24.00%	\$ 17.35	\$ 25.59
Food Related Services	Cashiers	\$ 9.33	\$ 13.76	35.93%	\$ 12.68	\$ 18.70	24.00%	\$ 17.35	\$ 25.59
Food Related Services	Dishwasher	\$ 8.50	\$ 11.03	35.93%	\$ 11.55	\$ 14.99	24.00%	\$ 15.81	\$ 20.51
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	35.93%	\$ 19.57	\$ 23.92	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	35.93%	\$ 13.46	\$ 16.45	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 8.50	\$ 12.30	35.93%	\$ 11.55	\$ 16.72	24.00%	\$ 15.81	\$ 22.88
Food Related Services	Food Operations Manager Assistant	\$ 12.33	\$ 14.44	35.93%	\$ 16.76	\$ 19.62	24.00%	\$ 22.94	\$ 26.85
Food Related Services	Food Production Worker	\$ 8.50	\$ 11.08	35.93%	\$ 11.55	\$ 15.06	24.00%	\$ 15.81	\$ 20.60
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	35.93%	\$ 18.96	\$ 23.18	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	35.93%	\$ 14.68	\$ 17.94	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	35.93%	\$ 17.13	\$ 20.93	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.50	\$ 10.87	35.93%	\$ 11.55	\$ 14.77	24.00%	\$ 15.81	\$ 20.21
Food Related Services	Second Cook Senior	\$ 10.78	\$ 14.18	47.25%	\$ 15.88	\$ 20.88	24.00%	\$ 20.05	\$ 26.38
Food Related Services	Server	\$ 8.50	\$ 8.84	35.93%	\$ 11.55	\$ 12.01	24.00%	\$ 15.81	\$ 16.44
General Administrative	Administrative Assistant I	\$ 9.26	\$ 12.46	38.61%	\$ 12.84	\$ 17.27	24.00%	\$ 17.23	\$ 23.18
General Administrative	Administrative Assistant II	\$ 12.47	\$ 13.49	38.61%	\$ 17.28	\$ 18.69	24.00%	\$ 23.19	\$ 25.09

Arkansas (2017 HOURLY MINIMUM WAGE = \$8.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 13.50	\$ 14.64	38.61%	\$ 18.71	\$ 20.29	24.00%	\$ 25.10	\$ 27.23
General Administrative	Administrative Assistant IV	\$ 14.65	\$ 16.21	38.61%	\$ 20.30	\$ 22.47	24.00%	\$ 27.25	\$ 30.15
General Administrative	Administrative Assistant V	\$ 16.23	\$ 18.28	38.61%	\$ 22.49	\$ 25.34	24.00%	\$ 30.18	\$ 34.00
General Administrative	Administrative Staff Assistant	\$ 17.98	\$ 20.56	38.61%	\$ 24.93	\$ 28.50	24.00%	\$ 33.45	\$ 38.24
General Administrative	Administrative Staff Specialist	\$ 20.57	\$ 25.43	38.61%	\$ 28.51	\$ 35.25	24.00%	\$ 38.26	\$ 47.30
General Administrative	Administrative Staff Specialist Senior	\$ 25.44	\$ 19.87	38.61%	\$ 35.26	\$ 27.54	24.00%	\$ 47.32	\$ 36.95
General Administrative	Agency Management Analyst	\$ 16.59	\$ 21.77	38.61%	\$ 23.00	\$ 30.18	24.00%	\$ 30.86	\$ 40.50
General Administrative	Agency Management Analyst Lead	\$ 21.78	\$ 25.30	38.61%	\$ 30.19	\$ 35.07	24.00%	\$ 40.52	\$ 47.06
General Administrative	Agency Management Analyst Senior	\$ 25.35	\$ 39.45	38.61%	\$ 35.14	\$ 54.68	24.00%	\$ 47.16	\$ 73.38
General Administrative	<u>Clerk</u>	\$ 9.58	\$ 11.07	38.61%	\$ 13.28	\$ 15.35	24.00%	\$ 17.82	\$ 20.60
General Administrative	<u>Clerk Jr</u>	\$ 8.50	\$ 9.53	38.61%	\$ 11.78	\$ 13.21	24.00%	\$ 15.81	\$ 17.73
General Administrative	<u>Clerk Sr</u>	\$ 11.12	\$ 12.88	38.61%	\$ 15.42	\$ 17.85	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.50	\$ 10.59	38.61%	\$ 11.78	\$ 14.67	24.00%	\$ 15.81	\$ 19.69
General Administrative	Data Entry Operator Senior	\$ 10.61	\$ 15.23	38.61%	\$ 14.71	\$ 21.12	24.00%	\$ 19.74	\$ 28.34
General Administrative	<u>Document Control Clerk / Filing Specialist</u>	\$ 10.25	\$ 15.00	38.61%	\$ 14.21	\$ 20.79	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 13.37	\$ 16.62	38.61%	\$ 18.53	\$ 23.03	24.00%	\$ 24.86	\$ 30.91
General Administrative	Executive Secretary Senior	\$ 16.64	\$ 24.65	38.61%	\$ 23.07	\$ 34.17	24.00%	\$ 30.95	\$ 45.85
General Administrative	<u>Intake Specialist (HMGP)</u>	\$ 17.50	\$ 20.75	38.61%	\$ 24.26	\$ 28.76	24.00%	\$ 32.55	\$ 38.60
General Administrative	<u>Inventory Specialist</u>	\$ 15.00	\$ 18.00	38.61%	\$ 20.79	\$ 24.95	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 10.57	\$ 12.39	38.61%	\$ 14.65	\$ 17.18	24.00%	\$ 19.66	\$ 23.05
General Administrative	Legal Assistant Senior	\$ 12.42	\$ 31.31	38.61%	\$ 17.21	\$ 43.40	24.00%	\$ 23.10	\$ 58.23
General Administrative	Library Assistant	\$ 8.50	\$ 14.85	38.61%	\$ 11.78	\$ 20.59	24.00%	\$ 15.81	\$ 27.63
General Administrative	Medical Assistant I	\$ 10.13	\$ 11.82	38.61%	\$ 14.04	\$ 16.38	24.00%	\$ 18.84	\$ 21.98
General Administrative	Medical Assistant II	\$ 11.85	\$ 16.85	38.61%	\$ 16.42	\$ 23.35	24.00%	\$ 22.04	\$ 31.33
General Administrative	Medical Biller I	\$ 8.83	\$ 10.84	38.61%	\$ 12.24	\$ 15.03	24.00%	\$ 16.42	\$ 20.16
General Administrative	Medical Biller II	\$ 10.87	\$ 16.88	38.61%	\$ 15.06	\$ 23.40	24.00%	\$ 20.21	\$ 31.40
General Administrative	Medical Records Clerk I	\$ 10.61	\$ 15.45	38.61%	\$ 14.71	\$ 21.42	24.00%	\$ 19.74	\$ 28.75
General Administrative	Medical Records Clerk II	\$ 11.46	\$ 16.57	38.61%	\$ 15.88	\$ 22.97	24.00%	\$ 21.31	\$ 30.83
General Administrative	Office Manager	\$ 17.86	\$ 27.18	38.61%	\$ 24.75	\$ 37.67	24.00%	\$ 33.21	\$ 50.55
General Administrative	Office Services Aide	\$ 9.88	\$ 13.61	38.61%	\$ 13.70	\$ 18.87	24.00%	\$ 18.38	\$ 25.32
General Administrative	Office Services Assistant	\$ 10.59	\$ 14.38	38.61%	\$ 14.68	\$ 19.93	24.00%	\$ 19.71	\$ 26.74
General Administrative	Office Services Specialist	\$ 11.16	\$ 15.05	38.61%	\$ 15.47	\$ 20.86	24.00%	\$ 20.76	\$ 27.99
General Administrative	Office Services Supervisor	\$ 11.68	\$ 15.38	38.61%	\$ 16.19	\$ 21.32	24.00%	\$ 21.73	\$ 28.60
General Administrative	Office Services Supervisor Senior	\$ 13.54	\$ 17.25	38.61%	\$ 18.76	\$ 23.91	24.00%	\$ 25.18	\$ 32.09
General Administrative	Operator I	\$ 8.50	\$ 10.55	38.61%	\$ 11.78	\$ 14.63	24.00%	\$ 15.81	\$ 19.63
General Administrative	Operator II	\$ 10.57	\$ 12.33	38.61%	\$ 14.65	\$ 17.10	24.00%	\$ 19.66	\$ 22.94
General Administrative	Operator III (Key Disc Operator)	\$ 12.37	\$ 14.00	38.61%	\$ 17.14	\$ 19.41	24.00%	\$ 23.00	\$ 26.05
General Administrative	Operator IV (Key Disc Operator)	\$ 14.01	\$ 16.24	38.61%	\$ 19.42	\$ 22.50	24.00%	\$ 26.06	\$ 30.20
General Administrative	<u>Paralegal</u>	\$ 14.00	\$ 23.50	38.61%	\$ 19.41	\$ 32.57	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 9.41	\$ 12.59	38.61%	\$ 13.04	\$ 17.45	24.00%	\$ 17.50	\$ 23.41

Arkansas (2017 HOURLY MINIMUM WAGE = \$8.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 12.60	\$ 13.43	38.61%	\$ 17.46	\$ 18.61	24.00%	\$ 23.43	\$ 24.98
General Administrative	Photocopy Supervisor	\$ 10.17	\$ 14.12	38.61%	\$ 14.10	\$ 19.58	24.00%	\$ 18.92	\$ 26.27
General Administrative	Photocopy Technician	\$ 9.19	\$ 12.99	38.61%	\$ 12.73	\$ 18.00	24.00%	\$ 17.09	\$ 24.15
General Administrative	Photo-Typesetting Specialist	\$ 11.96	\$ 17.22	38.61%	\$ 16.58	\$ 23.87	24.00%	\$ 22.25	\$ 32.03
General Administrative	Photo-Typesetting Supervisor	\$ 12.77	\$ 18.69	38.61%	\$ 17.71	\$ 25.91	24.00%	\$ 23.76	\$ 34.77
General Administrative	Postal Aide	\$ 8.50	\$ 9.19	38.61%	\$ 11.78	\$ 12.73	24.00%	\$ 15.81	\$ 17.09
General Administrative	Postal Aide Senior	\$ 9.23	\$ 14.52	38.61%	\$ 12.79	\$ 20.13	24.00%	\$ 17.17	\$ 27.01
General Administrative	Postal Assistant	\$ 14.57	\$ 16.19	38.61%	\$ 20.20	\$ 22.44	24.00%	\$ 27.11	\$ 30.12
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	38.61%	\$ 41.58	\$ 62.37	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	38.61%	\$ 27.72	\$ 34.65	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 10.78	\$ 14.23	38.61%	\$ 14.94	\$ 19.73	24.00%	\$ 20.05	\$ 26.47
General Administrative	Public Relations Specialist	\$ 14.98	\$ 25.62	38.61%	\$ 20.76	\$ 35.51	24.00%	\$ 27.86	\$ 47.65
General Administrative	Public Relations Specialist Assistant	\$ 10.78	\$ 14.95	38.61%	\$ 14.94	\$ 20.73	24.00%	\$ 20.05	\$ 27.82
General Administrative	Receptionist	\$ 8.50	\$ 9.70	38.61%	\$ 11.78	\$ 13.44	24.00%	\$ 15.81	\$ 18.03
General Administrative	Receptionist Senior	\$ 9.70	\$ 15.30	38.61%	\$ 13.45	\$ 21.21	24.00%	\$ 18.05	\$ 28.46
General Administrative	Secretary	\$ 8.50	\$ 10.65	38.61%	\$ 11.78	\$ 14.76	24.00%	\$ 15.81	\$ 19.80
General Administrative	Secretary Senior	\$ 10.69	\$ 18.86	38.61%	\$ 14.81	\$ 26.15	24.00%	\$ 19.88	\$ 35.09
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	38.61%	\$ 21.14	\$ 24.95	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 9.26	\$ 22.63	38.61%	\$ 12.84	\$ 31.37	24.00%	\$ 17.23	\$ 42.09
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	38.61%	\$ 27.72	\$ 36.72	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 16.60	\$ 20.48	38.61%	\$ 23.01	\$ 28.38	24.00%	\$ 30.88	\$ 38.09
Human Resources	Classification / Compensation Analyst Senior	\$ 20.52	\$ 27.18	38.61%	\$ 28.44	\$ 37.67	24.00%	\$ 38.16	\$ 50.55
Human Resources	Classification / Compensation Consultant	\$ 27.19	\$ 36.42	38.61%	\$ 37.69	\$ 50.49	24.00%	\$ 50.58	\$ 67.75
Human Resources	EEO Program Analyst	\$ 16.03	\$ 25.59	38.61%	\$ 22.22	\$ 35.47	24.00%	\$ 29.82	\$ 47.60
Human Resources	EEO Program Specialist	\$ 17.68	\$ 27.92	38.61%	\$ 24.50	\$ 38.69	24.00%	\$ 32.88	\$ 51.92
Human Resources	Employee Relations Analyst	\$ 14.44	\$ 18.28	38.61%	\$ 20.01	\$ 25.34	24.00%	\$ 26.85	\$ 34.00
Human Resources	Employee Relations Analyst Senior	\$ 18.32	\$ 32.33	38.61%	\$ 25.40	\$ 44.82	24.00%	\$ 34.08	\$ 60.14
Human Resources	Human Resources Assistant	\$ 11.08	\$ 15.96	38.61%	\$ 15.36	\$ 22.12	24.00%	\$ 20.60	\$ 29.68
Human Resources	Human Resources Generalist	\$ 12.84	\$ 16.34	38.61%	\$ 17.80	\$ 22.64	24.00%	\$ 23.89	\$ 30.39
Human Resources	Human Resources Generalist Senior	\$ 16.43	\$ 28.70	38.61%	\$ 22.77	\$ 39.78	24.00%	\$ 30.56	\$ 53.37
Human Resources	Personnel Analyst	\$ 12.71	\$ 16.17	38.61%	\$ 17.62	\$ 22.41	24.00%	\$ 23.65	\$ 30.07
Human Resources	Personnel Analyst Senior	\$ 16.21	\$ 19.61	38.61%	\$ 22.47	\$ 27.18	24.00%	\$ 30.15	\$ 36.48
Human Resources	Personnel Practices Analyst	\$ 19.66	\$ 23.16	38.61%	\$ 27.25	\$ 32.10	24.00%	\$ 36.57	\$ 43.07
Human Resources	Personnel Practices Analyst Senior	\$ 23.20	\$ 29.54	38.61%	\$ 32.16	\$ 40.94	24.00%	\$ 43.15	\$ 54.94
Human Resources	Personnel Practices Manager	\$ 29.06	\$ 36.15	38.61%	\$ 40.28	\$ 50.11	24.00%	\$ 54.05	\$ 67.24
Human Services	Social Worker	\$ 14.16	\$ 23.98	38.61%	\$ 19.62	\$ 33.24	24.00%	\$ 26.33	\$ 44.60
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	38.61%	\$ 31.19	\$ 42.97	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 10.74	\$ 14.83	38.61%	\$ 14.88	\$ 20.55	24.00%	\$ 19.97	\$ 27.58
Human Services	Support Enforcement Specialist Senior	\$ 14.88	\$ 17.55	38.61%	\$ 20.62	\$ 24.33	24.00%	\$ 27.67	\$ 32.64
Human Services	Utilization Review Analyst	\$ 14.88	\$ 21.34	38.61%	\$ 20.62	\$ 29.58	24.00%	\$ 27.67	\$ 39.70

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 21.38	\$ 34.30	38.61%	\$ 29.64	\$ 47.55	24.00%	\$ 39.77	\$ 63.80
Insurance	Claims Adjuster I	\$ 12.29	\$ 14.88	38.61%	\$ 17.04	\$ 20.62	24.00%	\$ 22.86	\$ 27.67
Insurance	Claims Adjuster II	\$ 14.92	\$ 21.34	38.61%	\$ 20.68	\$ 29.58	24.00%	\$ 27.75	\$ 39.70
Insurance	Claims Specialist	\$ 21.38	\$ 26.95	38.61%	\$ 29.64	\$ 37.35	24.00%	\$ 39.77	\$ 50.12
Insurance	Worker's Compensation Specialist	\$ 20.20	\$ 30.22	38.61%	\$ 28.01	\$ 41.89	24.00%	\$ 37.58	\$ 56.21
Laborer/Industrial	CDL Driver	\$ 10.78	\$ 15.47	38.85%	\$ 14.97	\$ 21.48	24.00%	\$ 20.05	\$ 28.78
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	38.85%	\$ 29.85	\$ 39.18	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	38.85%	\$ 38.81	\$ 46.11	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	38.85%	\$ 42.00	\$ 48.60	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	38.85%	\$ 34.37	\$ 41.66	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	38.85%	\$ 34.37	\$ 40.96	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	38.85%	\$ 43.74	\$ 52.42	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	38.85%	\$ 36.80	\$ 46.58	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 11.57	\$ 16.58	38.85%	\$ 16.06	\$ 23.03	24.00%	\$ 21.52	\$ 30.84
Laborer/Industrial	Forklift Operator	\$ 9.02	\$ 12.56	38.85%	\$ 12.52	\$ 17.44	24.00%	\$ 16.77	\$ 23.37
Laborer/Industrial	Forklift Operator Senior	\$ 12.59	\$ 18.32	38.85%	\$ 17.48	\$ 25.44	24.00%	\$ 23.41	\$ 34.08
Laborer/Industrial	Grounds Worker	\$ 8.50	\$ 10.13	38.85%	\$ 11.80	\$ 14.06	24.00%	\$ 15.81	\$ 18.84
Laborer/Industrial	Grounds Worker Lead	\$ 10.17	\$ 13.58	38.85%	\$ 14.12	\$ 18.86	24.00%	\$ 18.92	\$ 25.26
Laborer/Industrial	Grounds Worker Senior	\$ 10.86	\$ 13.50	38.85%	\$ 15.08	\$ 18.74	24.00%	\$ 20.19	\$ 25.10
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.50	\$ 10.57	38.85%	\$ 11.80	\$ 14.67	24.00%	\$ 15.81	\$ 19.66
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 10.58	\$ 13.50	38.85%	\$ 14.69	\$ 18.74	24.00%	\$ 19.67	\$ 25.10
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.50	\$ 10.15	38.85%	\$ 11.80	\$ 14.10	24.00%	\$ 15.81	\$ 18.89
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.50	\$ 10.15	38.85%	\$ 11.80	\$ 14.10	24.00%	\$ 15.81	\$ 18.89
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.50	\$ 10.15	38.85%	\$ 11.80	\$ 14.10	24.00%	\$ 15.81	\$ 18.89
Laborer/Industrial	Housekeeping Supervisor	\$ 9.02	\$ 12.52	38.85%	\$ 12.52	\$ 17.38	24.00%	\$ 16.77	\$ 23.29
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 12.55	\$ 19.41	38.85%	\$ 17.42	\$ 26.95	24.00%	\$ 23.33	\$ 36.10
Laborer/Industrial	Housekeeping Worker	\$ 8.50	\$ 10.22	38.85%	\$ 11.80	\$ 14.19	24.00%	\$ 15.81	\$ 19.01
Laborer/Industrial	Housekeeping Worker Senior	\$ 10.26	\$ 13.11	38.85%	\$ 14.25	\$ 18.20	24.00%	\$ 19.09	\$ 24.38
Laborer/Industrial	Inventory Worker Light	\$ 8.50	\$ 12.50	38.85%	\$ 11.80	\$ 17.36	24.00%	\$ 15.81	\$ 23.26
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.50	\$ 14.03	38.85%	\$ 11.80	\$ 19.48	24.00%	\$ 15.81	\$ 26.10
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.50	\$ 9.70	38.85%	\$ 11.80	\$ 13.47	24.00%	\$ 15.81	\$ 18.05
Laborer/Industrial	Motor Vehicle Operator B	\$ 9.75	\$ 15.73	38.85%	\$ 13.53	\$ 21.85	24.00%	\$ 18.13	\$ 29.27
Laborer/Industrial	Packer	\$ 8.50	\$ 10.15	38.85%	\$ 11.80	\$ 14.10	24.00%	\$ 15.81	\$ 18.89
Laborer/Industrial	Warehouse Specialist I	\$ 8.50	\$ 10.15	38.85%	\$ 11.80	\$ 14.10	24.00%	\$ 15.81	\$ 18.89
Laborer/Industrial	Warehouse Specialist II	\$ 10.17	\$ 12.71	38.85%	\$ 14.12	\$ 17.65	24.00%	\$ 18.92	\$ 23.65
Laborer/Industrial	Warehouse Specialist III	\$ 12.76	\$ 16.25	38.85%	\$ 17.71	\$ 22.57	24.00%	\$ 23.73	\$ 30.23
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	38.85%	\$ 12.50	\$ 15.27	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.50	\$ 10.15	38.85%	\$ 11.80	\$ 14.10	24.00%	\$ 15.81	\$ 18.89
Laborer/Industrial	Warehouse Worker II	\$ 10.17	\$ 12.71	38.85%	\$ 14.12	\$ 17.65	24.00%	\$ 18.92	\$ 23.65
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	38.85%	\$ 33.95	\$ 44.43	24.00%	\$ 45.48	\$ 59.52

Arkansas (2017 HOURLY MINIMUM WAGE = \$8.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	38.85%	\$ 33.95	\$ 40.96	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	38.85%	\$ 33.95	\$ 40.96	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 9.70	\$ 12.52	36.56%	\$ 13.25	\$ 17.10	24.00%	\$ 18.05	\$ 23.29
Media	Audio Visual Technician Senior	\$ 12.55	\$ 20.79	36.56%	\$ 17.13	\$ 28.39	24.00%	\$ 23.33	\$ 38.67
Media	Graphic Artist	\$ 11.43	\$ 13.64	36.56%	\$ 15.60	\$ 18.63	24.00%	\$ 21.25	\$ 25.37
Media	Graphic Artist Senior	\$ 13.64	\$ 19.19	36.56%	\$ 18.63	\$ 26.20	24.00%	\$ 25.37	\$ 35.69
Media	Graphic Designer	\$ 11.43	\$ 13.64	36.56%	\$ 15.60	\$ 18.63	24.00%	\$ 21.25	\$ 25.37
Media	Graphic Designer Senior	\$ 13.66	\$ 19.19	36.56%	\$ 18.66	\$ 26.20	24.00%	\$ 25.42	\$ 35.69
Media	Photographer	\$ 8.50	\$ 9.98	36.56%	\$ 11.61	\$ 13.63	24.00%	\$ 15.81	\$ 18.57
Media	Photographer Senior	\$ 10.00	\$ 16.00	36.56%	\$ 13.66	\$ 21.85	24.00%	\$ 18.60	\$ 29.76
Media	TV / Video Production Specialist	\$ 15.09	\$ 19.42	36.56%	\$ 20.61	\$ 26.51	24.00%	\$ 28.07	\$ 36.11
Media	TV / Video Production Technician	\$ 19.44	\$ 26.30	36.56%	\$ 26.55	\$ 35.92	24.00%	\$ 36.16	\$ 48.92
Security	Armed Security Officer	\$ 12.08	\$ 16.17	48.56%	\$ 17.94	\$ 24.02	24.00%	\$ 22.47	\$ 30.07
Security	<u>Captain</u>	\$ 16.96	\$ 24.17	48.56%	\$ 25.20	\$ 35.91	24.00%	\$ 31.55	\$ 44.96
Security	Dispatcher/Police	\$ 11.71	\$ 19.95	48.56%	\$ 17.39	\$ 29.64	24.00%	\$ 21.77	\$ 37.11
Security	<u>Lieutenant</u>	\$ 15.27	\$ 21.21	48.56%	\$ 22.68	\$ 31.50	24.00%	\$ 28.40	\$ 39.44
Security	<u>Sergeant</u>	\$ 14.00	\$ 19.51	48.56%	\$ 20.79	\$ 28.98	24.00%	\$ 26.03	\$ 36.29
Security	Unarmed Security Guard	\$ 8.50	\$ 15.95	48.56%	\$ 12.63	\$ 23.69	24.00%	\$ 15.81	\$ 29.66
Tax	Data Entry Clerk	\$ 8.50	\$ 9.70	38.61%	\$ 11.78	\$ 13.45	24.00%	\$ 15.81	\$ 18.05
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 9.75	\$ 15.30	38.61%	\$ 13.51	\$ 21.21	24.00%	\$ 18.13	\$ 28.46
Tax	Error Resolution and Document Processor	\$ 12.68	\$ 17.62	38.61%	\$ 17.58	\$ 24.42	24.00%	\$ 23.59	\$ 32.77
Tax	General Clerical	\$ 8.50	\$ 10.85	38.61%	\$ 11.78	\$ 15.04	24.00%	\$ 15.81	\$ 20.18
Tax	On-Site Administrator (Day)	\$ 8.58	\$ 18.54	38.61%	\$ 11.89	\$ 25.70	24.00%	\$ 15.95	\$ 34.49
Tax	On-Site Administrator (Evening)	\$ 8.58	\$ 18.54	38.61%	\$ 11.89	\$ 25.70	24.00%	\$ 15.95	\$ 34.49
Tax	Remittance Processor	\$ 15.24	\$ 22.59	38.61%	\$ 21.13	\$ 31.31	24.00%	\$ 28.35	\$ 42.01
Tax	Taxpayer Information & Assistance Agent	\$ 13.50	\$ 19.40	38.61%	\$ 18.72	\$ 26.89	24.00%	\$ 25.12	\$ 36.08
Technical	Agricultural Technician	\$ 13.89	\$ 22.54	40.78%	\$ 19.55	\$ 31.73	24.00%	\$ 25.83	\$ 41.92
Technical	Agricultural Technician Lead	\$ 15.57	\$ 24.89	40.78%	\$ 21.92	\$ 35.04	24.00%	\$ 28.97	\$ 46.29
Technical	Agricultural Technician Supervisor	\$ 18.70	\$ 29.98	40.78%	\$ 26.33	\$ 42.21	24.00%	\$ 34.79	\$ 55.77
Technical	Analytical Chemist	\$ 14.72	\$ 24.89	40.78%	\$ 20.72	\$ 35.04	24.00%	\$ 27.37	\$ 46.29
Technical	Analytical Chemist Assistant	\$ 17.19	\$ 28.31	40.78%	\$ 24.21	\$ 39.86	24.00%	\$ 31.98	\$ 52.66
Technical	Analytical Chemist Senior	\$ 21.70	\$ 35.41	40.78%	\$ 30.55	\$ 49.86	24.00%	\$ 40.36	\$ 65.87
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	40.78%	\$ 27.87	\$ 43.68	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	40.78%	\$ 40.67	\$ 52.72	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 15.54	\$ 23.37	40.78%	\$ 21.88	\$ 32.90	24.00%	\$ 28.90	\$ 43.47
Technical	Bridge Design Drafter Senior	\$ 16.57	\$ 25.27	40.78%	\$ 23.33	\$ 35.57	24.00%	\$ 30.83	\$ 47.00
Technical	Cartographic Drafter	\$ 19.53	\$ 27.52	40.78%	\$ 27.50	\$ 38.74	24.00%	\$ 36.33	\$ 51.18
Technical	Cartographic Drafter Assistant	\$ 15.31	\$ 23.03	40.78%	\$ 21.55	\$ 32.42	24.00%	\$ 28.48	\$ 42.83
Technical	Cartographic Supervisor	\$ 26.65	\$ 35.83	40.78%	\$ 37.52	\$ 50.44	24.00%	\$ 49.57	\$ 66.64
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	40.78%	\$ 22.52	\$ 27.45	24.00%	\$ 29.76	\$ 36.27

Arkansas (2017 HOURLY MINIMUM WAGE = \$8.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	40.78%	\$ 55.73	\$ 67.79	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 23.50	\$ 33.26	40.78%	\$ 33.08	\$ 46.82	24.00%	\$ 43.70	\$ 61.86
Technical	Engineering Design Drafting Supervisor	\$ 27.34	\$ 38.11	40.78%	\$ 38.49	\$ 53.65	24.00%	\$ 50.85	\$ 70.89
Technical	Engineering Design Drafting Technician	\$ 13.20	\$ 17.47	40.78%	\$ 18.58	\$ 24.60	24.00%	\$ 24.55	\$ 32.50
Technical	Engineering Drafting Technician	\$ 13.22	\$ 17.47	40.78%	\$ 18.62	\$ 24.60	24.00%	\$ 24.60	\$ 32.50
Technical	Engineering Drafting Technician Senior	\$ 15.33	\$ 22.28	40.78%	\$ 21.58	\$ 31.37	24.00%	\$ 28.51	\$ 41.45
Technical	Environmental Engineer	\$ 21.71	\$ 34.29	40.78%	\$ 30.56	\$ 48.28	24.00%	\$ 40.37	\$ 63.79
Technical	Environmental Engineer Senior	\$ 23.38	\$ 37.52	40.78%	\$ 32.91	\$ 52.82	24.00%	\$ 43.48	\$ 69.78
Technical	Environmental Program Analyst	\$ 18.42	\$ 27.21	40.78%	\$ 25.92	\$ 38.31	24.00%	\$ 34.25	\$ 50.61
Technical	Environmental Program Planner	\$ 19.68	\$ 29.40	40.78%	\$ 27.70	\$ 41.39	24.00%	\$ 36.60	\$ 54.68
Technical	Environmental Program Specialist	\$ 21.15	\$ 26.57	40.78%	\$ 29.78	\$ 37.40	24.00%	\$ 39.35	\$ 49.41
Technical	Environmental Specialist - Field	\$ 19.68	\$ 28.72	40.78%	\$ 27.70	\$ 40.43	24.00%	\$ 36.60	\$ 53.42
Technical	Environmental Specialist Senior - Field	\$ 20.24	\$ 30.06	40.78%	\$ 28.49	\$ 42.32	24.00%	\$ 37.64	\$ 55.91
Technical	Environmental Technician	\$ 18.42	\$ 27.21	40.78%	\$ 25.92	\$ 38.31	24.00%	\$ 34.25	\$ 50.61
Technical	Environmental Technician Senior	\$ 19.68	\$ 29.40	40.78%	\$ 27.70	\$ 41.39	24.00%	\$ 36.60	\$ 54.68
Technical	Help Desk Support	\$ 15.50	\$ 25.00	40.78%	\$ 21.82	\$ 35.20	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	40.78%	\$ 24.28	\$ 33.79	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 16.78	\$ 20.51	40.78%	\$ 23.62	\$ 28.87	24.00%	\$ 31.21	\$ 38.14
Technical	Laboratory Technician	\$ 14.06	\$ 21.05	40.78%	\$ 19.79	\$ 29.64	24.00%	\$ 26.14	\$ 39.16
Technical	Laboratory Technician Senior	\$ 14.92	\$ 22.70	40.78%	\$ 21.00	\$ 31.96	24.00%	\$ 27.75	\$ 42.22
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	40.78%	\$ 30.97	\$ 37.31	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 22.37	\$ 29.83	40.78%	\$ 31.49	\$ 41.99	24.00%	\$ 41.61	\$ 55.48
Technical	Residential Plan Reviewer	\$ 16.31	\$ 25.48	40.78%	\$ 22.96	\$ 35.87	24.00%	\$ 30.34	\$ 47.39
Technical	Right of Way Technician	\$ 23.15	\$ 36.60	40.78%	\$ 32.59	\$ 51.53	24.00%	\$ 43.06	\$ 68.08
Technical	Right of Way Technician Supervisor	\$ 24.99	\$ 40.18	40.78%	\$ 35.18	\$ 56.57	24.00%	\$ 46.48	\$ 74.74
Technical	Safety Engineer	\$ 22.81	\$ 35.77	40.78%	\$ 32.11	\$ 50.36	24.00%	\$ 42.42	\$ 66.53
Technical	Safety Engineer Senior	\$ 25.93	\$ 40.93	40.78%	\$ 36.50	\$ 57.62	24.00%	\$ 48.23	\$ 76.12
Technical	Title Examiner	\$ 15.89	\$ 22.34	40.78%	\$ 22.37	\$ 31.45	24.00%	\$ 29.55	\$ 41.56
Technical	Traffic Controller	\$ 19.23	\$ 31.09	40.78%	\$ 27.07	\$ 43.77	24.00%	\$ 35.77	\$ 57.82
Technical	Traffic Controller Senior	\$ 23.15	\$ 36.60	40.78%	\$ 32.59	\$ 51.53	24.00%	\$ 43.06	\$ 68.08
Technical	Transportation Data Analyst	\$ 19.23	\$ 31.09	40.78%	\$ 27.07	\$ 43.77	24.00%	\$ 35.77	\$ 57.82
Technical	Transportation Data Analyst Senior	\$ 23.15	\$ 36.60	40.78%	\$ 32.59	\$ 51.53	24.00%	\$ 43.06	\$ 68.08
Technical	Transportation Data Analyst Supervisor	\$ 23.15	\$ 36.60	40.78%	\$ 32.59	\$ 51.53	24.00%	\$ 43.06	\$ 68.08
Technical	Transportation Data Technician	\$ 19.23	\$ 31.09	40.78%	\$ 27.07	\$ 43.77	24.00%	\$ 35.77	\$ 57.82
Technical	Transportation District Utilities Specialist	\$ 22.72	\$ 36.59	40.78%	\$ 31.98	\$ 51.52	24.00%	\$ 42.25	\$ 68.06
Technical	Transportation Engineering Technician -Survey	\$ 23.59	\$ 40.04	40.78%	\$ 33.21	\$ 56.36	24.00%	\$ 43.88	\$ 74.47
Technical	Transportation Engineering Technician -Survey Senior	\$ 26.04	\$ 41.89	40.78%	\$ 36.66	\$ 58.98	24.00%	\$ 48.44	\$ 77.92
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 27.49	\$ 44.75	40.78%	\$ 38.70	\$ 63.00	24.00%	\$ 51.13	\$ 83.24
Technical	Transportation Materials Technician	\$ 11.04	\$ 15.89	40.78%	\$ 15.55	\$ 22.37	24.00%	\$ 20.54	\$ 29.55
Technical	Transportation Materials Technician Senior	\$ 11.78	\$ 17.23	40.78%	\$ 16.59	\$ 24.25	24.00%	\$ 21.91	\$ 32.04

Arkansas (2017 HOURLY MINIMUM WAGE = \$8.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 23.59	\$ 39.17	40.78%	\$ 33.21	\$ 55.15	24.00%	\$ 43.88	\$ 72.86
Technical	Transportation Materials Technician Supervisor	\$ 27.49	\$ 44.75	40.78%	\$ 38.70	\$ 63.00	24.00%	\$ 51.13	\$ 83.24
Technical	Transportation Planning Specialist	\$ 22.72	\$ 36.59	40.78%	\$ 31.98	\$ 51.52	24.00%	\$ 42.25	\$ 68.06
Technical	Transportation Planning Specialist Senior	\$ 26.04	\$ 41.89	40.78%	\$ 36.66	\$ 58.98	24.00%	\$ 48.44	\$ 77.92
Technical	Transportation Technical Program Coordinator	\$ 22.72	\$ 36.59	40.78%	\$ 31.98	\$ 51.52	24.00%	\$ 42.25	\$ 68.06
Technical	Transportation Technical Support Coordinator	\$ 22.72	\$ 36.59	40.78%	\$ 31.98	\$ 51.52	24.00%	\$ 42.25	\$ 68.06
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	40.78%	\$ 52.79	\$ 63.35	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 13.14	\$ 16.17	46.94%	\$ 19.31	\$ 23.76	24.00%	\$ 24.44	\$ 30.07
Trades	Boiler Operator II	\$ 16.21	\$ 18.61	46.94%	\$ 23.82	\$ 27.35	24.00%	\$ 30.15	\$ 34.61
Trades	Boiler Operator Senior I	\$ 18.63	\$ 20.33	46.94%	\$ 27.37	\$ 29.88	24.00%	\$ 34.65	\$ 37.82
Trades	Boiler Operator Senior II	\$ 20.35	\$ 27.86	46.94%	\$ 29.90	\$ 40.93	24.00%	\$ 37.85	\$ 51.81
Trades	Carpenter Assistant	\$ 8.75	\$ 11.84	46.94%	\$ 12.86	\$ 17.40	24.00%	\$ 16.28	\$ 22.02
Trades	Carpenter	\$ 11.85	\$ 16.60	46.94%	\$ 17.41	\$ 24.39	24.00%	\$ 22.04	\$ 30.88
Trades	Carpenter Senior	\$ 17.52	\$ 23.67	46.94%	\$ 25.75	\$ 34.79	24.00%	\$ 32.60	\$ 44.03
Trades	Electrician	\$ 18.69	\$ 31.10	46.94%	\$ 27.46	\$ 45.69	24.00%	\$ 34.76	\$ 57.84
Trades	Electrician Assistant	\$ 9.97	\$ 12.30	46.94%	\$ 14.65	\$ 18.07	24.00%	\$ 18.54	\$ 22.88
Trades	Electrician Senior	\$ 14.43	\$ 16.64	46.94%	\$ 21.20	\$ 24.45	24.00%	\$ 26.84	\$ 30.95
Trades	Electrician Supervisor Senior	\$ 16.68	\$ 29.33	46.94%	\$ 24.52	\$ 43.10	24.00%	\$ 31.03	\$ 54.56
Trades	Electronic Equipment Install & Repair Supervisor	\$ 18.20	\$ 27.06	46.94%	\$ 26.75	\$ 39.76	24.00%	\$ 33.86	\$ 50.33
Trades	Electronic Equipment Install & Repair Technician	\$ 14.45	\$ 18.11	46.94%	\$ 21.23	\$ 26.61	24.00%	\$ 26.87	\$ 33.68
Trades	Electronic Technician	\$ 10.99	\$ 13.97	46.94%	\$ 16.15	\$ 20.53	24.00%	\$ 20.45	\$ 25.98
Trades	Electronic Technician Senior	\$ 14.01	\$ 24.79	46.94%	\$ 20.59	\$ 36.42	24.00%	\$ 26.06	\$ 46.10
Trades	Equipment Repair Supervisor	\$ 19.92	\$ 23.33	46.94%	\$ 29.28	\$ 34.28	24.00%	\$ 37.06	\$ 43.39
Trades	Equipment Repair Technician	\$ 10.99	\$ 13.97	46.94%	\$ 16.15	\$ 20.53	24.00%	\$ 20.45	\$ 25.98
Trades	Equipment Repair Technician Senior	\$ 14.01	\$ 19.87	46.94%	\$ 20.59	\$ 29.20	24.00%	\$ 26.06	\$ 36.97
Trades	HVAC Installation & Repair Assistant	\$ 8.58	\$ 13.68	46.94%	\$ 12.60	\$ 20.10	24.00%	\$ 15.95	\$ 25.45
Trades	HVAC Installation & Repair Assistant Senior	\$ 13.68	\$ 23.33	46.94%	\$ 20.10	\$ 34.28	24.00%	\$ 25.45	\$ 43.39
Trades	Laboratory Mechanic	\$ 11.00	\$ 14.92	46.94%	\$ 16.17	\$ 21.92	24.00%	\$ 20.46	\$ 27.75
Trades	Laboratory Mechanic Senior	\$ 14.92	\$ 22.70	46.94%	\$ 21.92	\$ 33.35	24.00%	\$ 27.75	\$ 42.22
Trades	Locksmith	\$ 13.50	\$ 19.85	46.94%	\$ 19.83	\$ 29.17	24.00%	\$ 25.10	\$ 36.92
Trades	Maintenance Field Worker	\$ 10.99	\$ 14.06	46.94%	\$ 16.15	\$ 20.65	24.00%	\$ 20.45	\$ 26.14
Trades	Mason Plasterer	\$ 13.58	\$ 15.65	46.94%	\$ 19.95	\$ 23.00	24.00%	\$ 25.26	\$ 29.11
Trades	Mason Plasterer Assistant	\$ 15.68	\$ 23.20	46.94%	\$ 23.05	\$ 34.09	24.00%	\$ 29.17	\$ 43.15
Trades	Mechanic	\$ 8.84	\$ 19.89	46.94%	\$ 12.99	\$ 29.23	24.00%	\$ 16.44	\$ 37.00
Trades	Painter	\$ 8.50	\$ 18.86	46.94%	\$ 12.49	\$ 27.72	24.00%	\$ 15.81	\$ 35.09
Trades	Plumber / Steamfitter	\$ 18.43	\$ 28.03	46.94%	\$ 27.08	\$ 41.18	24.00%	\$ 34.28	\$ 52.13
Trades	Plumber / Steamfitter Assistant	\$ 10.99	\$ 18.37	46.94%	\$ 16.15	\$ 27.00	24.00%	\$ 20.45	\$ 34.17
Trades	Printing Press Operator B	\$ 17.99	\$ 26.42	46.94%	\$ 26.44	\$ 38.83	24.00%	\$ 33.46	\$ 49.15
Trades	Production Supervisor	\$ 21.33	\$ 32.67	46.94%	\$ 31.35	\$ 48.01	24.00%	\$ 39.68	\$ 60.77
Trades	Radio Specialist	\$ 12.71	\$ 16.30	46.94%	\$ 18.68	\$ 23.96	24.00%	\$ 23.65	\$ 30.32

Arkansas (2017 HOURLY MINIMUM WAGE = \$8.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 16.33	\$ 21.34	46.94%	\$ 23.99	\$ 31.36	24.00%	\$ 30.37	\$ 39.70
Trades	Sheet Metal Worker	\$ 12.10	\$ 15.57	46.94%	\$ 17.77	\$ 22.87	24.00%	\$ 22.50	\$ 28.95
Trades	Sheet Metal Worker Assistant	\$ 9.19	\$ 12.29	46.94%	\$ 13.50	\$ 18.06	24.00%	\$ 17.09	\$ 22.86
Trades	Sheet Metal Worker Lead	\$ 15.61	\$ 21.35	46.94%	\$ 22.93	\$ 31.37	24.00%	\$ 29.03	\$ 39.71
Trades	Shipping / Receiving Clerk	\$ 12.16	\$ 16.68	46.94%	\$ 17.87	\$ 24.50	24.00%	\$ 22.62	\$ 31.02
Trades	Storekeeper Assistant I	\$ 9.04	\$ 13.23	46.94%	\$ 13.29	\$ 19.44	24.00%	\$ 16.82	\$ 24.61
Trades	Storekeeper Assistant II	\$ 9.84	\$ 14.22	46.94%	\$ 14.46	\$ 20.90	24.00%	\$ 18.30	\$ 26.46
Trades	Storekeeper I	\$ 8.50	\$ 8.84	46.94%	\$ 12.49	\$ 12.99	24.00%	\$ 15.81	\$ 16.44
Trades	Storekeeper II	\$ 8.89	\$ 10.78	46.94%	\$ 13.06	\$ 15.84	24.00%	\$ 16.53	\$ 20.05
Trades	Storekeeper III	\$ 10.81	\$ 13.23	46.94%	\$ 15.89	\$ 19.44	24.00%	\$ 20.12	\$ 24.61
Trades	Storekeeper Senior	\$ 13.25	\$ 15.45	46.94%	\$ 19.47	\$ 22.71	24.00%	\$ 24.64	\$ 28.75
Trades	Tool Room Assistant	\$ 8.50	\$ 10.78	46.94%	\$ 12.49	\$ 15.84	24.00%	\$ 15.81	\$ 20.05
Trades	Tool Room Assistant Senior	\$ 10.78	\$ 15.05	46.94%	\$ 15.84	\$ 22.11	24.00%	\$ 20.05	\$ 27.99
Trades	Trades Utilities Worker Senior	\$ 11.00	\$ 16.12	46.94%	\$ 16.17	\$ 23.68	24.00%	\$ 20.46	\$ 29.98
Trades	Trades Utility Worker	\$ 8.50	\$ 10.96	46.94%	\$ 12.49	\$ 16.10	24.00%	\$ 15.81	\$ 20.38
Trades	Tradesman Helper	\$ 8.50	\$ 13.54	46.94%	\$ 12.49	\$ 19.89	24.00%	\$ 15.81	\$ 25.18
Trades	Tradesman Helper Senior	\$ 13.54	\$ 16.87	46.94%	\$ 19.89	\$ 24.79	24.00%	\$ 25.18	\$ 31.38
Trades	Welder	\$ 9.26	\$ 15.34	46.94%	\$ 13.61	\$ 22.55	24.00%	\$ 17.23	\$ 28.54
Trades	Welder Senior	\$ 15.39	\$ 18.45	46.94%	\$ 22.61	\$ 27.11	24.00%	\$ 28.62	\$ 34.32
Trades	Work Zone Safety Officer	\$ 19.23	\$ 31.09	46.94%	\$ 28.26	\$ 45.68	24.00%	\$ 35.77	\$ 57.82

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	36.26%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	38.61%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	47.25%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	38.61%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	38.61%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	38.85%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	36.56%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	48.56%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	38.61%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	40.78%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	46.94%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

California (2017 HOURLY MINIMUM WAGE = \$10.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 16.82	\$ 23.88	32.78%	\$ 22.33	\$ 31.71	24.00%	\$ 31.28	\$ 44.42
Accounting/Finance	Accountant JR	\$ 10.50	\$ 13.97	32.78%	\$ 13.94	\$ 18.55	24.00%	\$ 19.53	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 23.89	\$ 33.16	32.78%	\$ 31.73	\$ 44.04	24.00%	\$ 44.44	\$ 61.69
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	32.78%	\$ 27.49	\$ 34.36	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	32.78%	\$ 20.61	\$ 26.45	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 10.50	\$ 12.42	32.78%	\$ 13.94	\$ 16.49	24.00%	\$ 19.53	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 21.90	\$ 25.05	32.78%	\$ 29.07	\$ 33.27	24.00%	\$ 40.73	\$ 46.60
Accounting/Finance	Accounting Manager B	\$ 24.99	\$ 30.66	32.78%	\$ 33.18	\$ 40.71	24.00%	\$ 46.47	\$ 57.03
Accounting/Finance	Accounting Manager C	\$ 30.72	\$ 38.83	32.78%	\$ 40.79	\$ 51.56	24.00%	\$ 57.14	\$ 72.22
Accounting/Finance	Auditing - External Auditor	\$ 21.61	\$ 27.33	32.78%	\$ 28.69	\$ 36.29	24.00%	\$ 40.19	\$ 50.83
Accounting/Finance	Auditing - External Auditor Senior	\$ 27.35	\$ 38.83	32.78%	\$ 36.32	\$ 51.56	24.00%	\$ 50.88	\$ 72.22
Accounting/Finance	Auditing - Internal Auditor	\$ 21.61	\$ 27.33	32.78%	\$ 28.69	\$ 36.29	24.00%	\$ 40.19	\$ 50.83
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 27.39	\$ 38.83	32.78%	\$ 36.36	\$ 51.56	24.00%	\$ 50.94	\$ 72.22
Accounting/Finance	Bookkeeper	\$ 11.37	\$ 17.21	32.78%	\$ 15.10	\$ 22.85	24.00%	\$ 21.15	\$ 32.01
Accounting/Finance	Budget Analyst	\$ 21.19	\$ 27.73	32.78%	\$ 28.14	\$ 36.82	24.00%	\$ 39.42	\$ 51.58
Accounting/Finance	Budget Analyst Senior	\$ 27.74	\$ 43.06	32.78%	\$ 36.84	\$ 57.17	24.00%	\$ 51.60	\$ 80.08
Accounting/Finance	Closure/Disbursement Specialists	\$ 35.34	\$ 39.33	32.78%	\$ 46.92	\$ 52.23	24.00%	\$ 65.73	\$ 73.16
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 33.19	\$ 43.02	32.78%	\$ 44.07	\$ 57.12	24.00%	\$ 61.73	\$ 80.02
Accounting/Finance	CPA	\$ 34.42	\$ 45.48	32.78%	\$ 45.70	\$ 60.39	24.00%	\$ 64.02	\$ 84.59
Accounting/Finance	Fiscal Assistant	\$ 11.97	\$ 18.39	32.78%	\$ 15.89	\$ 24.42	24.00%	\$ 22.26	\$ 34.21
Accounting/Finance	Fiscal Technical Senior	\$ 16.04	\$ 22.87	32.78%	\$ 21.29	\$ 30.37	24.00%	\$ 29.83	\$ 42.54
Accounting/Finance	Fiscal Technician	\$ 18.45	\$ 22.55	32.78%	\$ 24.50	\$ 29.94	24.00%	\$ 34.32	\$ 41.94
Accounting/Finance	Payroll Assistant	\$ 17.52	\$ 22.13	32.78%	\$ 23.26	\$ 29.38	24.00%	\$ 32.58	\$ 41.15
Accounting/Finance	Purchasing / Procurement	\$ 22.13	\$ 32.88	32.78%	\$ 29.38	\$ 43.66	24.00%	\$ 41.15	\$ 61.16
Accounting/Finance	Sr. Compliance Officer	\$ 42.72	\$ 48.55	32.78%	\$ 56.72	\$ 64.47	24.00%	\$ 79.45	\$ 90.31
Accounting/Finance	Supervising Auditor	\$ 42.72	\$ 49.17	32.78%	\$ 56.72	\$ 65.29	24.00%	\$ 79.45	\$ 91.45
Call Center/Customer Service	Customer Service Inbound I	\$ 11.27	\$ 16.58	33.60%	\$ 15.06	\$ 22.15	24.00%	\$ 20.96	\$ 30.83
Call Center/Customer Service	Customer Service Inbound II	\$ 16.65	\$ 26.80	33.60%	\$ 22.24	\$ 35.81	24.00%	\$ 30.96	\$ 49.85

California (2017 HOURLY MINIMUM WAGE = \$10.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 11.27	\$ 16.58	33.60%	\$ 15.06	\$ 22.15	24.00%	\$ 20.96	\$ 30.83
Call Center/Customer Service	Customer Service Outbound II	\$ 16.65	\$ 26.80	33.60%	\$ 22.24	\$ 35.81	24.00%	\$ 30.96	\$ 49.85
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 11.06	\$ 18.75	33.60%	\$ 14.78	\$ 25.04	24.00%	\$ 20.58	\$ 34.87
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	33.60%	\$ 27.66	\$ 34.57	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 11.49	\$ 17.58	33.60%	\$ 15.35	\$ 23.48	24.00%	\$ 21.37	\$ 32.69
Call Center/Customer Service	Detailing Representative II	\$ 12.50	\$ 20.22	33.60%	\$ 16.70	\$ 27.01	24.00%	\$ 23.25	\$ 37.61
Call Center/Customer Service	Help Desk Analyst	\$ 14.89	\$ 33.05	33.60%	\$ 19.89	\$ 44.15	24.00%	\$ 27.69	\$ 61.47
Call Center/Customer Service	Market Research Inbound	\$ 21.84	\$ 26.23	33.60%	\$ 29.18	\$ 35.04	24.00%	\$ 40.62	\$ 48.78
Call Center/Customer Service	Market Research Outbound	\$ 26.25	\$ 39.97	33.60%	\$ 35.07	\$ 53.39	24.00%	\$ 48.82	\$ 74.34
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 10.50	\$ 14.60	33.60%	\$ 14.03	\$ 19.51	24.00%	\$ 19.53	\$ 27.16
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 14.78	\$ 21.13	33.60%	\$ 19.75	\$ 28.22	24.00%	\$ 27.50	\$ 39.29
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 10.50	\$ 14.60	33.60%	\$ 14.03	\$ 19.51	24.00%	\$ 19.53	\$ 27.16
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 14.78	\$ 21.13	33.60%	\$ 19.75	\$ 28.22	24.00%	\$ 27.50	\$ 39.29
Call Center/Customer Service	Sales & Promotion Sampler	\$ 10.50	\$ 14.31	33.60%	\$ 14.03	\$ 19.12	24.00%	\$ 19.53	\$ 26.62
Call Center/Customer Service	Sales Inbound I	\$ 10.81	\$ 18.68	33.60%	\$ 14.44	\$ 24.96	24.00%	\$ 20.11	\$ 34.74
Call Center/Customer Service	Sales Inbound II	\$ 14.78	\$ 21.13	33.60%	\$ 19.75	\$ 28.22	24.00%	\$ 27.50	\$ 39.29
Call Center/Customer Service	Sales Outbound I	\$ 13.39	\$ 18.79	33.60%	\$ 17.90	\$ 25.11	24.00%	\$ 24.91	\$ 34.96
Call Center/Customer Service	Sales Outbound II	\$ 14.78	\$ 21.13	33.60%	\$ 19.75	\$ 28.22	24.00%	\$ 27.50	\$ 39.29
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 10.50	\$ 14.64	33.60%	\$ 14.03	\$ 19.55	24.00%	\$ 19.53	\$ 27.22
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 14.65	\$ 18.98	33.60%	\$ 19.57	\$ 25.35	24.00%	\$ 27.24	\$ 35.30
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 10.79	\$ 14.42	33.60%	\$ 14.41	\$ 19.26	24.00%	\$ 20.06	\$ 26.82
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 14.47	\$ 25.48	33.60%	\$ 19.34	\$ 34.04	24.00%	\$ 26.92	\$ 47.39
Food Related Services	Barista (misc)	\$ 12.64	\$ 18.63	51.59%	\$ 19.16	\$ 28.25	24.00%	\$ 23.50	\$ 34.66
Food Related Services	Building Attendant (misc)	\$ 12.64	\$ 18.63	39.23%	\$ 17.59	\$ 25.94	24.00%	\$ 23.50	\$ 34.66
Food Related Services	Busser	\$ 12.64	\$ 18.63	39.23%	\$ 17.59	\$ 25.94	24.00%	\$ 23.50	\$ 34.66
Food Related Services	Cashiers	\$ 12.64	\$ 18.63	39.23%	\$ 17.59	\$ 25.94	24.00%	\$ 23.50	\$ 34.66
Food Related Services	Dishwasher	\$ 11.49	\$ 14.93	39.23%	\$ 15.99	\$ 20.79	24.00%	\$ 21.37	\$ 27.78
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	39.23%	\$ 20.05	\$ 24.50	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 10.50	\$ 12.10	39.23%	\$ 14.62	\$ 16.85	24.00%	\$ 19.53	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 11.38	\$ 16.66	39.23%	\$ 15.85	\$ 23.19	24.00%	\$ 21.17	\$ 30.98
Food Related Services	Food Operations Manager Assistant	\$ 16.70	\$ 19.55	39.23%	\$ 23.26	\$ 27.22	24.00%	\$ 31.07	\$ 36.37
Food Related Services	Food Production Worker	\$ 10.50	\$ 15.00	39.23%	\$ 14.62	\$ 20.89	24.00%	\$ 19.53	\$ 27.91
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	39.23%	\$ 19.42	\$ 23.74	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	39.23%	\$ 15.04	\$ 18.38	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	39.23%	\$ 17.54	\$ 21.44	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 10.50	\$ 14.72	39.23%	\$ 14.62	\$ 20.49	24.00%	\$ 19.53	\$ 27.37
Food Related Services	Second Cook Senior	\$ 14.60	\$ 19.21	51.59%	\$ 22.13	\$ 29.12	24.00%	\$ 27.16	\$ 35.73
Food Related Services	Server	\$ 10.50	\$ 11.97	39.23%	\$ 14.62	\$ 16.67	24.00%	\$ 19.53	\$ 22.26
General Administrative	Administrative Assistant I	\$ 12.54	\$ 16.88	33.60%	\$ 16.76	\$ 22.55	24.00%	\$ 23.33	\$ 31.39
General Administrative	Administrative Assistant II	\$ 16.89	\$ 18.27	33.60%	\$ 22.56	\$ 24.40	24.00%	\$ 31.41	\$ 33.97

California (2017 HOURLY MINIMUM WAGE = \$10.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 18.28	\$ 19.83	33.60%	\$ 24.42	\$ 26.49	24.00%	\$ 34.00	\$ 36.88
General Administrative	Administrative Assistant IV	\$ 19.84	\$ 21.95	33.60%	\$ 26.51	\$ 29.33	24.00%	\$ 36.90	\$ 40.83
General Administrative	Administrative Assistant V	\$ 21.98	\$ 24.76	33.60%	\$ 29.36	\$ 33.07	24.00%	\$ 40.88	\$ 46.05
General Administrative	Administrative Staff Assistant	\$ 24.35	\$ 27.85	33.60%	\$ 32.54	\$ 37.20	24.00%	\$ 45.30	\$ 51.79
General Administrative	Administrative Staff Specialist	\$ 27.86	\$ 34.44	33.60%	\$ 37.22	\$ 46.01	24.00%	\$ 51.82	\$ 64.06
General Administrative	Administrative Staff Specialist Senior	\$ 34.45	\$ 26.90	33.60%	\$ 46.03	\$ 35.94	24.00%	\$ 64.08	\$ 50.04
General Administrative	Agency Management Analyst	\$ 22.47	\$ 29.49	33.60%	\$ 30.02	\$ 39.40	24.00%	\$ 41.79	\$ 54.85
General Administrative	Agency Management Analyst Lead	\$ 29.50	\$ 34.27	33.60%	\$ 39.41	\$ 45.78	24.00%	\$ 54.87	\$ 63.74
General Administrative	Agency Management Analyst Senior	\$ 34.34	\$ 53.43	33.60%	\$ 45.87	\$ 71.38	24.00%	\$ 63.87	\$ 99.38
General Administrative	<u>Clerk</u>	\$ 11.82	\$ 13.67	33.60%	\$ 15.80	\$ 18.26	24.00%	\$ 21.99	\$ 25.42
General Administrative	<u>Clerk Jr</u>	\$ 10.50	\$ 11.77	33.60%	\$ 14.03	\$ 15.73	24.00%	\$ 19.53	\$ 21.90
General Administrative	<u>Clerk Sr</u>	\$ 13.72	\$ 15.88	33.60%	\$ 18.32	\$ 21.21	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 10.50	\$ 14.34	33.60%	\$ 14.03	\$ 19.15	24.00%	\$ 19.53	\$ 26.67
General Administrative	Data Entry Operator Senior	\$ 14.37	\$ 20.63	33.60%	\$ 19.20	\$ 27.56	24.00%	\$ 26.73	\$ 38.38
General Administrative	<u>Document Control Clerk / Filing Specialist</u>	\$ 10.50	\$ 15.00	33.60%	\$ 14.03	\$ 20.04	24.00%	\$ 19.53	\$ 27.90
General Administrative	Executive Secretary	\$ 18.10	\$ 22.50	33.60%	\$ 24.19	\$ 30.07	24.00%	\$ 33.67	\$ 41.86
General Administrative	Executive Secretary Senior	\$ 22.54	\$ 33.38	33.60%	\$ 30.11	\$ 44.60	24.00%	\$ 41.92	\$ 62.09
General Administrative	<u>Intake Specialist (HMGP)</u>	\$ 17.50	\$ 20.75	33.60%	\$ 23.38	\$ 27.72	24.00%	\$ 32.55	\$ 38.60
General Administrative	<u>Inventory Specialist</u>	\$ 15.00	\$ 18.00	33.60%	\$ 20.04	\$ 24.05	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 14.31	\$ 16.78	33.60%	\$ 19.12	\$ 22.42	24.00%	\$ 26.62	\$ 31.22
General Administrative	Legal Assistant Senior	\$ 16.82	\$ 42.40	33.60%	\$ 22.47	\$ 56.65	24.00%	\$ 31.28	\$ 78.87
General Administrative	Library Assistant	\$ 10.50	\$ 20.11	33.60%	\$ 14.03	\$ 26.87	24.00%	\$ 19.53	\$ 37.41
General Administrative	Medical Assistant I	\$ 13.72	\$ 16.00	33.60%	\$ 18.32	\$ 21.38	24.00%	\$ 25.51	\$ 29.76
General Administrative	Medical Assistant II	\$ 16.05	\$ 22.81	33.60%	\$ 21.44	\$ 30.48	24.00%	\$ 29.85	\$ 42.44
General Administrative	Medical Biller I	\$ 11.96	\$ 14.68	33.60%	\$ 15.98	\$ 19.61	24.00%	\$ 22.24	\$ 27.31
General Administrative	Medical Biller II	\$ 14.72	\$ 22.86	33.60%	\$ 19.66	\$ 30.54	24.00%	\$ 27.37	\$ 42.52
General Administrative	Medical Records Clerk I	\$ 14.37	\$ 20.93	33.60%	\$ 19.20	\$ 27.96	24.00%	\$ 26.73	\$ 38.93
General Administrative	Medical Records Clerk II	\$ 15.52	\$ 22.45	33.60%	\$ 20.73	\$ 29.99	24.00%	\$ 28.87	\$ 41.75
General Administrative	Office Manager	\$ 24.18	\$ 36.81	33.60%	\$ 32.31	\$ 49.17	24.00%	\$ 44.98	\$ 68.46
General Administrative	Office Services Aide	\$ 13.38	\$ 18.44	33.60%	\$ 17.88	\$ 24.63	24.00%	\$ 24.89	\$ 34.29
General Administrative	Office Services Assistant	\$ 14.35	\$ 19.47	33.60%	\$ 19.17	\$ 26.01	24.00%	\$ 26.69	\$ 36.22
General Administrative	Office Services Specialist	\$ 15.12	\$ 20.38	33.60%	\$ 20.20	\$ 27.23	24.00%	\$ 28.12	\$ 37.91
General Administrative	Office Services Supervisor	\$ 15.82	\$ 20.83	33.60%	\$ 21.13	\$ 27.83	24.00%	\$ 29.42	\$ 38.74
General Administrative	Office Services Supervisor Senior	\$ 18.33	\$ 23.37	33.60%	\$ 24.49	\$ 31.22	24.00%	\$ 34.10	\$ 43.46
General Administrative	Operator I	\$ 10.50	\$ 14.29	33.60%	\$ 14.03	\$ 19.09	24.00%	\$ 19.53	\$ 26.58
General Administrative	Operator II	\$ 14.31	\$ 16.70	33.60%	\$ 19.12	\$ 22.32	24.00%	\$ 26.62	\$ 31.07
General Administrative	Operator III (Key Disc Operator)	\$ 16.75	\$ 18.97	33.60%	\$ 22.38	\$ 25.34	24.00%	\$ 31.15	\$ 35.28
General Administrative	Operator IV (Key Disc Operator)	\$ 18.98	\$ 21.99	33.60%	\$ 25.35	\$ 29.38	24.00%	\$ 35.30	\$ 40.90
General Administrative	<u>Paralegal</u>	\$ 14.00	\$ 23.50	33.60%	\$ 18.70	\$ 31.40	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 12.74	\$ 17.05	33.60%	\$ 17.02	\$ 22.78	24.00%	\$ 23.70	\$ 31.71

California (2017 HOURLY MINIMUM WAGE = \$10.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 17.06	\$ 18.19	33.60%	\$ 22.79	\$ 24.30	24.00%	\$ 31.73	\$ 33.82
General Administrative	Photocopy Supervisor	\$ 13.77	\$ 19.13	33.60%	\$ 18.40	\$ 25.55	24.00%	\$ 25.62	\$ 35.58
General Administrative	Photocopy Technician	\$ 12.44	\$ 17.59	33.60%	\$ 16.62	\$ 23.50	24.00%	\$ 23.14	\$ 32.71
General Administrative	Photo-Typesetting Specialist	\$ 16.20	\$ 23.32	33.60%	\$ 21.64	\$ 31.16	24.00%	\$ 30.13	\$ 43.38
General Administrative	Photo-Typesetting Supervisor	\$ 17.30	\$ 25.32	33.60%	\$ 23.11	\$ 33.83	24.00%	\$ 32.18	\$ 47.09
General Administrative	Postal Aide	\$ 10.50	\$ 12.44	33.60%	\$ 14.03	\$ 16.62	24.00%	\$ 19.53	\$ 23.14
General Administrative	Postal Aide Senior	\$ 12.50	\$ 19.67	33.60%	\$ 16.70	\$ 26.28	24.00%	\$ 23.25	\$ 36.58
General Administrative	Postal Assistant	\$ 19.74	\$ 21.93	33.60%	\$ 26.37	\$ 29.30	24.00%	\$ 36.71	\$ 40.79
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	33.60%	\$ 40.08	\$ 60.12	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	33.60%	\$ 26.72	\$ 33.40	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 14.60	\$ 19.28	33.60%	\$ 19.51	\$ 25.75	24.00%	\$ 27.16	\$ 35.85
General Administrative	Public Relations Specialist	\$ 20.29	\$ 34.69	33.60%	\$ 27.10	\$ 46.35	24.00%	\$ 37.73	\$ 64.53
General Administrative	Public Relations Specialist Assistant	\$ 14.60	\$ 20.25	33.60%	\$ 19.51	\$ 27.06	24.00%	\$ 27.16	\$ 37.67
General Administrative	Receptionist	\$ 10.50	\$ 13.13	33.60%	\$ 14.03	\$ 17.54	24.00%	\$ 19.53	\$ 24.42
General Administrative	Receptionist Senior	\$ 13.14	\$ 20.72	33.60%	\$ 17.56	\$ 27.69	24.00%	\$ 24.44	\$ 38.55
General Administrative	Secretary	\$ 10.79	\$ 14.42	33.60%	\$ 14.41	\$ 19.26	24.00%	\$ 20.06	\$ 26.82
General Administrative	Secretary Senior	\$ 14.47	\$ 25.55	33.60%	\$ 19.34	\$ 34.13	24.00%	\$ 26.92	\$ 47.52
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	33.60%	\$ 20.37	\$ 24.05	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 12.54	\$ 30.65	33.60%	\$ 16.76	\$ 40.95	24.00%	\$ 23.33	\$ 57.01
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	33.60%	\$ 26.72	\$ 35.39	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 22.48	\$ 27.73	33.60%	\$ 30.04	\$ 37.05	24.00%	\$ 41.82	\$ 51.58
Human Resources	Classification / Compensation Analyst Senior	\$ 27.79	\$ 36.81	33.60%	\$ 37.13	\$ 49.17	24.00%	\$ 51.69	\$ 68.46
Human Resources	Classification / Compensation Consultant	\$ 36.83	\$ 49.33	33.60%	\$ 49.20	\$ 65.90	24.00%	\$ 68.50	\$ 91.75
Human Resources	EEO Program Analyst	\$ 21.71	\$ 34.66	33.60%	\$ 29.01	\$ 46.30	24.00%	\$ 40.38	\$ 64.46
Human Resources	EEO Program Specialist	\$ 23.94	\$ 37.81	33.60%	\$ 31.98	\$ 50.51	24.00%	\$ 44.53	\$ 70.32
Human Resources	Employee Relations Analyst	\$ 19.55	\$ 24.76	33.60%	\$ 26.12	\$ 33.07	24.00%	\$ 36.37	\$ 46.05
Human Resources	Employee Relations Analyst Senior	\$ 24.81	\$ 43.79	33.60%	\$ 33.15	\$ 58.50	24.00%	\$ 46.15	\$ 81.45
Human Resources	Human Resources Assistant	\$ 15.00	\$ 21.61	33.60%	\$ 20.04	\$ 28.87	24.00%	\$ 27.91	\$ 40.19
Human Resources	Human Resources Generalist	\$ 17.39	\$ 22.13	33.60%	\$ 23.24	\$ 29.56	24.00%	\$ 32.35	\$ 41.15
Human Resources	Human Resources Generalist Senior	\$ 22.25	\$ 38.86	33.60%	\$ 29.73	\$ 51.92	24.00%	\$ 41.39	\$ 72.28
Human Resources	Personnel Analyst	\$ 17.22	\$ 21.90	33.60%	\$ 23.01	\$ 29.25	24.00%	\$ 32.03	\$ 40.73
Human Resources	Personnel Analyst Senior	\$ 21.95	\$ 26.56	33.60%	\$ 29.33	\$ 35.48	24.00%	\$ 40.83	\$ 49.40
Human Resources	Personnel Practices Analyst	\$ 26.63	\$ 31.36	33.60%	\$ 35.58	\$ 41.90	24.00%	\$ 49.53	\$ 58.33
Human Resources	Personnel Practices Analyst Senior	\$ 31.42	\$ 40.00	33.60%	\$ 41.98	\$ 53.44	24.00%	\$ 58.44	\$ 74.40
Human Resources	Personnel Practices Manager	\$ 39.36	\$ 48.96	33.60%	\$ 52.58	\$ 65.41	24.00%	\$ 73.20	\$ 91.07
Human Services	Social Worker	\$ 19.17	\$ 32.48	33.60%	\$ 25.62	\$ 43.39	24.00%	\$ 35.66	\$ 60.40
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	33.60%	\$ 30.06	\$ 41.42	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 14.54	\$ 20.08	33.60%	\$ 19.43	\$ 26.83	24.00%	\$ 27.05	\$ 37.35
Human Services	Support Enforcement Specialist Senior	\$ 20.15	\$ 23.77	33.60%	\$ 26.92	\$ 31.75	24.00%	\$ 37.48	\$ 44.21
Human Services	Utilization Review Analyst	\$ 20.15	\$ 28.90	33.60%	\$ 26.92	\$ 38.61	24.00%	\$ 37.48	\$ 53.76

California (2017 HOURLY MINIMUM WAGE = \$10.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 28.96	\$ 46.46	33.60%	\$ 38.69	\$ 62.07	24.00%	\$ 53.87	\$ 86.41
Insurance	Claims Adjuster I	\$ 16.65	\$ 20.15	33.60%	\$ 22.24	\$ 26.92	24.00%	\$ 30.96	\$ 37.48
Insurance	Claims Adjuster II	\$ 20.21	\$ 28.90	33.60%	\$ 27.00	\$ 38.61	24.00%	\$ 37.58	\$ 53.76
Insurance	Claims Specialist	\$ 28.96	\$ 36.50	33.60%	\$ 38.69	\$ 48.76	24.00%	\$ 53.87	\$ 67.88
Insurance	Worker's Compensation Specialist	\$ 27.36	\$ 40.93	33.60%	\$ 36.56	\$ 54.68	24.00%	\$ 50.90	\$ 76.13
Laborer/Industrial	CDL Driver	\$ 14.60	\$ 20.95	39.23%	\$ 20.33	\$ 29.17	24.00%	\$ 27.16	\$ 38.97
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	39.23%	\$ 29.93	\$ 39.29	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	39.23%	\$ 38.91	\$ 46.24	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	39.23%	\$ 42.12	\$ 48.73	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	39.23%	\$ 34.46	\$ 41.77	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	39.23%	\$ 34.46	\$ 41.07	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	39.23%	\$ 43.86	\$ 52.56	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	39.23%	\$ 36.90	\$ 46.71	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 15.67	\$ 22.46	39.23%	\$ 21.82	\$ 31.27	24.00%	\$ 29.14	\$ 41.77
Laborer/Industrial	Forklift Operator	\$ 12.21	\$ 17.01	39.23%	\$ 17.00	\$ 23.69	24.00%	\$ 22.71	\$ 31.64
Laborer/Industrial	Forklift Operator Senior	\$ 17.05	\$ 24.81	39.23%	\$ 23.74	\$ 34.55	24.00%	\$ 31.71	\$ 46.15
Laborer/Industrial	Grounds Worker	\$ 10.50	\$ 13.72	39.23%	\$ 14.62	\$ 19.10	24.00%	\$ 19.53	\$ 25.51
Laborer/Industrial	Grounds Worker Lead	\$ 13.77	\$ 18.39	39.23%	\$ 19.18	\$ 25.61	24.00%	\$ 25.62	\$ 34.21
Laborer/Industrial	Grounds Worker Senior	\$ 14.70	\$ 18.28	39.23%	\$ 20.47	\$ 25.45	24.00%	\$ 27.35	\$ 34.00
Laborer/Industrial	Groundskeeper / Landscaper	\$ 10.50	\$ 14.31	39.23%	\$ 14.62	\$ 19.93	24.00%	\$ 19.53	\$ 26.62
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 14.33	\$ 18.28	39.23%	\$ 19.94	\$ 25.45	24.00%	\$ 26.64	\$ 34.00
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 10.50	\$ 13.75	39.23%	\$ 14.62	\$ 19.15	24.00%	\$ 19.53	\$ 25.58
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 10.50	\$ 13.75	39.23%	\$ 14.62	\$ 19.15	24.00%	\$ 19.53	\$ 25.58
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 10.50	\$ 13.75	39.23%	\$ 14.62	\$ 19.15	24.00%	\$ 19.53	\$ 25.58
Laborer/Industrial	Housekeeping Supervisor	\$ 12.21	\$ 16.96	39.23%	\$ 17.00	\$ 23.61	24.00%	\$ 22.71	\$ 31.54
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 16.99	\$ 26.28	39.23%	\$ 23.66	\$ 36.60	24.00%	\$ 31.60	\$ 48.89
Laborer/Industrial	Housekeeping Worker	\$ 10.50	\$ 13.84	39.23%	\$ 14.62	\$ 19.27	24.00%	\$ 19.53	\$ 25.75
Laborer/Industrial	Housekeeping Worker Senior	\$ 13.90	\$ 17.75	39.23%	\$ 19.35	\$ 24.71	24.00%	\$ 25.85	\$ 33.01
Laborer/Industrial	Inventory Worker Light	\$ 10.81	\$ 16.93	39.23%	\$ 15.05	\$ 23.58	24.00%	\$ 20.11	\$ 31.50
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 10.50	\$ 19.00	39.23%	\$ 14.62	\$ 26.45	24.00%	\$ 19.53	\$ 35.34
Laborer/Industrial	Motor Vehicle Operator A	\$ 10.50	\$ 13.14	39.23%	\$ 14.62	\$ 18.30	24.00%	\$ 19.53	\$ 24.44
Laborer/Industrial	Motor Vehicle Operator B	\$ 13.20	\$ 21.31	39.23%	\$ 18.38	\$ 29.67	24.00%	\$ 24.55	\$ 39.64
Laborer/Industrial	Packer	\$ 10.50	\$ 13.75	39.23%	\$ 14.62	\$ 19.15	24.00%	\$ 19.53	\$ 25.58
Laborer/Industrial	Warehouse Specialist I	\$ 10.50	\$ 13.75	39.23%	\$ 14.62	\$ 19.15	24.00%	\$ 19.53	\$ 25.58
Laborer/Industrial	Warehouse Specialist II	\$ 13.77	\$ 17.22	39.23%	\$ 19.18	\$ 23.98	24.00%	\$ 25.62	\$ 32.03
Laborer/Industrial	Warehouse Specialist III	\$ 17.28	\$ 22.01	39.23%	\$ 24.06	\$ 30.65	24.00%	\$ 32.14	\$ 40.94
Laborer/Industrial	Warehouse worker (included)	\$ 10.50	\$ 11.00	39.23%	\$ 14.62	\$ 15.32	24.00%	\$ 19.53	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 10.50	\$ 13.75	39.23%	\$ 14.62	\$ 19.15	24.00%	\$ 19.53	\$ 25.58
Laborer/Industrial	Warehouse Worker II	\$ 13.77	\$ 17.22	39.23%	\$ 19.18	\$ 23.98	24.00%	\$ 25.62	\$ 32.03
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	39.23%	\$ 34.04	\$ 44.55	24.00%	\$ 45.48	\$ 59.52

California (2017 HOURLY MINIMUM WAGE = \$10.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	39.23%	\$ 34.04	\$ 41.07	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	39.23%	\$ 34.04	\$ 41.07	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 13.14	\$ 16.96	33.37%	\$ 17.53	\$ 22.61	24.00%	\$ 24.44	\$ 31.54
Media	Audio Visual Technician Senior	\$ 16.99	\$ 28.16	33.37%	\$ 22.66	\$ 37.55	24.00%	\$ 31.60	\$ 52.37
Media	Graphic Artist	\$ 15.47	\$ 18.47	33.37%	\$ 20.64	\$ 24.64	24.00%	\$ 28.78	\$ 34.36
Media	Graphic Artist Senior	\$ 18.47	\$ 25.99	33.37%	\$ 24.64	\$ 34.66	24.00%	\$ 34.36	\$ 48.33
Media	Graphic Designer	\$ 15.47	\$ 18.47	33.37%	\$ 20.64	\$ 24.64	24.00%	\$ 28.78	\$ 34.36
Media	Graphic Designer Senior	\$ 18.51	\$ 25.99	33.37%	\$ 24.68	\$ 34.66	24.00%	\$ 34.42	\$ 48.33
Media	Photographer	\$ 10.50	\$ 13.52	33.37%	\$ 14.00	\$ 18.03	24.00%	\$ 19.53	\$ 25.15
Media	Photographer Senior	\$ 13.54	\$ 21.67	33.37%	\$ 18.06	\$ 28.90	24.00%	\$ 25.19	\$ 40.30
Media	TV / Video Production Specialist	\$ 20.44	\$ 26.30	33.37%	\$ 27.26	\$ 35.07	24.00%	\$ 38.01	\$ 48.91
Media	TV / Video Production Technician	\$ 26.33	\$ 35.62	33.37%	\$ 35.12	\$ 47.51	24.00%	\$ 48.97	\$ 66.26
Security	Armed Security Officer	\$ 16.36	\$ 21.90	49.04%	\$ 24.38	\$ 32.63	24.00%	\$ 30.43	\$ 40.73
Security	<u>Captain</u>	\$ 22.98	\$ 32.74	49.04%	\$ 34.24	\$ 48.80	24.00%	\$ 42.73	\$ 60.90
Security	Dispatcher/Police	\$ 15.85	\$ 27.02	49.04%	\$ 23.63	\$ 40.27	24.00%	\$ 29.49	\$ 50.26
Security	<u>Lieutenant</u>	\$ 20.68	\$ 28.72	49.04%	\$ 30.82	\$ 42.80	24.00%	\$ 38.46	\$ 53.42
Security	<u>Sergeant</u>	\$ 18.95	\$ 26.42	49.04%	\$ 28.25	\$ 39.38	24.00%	\$ 35.26	\$ 49.14
Security	Unarmed Security Guard	\$ 11.05	\$ 21.60	49.04%	\$ 16.47	\$ 32.19	24.00%	\$ 20.56	\$ 40.17
Tax	Data Entry Clerk	\$ 10.50	\$ 13.14	33.60%	\$ 14.03	\$ 17.56	24.00%	\$ 19.53	\$ 24.44
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 13.20	\$ 20.72	33.60%	\$ 17.63	\$ 27.69	24.00%	\$ 24.55	\$ 38.55
Tax	Error Resolution and Document Processor	\$ 17.17	\$ 23.86	33.60%	\$ 22.94	\$ 31.88	24.00%	\$ 31.94	\$ 44.38
Tax	General Clerical	\$ 10.50	\$ 14.69	33.60%	\$ 14.03	\$ 19.63	24.00%	\$ 19.53	\$ 27.33
Tax	On-Site Administrator (Day)	\$ 11.61	\$ 25.11	33.60%	\$ 15.52	\$ 33.55	24.00%	\$ 21.60	\$ 46.71
Tax	On-Site Administrator (Evening)	\$ 11.61	\$ 25.11	33.60%	\$ 15.52	\$ 33.55	24.00%	\$ 21.60	\$ 46.71
Tax	Remittance Processor	\$ 20.64	\$ 30.59	33.60%	\$ 27.58	\$ 40.87	24.00%	\$ 38.40	\$ 56.90
Tax	Taxpayer Information & Assistance Agent	\$ 18.29	\$ 26.27	33.60%	\$ 24.43	\$ 35.10	24.00%	\$ 34.02	\$ 48.87
Technical	Agricultural Technician	\$ 18.81	\$ 30.52	37.63%	\$ 25.88	\$ 42.01	24.00%	\$ 34.98	\$ 56.77
Technical	Agricultural Technician Lead	\$ 21.09	\$ 33.70	37.63%	\$ 29.03	\$ 46.39	24.00%	\$ 39.23	\$ 62.69
Technical	Agricultural Technician Supervisor	\$ 25.33	\$ 40.61	37.63%	\$ 34.86	\$ 55.89	24.00%	\$ 47.11	\$ 75.53
Technical	Analytical Chemist	\$ 19.93	\$ 33.70	37.63%	\$ 27.43	\$ 46.39	24.00%	\$ 37.07	\$ 62.69
Technical	Analytical Chemist Assistant	\$ 23.29	\$ 38.35	37.63%	\$ 32.05	\$ 52.78	24.00%	\$ 43.31	\$ 71.32
Technical	Analytical Chemist Senior	\$ 29.39	\$ 47.96	37.63%	\$ 40.44	\$ 66.01	24.00%	\$ 54.66	\$ 89.21
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	37.63%	\$ 27.24	\$ 42.71	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	37.63%	\$ 39.76	\$ 51.54	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 21.05	\$ 31.65	37.63%	\$ 28.96	\$ 43.56	24.00%	\$ 39.14	\$ 58.87
Technical	Bridge Design Drafter Senior	\$ 22.45	\$ 34.22	37.63%	\$ 30.89	\$ 47.10	24.00%	\$ 41.75	\$ 63.65
Technical	Cartographic Drafter	\$ 26.46	\$ 37.27	37.63%	\$ 36.41	\$ 51.29	24.00%	\$ 49.21	\$ 69.31
Technical	Cartographic Drafter Assistant	\$ 20.74	\$ 31.19	37.63%	\$ 28.54	\$ 42.93	24.00%	\$ 38.57	\$ 58.01
Technical	Cartographic Supervisor	\$ 36.09	\$ 48.52	37.63%	\$ 49.68	\$ 66.78	24.00%	\$ 67.14	\$ 90.25
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	37.63%	\$ 22.02	\$ 26.84	24.00%	\$ 29.76	\$ 36.27

California (2017 HOURLY MINIMUM WAGE = \$10.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	37.63%	\$ 54.49	\$ 66.27	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 31.82	\$ 45.04	37.63%	\$ 43.80	\$ 61.99	24.00%	\$ 59.19	\$ 83.78
Technical	Engineering Design Drafting Supervisor	\$ 37.02	\$ 51.61	37.63%	\$ 50.96	\$ 71.04	24.00%	\$ 68.87	\$ 96.00
Technical	Engineering Design Drafting Technician	\$ 17.87	\$ 23.66	37.63%	\$ 24.60	\$ 32.57	24.00%	\$ 33.25	\$ 44.02
Technical	Engineering Drafting Technician	\$ 17.91	\$ 23.66	37.63%	\$ 24.65	\$ 32.57	24.00%	\$ 33.31	\$ 44.02
Technical	Engineering Drafting Technician Senior	\$ 20.76	\$ 30.18	37.63%	\$ 28.57	\$ 41.53	24.00%	\$ 38.61	\$ 56.13
Technical	Environmental Engineer	\$ 29.40	\$ 46.44	37.63%	\$ 40.46	\$ 63.92	24.00%	\$ 54.68	\$ 86.39
Technical	Environmental Engineer Senior	\$ 31.66	\$ 50.81	37.63%	\$ 43.57	\$ 69.93	24.00%	\$ 58.89	\$ 94.51
Technical	Environmental Program Analyst	\$ 24.94	\$ 36.85	37.63%	\$ 34.32	\$ 50.72	24.00%	\$ 46.39	\$ 68.55
Technical	Environmental Program Planner	\$ 26.65	\$ 39.82	37.63%	\$ 36.68	\$ 54.80	24.00%	\$ 49.57	\$ 74.06
Technical	Environmental Program Specialist	\$ 28.65	\$ 35.98	37.63%	\$ 39.43	\$ 49.52	24.00%	\$ 53.29	\$ 66.92
Technical	Environmental Specialist - Field	\$ 26.65	\$ 38.90	37.63%	\$ 36.68	\$ 53.53	24.00%	\$ 49.57	\$ 72.35
Technical	Environmental Specialist Senior - Field	\$ 27.41	\$ 40.71	37.63%	\$ 37.72	\$ 56.03	24.00%	\$ 50.98	\$ 75.73
Technical	Environmental Technician	\$ 24.94	\$ 36.85	37.63%	\$ 34.32	\$ 50.72	24.00%	\$ 46.39	\$ 68.55
Technical	Environmental Technician Senior	\$ 26.65	\$ 39.82	37.63%	\$ 36.68	\$ 54.80	24.00%	\$ 49.57	\$ 74.06
Technical	Help Desk Support	\$ 15.50	\$ 25.00	37.63%	\$ 21.33	\$ 34.41	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	37.63%	\$ 23.74	\$ 33.03	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 22.72	\$ 27.77	37.63%	\$ 31.27	\$ 38.22	24.00%	\$ 42.26	\$ 51.66
Technical	Laboratory Technician	\$ 19.04	\$ 28.51	37.63%	\$ 26.20	\$ 39.24	24.00%	\$ 35.41	\$ 53.03
Technical	Laboratory Technician Senior	\$ 20.21	\$ 30.74	37.63%	\$ 27.81	\$ 42.31	24.00%	\$ 37.58	\$ 57.18
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	37.63%	\$ 30.28	\$ 36.47	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 30.30	\$ 40.40	37.63%	\$ 41.70	\$ 55.60	24.00%	\$ 56.35	\$ 75.14
Technical	Residential Plan Reviewer	\$ 22.09	\$ 34.51	37.63%	\$ 30.40	\$ 47.49	24.00%	\$ 41.09	\$ 64.19
Technical	Right of Way Technician	\$ 31.35	\$ 49.57	37.63%	\$ 43.15	\$ 68.22	24.00%	\$ 58.31	\$ 92.20
Technical	Right of Way Technician Supervisor	\$ 33.84	\$ 54.42	37.63%	\$ 46.58	\$ 74.89	24.00%	\$ 62.95	\$ 101.22
Technical	Safety Engineer	\$ 30.89	\$ 48.44	37.63%	\$ 42.51	\$ 66.67	24.00%	\$ 57.46	\$ 90.11
Technical	Safety Engineer Senior	\$ 35.12	\$ 55.43	37.63%	\$ 48.33	\$ 76.29	24.00%	\$ 65.32	\$ 103.10
Technical	Title Examiner	\$ 21.52	\$ 30.26	37.63%	\$ 29.61	\$ 41.64	24.00%	\$ 40.02	\$ 56.28
Technical	Traffic Controller	\$ 26.04	\$ 42.10	37.63%	\$ 35.84	\$ 57.95	24.00%	\$ 48.44	\$ 78.31
Technical	Traffic Controller Senior	\$ 31.35	\$ 49.57	37.63%	\$ 43.15	\$ 68.22	24.00%	\$ 58.31	\$ 92.20
Technical	Transportation Data Analyst	\$ 26.04	\$ 42.10	37.63%	\$ 35.84	\$ 57.95	24.00%	\$ 48.44	\$ 78.31
Technical	Transportation Data Analyst Senior	\$ 31.35	\$ 49.57	37.63%	\$ 43.15	\$ 68.22	24.00%	\$ 58.31	\$ 92.20
Technical	Transportation Data Analyst Supervisor	\$ 31.35	\$ 49.57	37.63%	\$ 43.15	\$ 68.22	24.00%	\$ 58.31	\$ 92.20
Technical	Transportation Data Technician	\$ 26.04	\$ 42.10	37.63%	\$ 35.84	\$ 57.95	24.00%	\$ 48.44	\$ 78.31
Technical	Transportation District Utilities Specialist	\$ 30.76	\$ 49.56	37.63%	\$ 42.34	\$ 68.21	24.00%	\$ 57.22	\$ 92.18
Technical	Transportation Engineering Technician -Survey	\$ 31.95	\$ 54.22	37.63%	\$ 43.97	\$ 74.63	24.00%	\$ 59.42	\$ 100.85
Technical	Transportation Engineering Technician -Survey Senior	\$ 35.27	\$ 56.74	37.63%	\$ 48.54	\$ 78.09	24.00%	\$ 65.60	\$ 105.53
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 37.23	\$ 60.61	37.63%	\$ 51.24	\$ 83.42	24.00%	\$ 69.25	\$ 112.73
Technical	Transportation Materials Technician	\$ 14.96	\$ 21.52	37.63%	\$ 20.59	\$ 29.61	24.00%	\$ 27.82	\$ 40.02
Technical	Transportation Materials Technician Senior	\$ 15.96	\$ 23.33	37.63%	\$ 21.96	\$ 32.11	24.00%	\$ 29.68	\$ 43.40

California (2017 HOURLY MINIMUM WAGE = \$10.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 31.95	\$ 53.05	37.63%	\$ 43.97	\$ 73.01	24.00%	\$ 59.42	\$ 98.67
Technical	Transportation Materials Technician Supervisor	\$ 37.23	\$ 60.61	37.63%	\$ 51.24	\$ 83.42	24.00%	\$ 69.25	\$ 112.73
Technical	Transportation Planning Specialist	\$ 30.76	\$ 49.56	37.63%	\$ 42.34	\$ 68.21	24.00%	\$ 57.22	\$ 92.18
Technical	Transportation Planning Specialist Senior	\$ 35.27	\$ 56.74	37.63%	\$ 48.54	\$ 78.09	24.00%	\$ 65.60	\$ 105.53
Technical	Transportation Technical Program Coordinator	\$ 30.76	\$ 49.56	37.63%	\$ 42.34	\$ 68.21	24.00%	\$ 57.22	\$ 92.18
Technical	Transportation Technical Support Coordinator	\$ 30.76	\$ 49.56	37.63%	\$ 42.34	\$ 68.21	24.00%	\$ 57.22	\$ 92.18
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	37.63%	\$ 51.61	\$ 61.93	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 17.79	\$ 21.90	45.24%	\$ 25.84	\$ 31.80	24.00%	\$ 33.10	\$ 40.73
Trades	Boiler Operator II	\$ 21.95	\$ 25.20	45.24%	\$ 31.88	\$ 36.61	24.00%	\$ 40.83	\$ 46.88
Trades	Boiler Operator Senior I	\$ 25.23	\$ 27.54	45.24%	\$ 36.64	\$ 39.99	24.00%	\$ 46.92	\$ 51.22
Trades	Boiler Operator Senior II	\$ 27.56	\$ 37.73	45.24%	\$ 40.03	\$ 54.79	24.00%	\$ 51.26	\$ 70.17
Trades	Carpenter Assistant	\$ 11.86	\$ 16.04	45.24%	\$ 17.22	\$ 23.29	24.00%	\$ 22.05	\$ 29.83
Trades	Carpenter	\$ 16.05	\$ 22.48	45.24%	\$ 23.31	\$ 32.65	24.00%	\$ 29.85	\$ 41.82
Trades	Carpenter Senior	\$ 23.73	\$ 32.06	45.24%	\$ 34.47	\$ 46.57	24.00%	\$ 44.14	\$ 59.64
Trades	Electrician	\$ 25.31	\$ 42.11	45.24%	\$ 36.76	\$ 61.17	24.00%	\$ 47.07	\$ 78.33
Trades	Electrician Assistant	\$ 13.50	\$ 16.66	45.24%	\$ 19.60	\$ 24.19	24.00%	\$ 25.11	\$ 30.98
Trades	Electrician Senior	\$ 19.54	\$ 22.54	45.24%	\$ 28.38	\$ 32.74	24.00%	\$ 36.35	\$ 41.92
Trades	Electrician Supervisor Senior	\$ 22.60	\$ 39.72	45.24%	\$ 32.82	\$ 57.70	24.00%	\$ 42.03	\$ 73.89
Trades	Electronic Equipment Install & Repair Supervisor	\$ 24.65	\$ 36.65	45.24%	\$ 35.81	\$ 53.22	24.00%	\$ 45.85	\$ 68.16
Trades	Electronic Equipment Install & Repair Technician	\$ 19.56	\$ 24.53	45.24%	\$ 28.41	\$ 35.62	24.00%	\$ 36.39	\$ 45.62
Trades	Electronic Technician	\$ 14.89	\$ 18.92	45.24%	\$ 21.62	\$ 27.48	24.00%	\$ 27.69	\$ 35.19
Trades	Electronic Technician Senior	\$ 18.98	\$ 33.57	45.24%	\$ 27.56	\$ 48.75	24.00%	\$ 35.30	\$ 62.43
Trades	Equipment Repair Supervisor	\$ 26.98	\$ 31.59	45.24%	\$ 39.19	\$ 45.88	24.00%	\$ 50.19	\$ 58.76
Trades	Equipment Repair Technician	\$ 14.89	\$ 18.92	45.24%	\$ 21.62	\$ 27.48	24.00%	\$ 27.69	\$ 35.19
Trades	Equipment Repair Technician Senior	\$ 18.98	\$ 26.92	45.24%	\$ 27.56	\$ 39.09	24.00%	\$ 35.30	\$ 50.06
Trades	HVAC Installation & Repair Assistant	\$ 11.61	\$ 18.53	45.24%	\$ 16.87	\$ 26.91	24.00%	\$ 21.60	\$ 34.47
Trades	HVAC Installation & Repair Assistant Senior	\$ 18.53	\$ 31.59	45.24%	\$ 26.91	\$ 45.88	24.00%	\$ 34.47	\$ 58.76
Trades	Laboratory Mechanic	\$ 14.90	\$ 20.21	45.24%	\$ 21.64	\$ 29.35	24.00%	\$ 27.71	\$ 37.58
Trades	Laboratory Mechanic Senior	\$ 20.21	\$ 30.74	45.24%	\$ 29.35	\$ 44.65	24.00%	\$ 37.58	\$ 57.18
Trades	Locksmith	\$ 18.28	\$ 26.88	45.24%	\$ 26.55	\$ 39.04	24.00%	\$ 34.00	\$ 50.00
Trades	Maintenance Field Worker	\$ 14.89	\$ 19.04	45.24%	\$ 21.62	\$ 27.65	24.00%	\$ 27.69	\$ 35.41
Trades	Mason Plasterer	\$ 18.39	\$ 21.19	45.24%	\$ 26.71	\$ 30.78	24.00%	\$ 34.21	\$ 39.42
Trades	Mason Plasterer Assistant	\$ 21.24	\$ 31.42	45.24%	\$ 30.85	\$ 45.63	24.00%	\$ 39.51	\$ 58.44
Trades	Mechanic	\$ 11.97	\$ 26.94	45.24%	\$ 17.39	\$ 39.13	24.00%	\$ 22.26	\$ 50.11
Trades	Painter	\$ 11.51	\$ 25.55	45.24%	\$ 16.72	\$ 37.11	24.00%	\$ 21.41	\$ 47.52
Trades	Plumber / Steamfitter	\$ 24.96	\$ 37.96	45.24%	\$ 36.26	\$ 55.13	24.00%	\$ 46.43	\$ 70.60
Trades	Plumber / Steamfitter Assistant	\$ 14.89	\$ 24.88	45.24%	\$ 21.62	\$ 36.14	24.00%	\$ 27.69	\$ 46.28
Trades	Printing Press Operator B	\$ 24.37	\$ 35.78	45.24%	\$ 35.39	\$ 51.97	24.00%	\$ 45.32	\$ 66.56
Trades	Production Supervisor	\$ 28.89	\$ 44.25	45.24%	\$ 41.96	\$ 64.27	24.00%	\$ 53.74	\$ 82.31
Trades	Radio Specialist	\$ 17.22	\$ 22.08	45.24%	\$ 25.01	\$ 32.07	24.00%	\$ 32.03	\$ 41.07

California (2017 HOURLY MINIMUM WAGE = \$10.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 22.11	\$ 28.90	45.24%	\$ 32.12	\$ 41.98	24.00%	\$ 41.13	\$ 53.76
Trades	Sheet Metal Worker	\$ 16.38	\$ 21.08	45.24%	\$ 23.79	\$ 30.62	24.00%	\$ 30.47	\$ 39.21
Trades	Sheet Metal Worker Assistant	\$ 12.44	\$ 16.65	45.24%	\$ 18.07	\$ 24.18	24.00%	\$ 23.14	\$ 30.96
Trades	Sheet Metal Worker Lead	\$ 21.14	\$ 28.91	45.24%	\$ 30.70	\$ 42.00	24.00%	\$ 39.32	\$ 53.78
Trades	Shipping / Receiving Clerk	\$ 16.47	\$ 22.58	45.24%	\$ 23.93	\$ 32.80	24.00%	\$ 30.64	\$ 42.01
Trades	Storekeeper Assistant I	\$ 12.25	\$ 17.92	45.24%	\$ 17.79	\$ 26.03	24.00%	\$ 22.78	\$ 33.33
Trades	Storekeeper Assistant II	\$ 13.33	\$ 19.26	45.24%	\$ 19.35	\$ 27.98	24.00%	\$ 24.79	\$ 35.83
Trades	Storekeeper I	\$ 10.50	\$ 11.97	45.24%	\$ 15.25	\$ 17.39	24.00%	\$ 19.53	\$ 22.26
Trades	Storekeeper II	\$ 12.04	\$ 14.60	45.24%	\$ 17.49	\$ 21.21	24.00%	\$ 22.39	\$ 27.16
Trades	Storekeeper III	\$ 14.65	\$ 17.92	45.24%	\$ 21.27	\$ 26.03	24.00%	\$ 27.24	\$ 33.33
Trades	Storekeeper Senior	\$ 17.94	\$ 20.93	45.24%	\$ 26.06	\$ 30.40	24.00%	\$ 33.38	\$ 38.93
Trades	Tool Room Assistant	\$ 10.50	\$ 14.60	45.24%	\$ 15.25	\$ 21.21	24.00%	\$ 19.53	\$ 27.16
Trades	Tool Room Assistant Senior	\$ 14.60	\$ 20.38	45.24%	\$ 21.21	\$ 29.60	24.00%	\$ 27.16	\$ 37.91
Trades	Trades Utilities Worker Senior	\$ 14.90	\$ 21.83	45.24%	\$ 21.64	\$ 31.70	24.00%	\$ 27.71	\$ 40.60
Trades	Trades Utility Worker	\$ 11.38	\$ 14.84	45.24%	\$ 16.53	\$ 21.56	24.00%	\$ 21.17	\$ 27.61
Trades	Tradesman Helper	\$ 11.38	\$ 18.33	45.24%	\$ 16.53	\$ 26.63	24.00%	\$ 21.17	\$ 34.10
Trades	Tradesman Helper Senior	\$ 18.33	\$ 22.85	45.24%	\$ 26.63	\$ 33.19	24.00%	\$ 34.10	\$ 42.50
Trades	Welder	\$ 12.54	\$ 20.78	45.24%	\$ 18.22	\$ 30.18	24.00%	\$ 23.33	\$ 38.65
Trades	Welder Senior	\$ 20.84	\$ 24.99	45.24%	\$ 30.27	\$ 36.29	24.00%	\$ 38.76	\$ 46.47
Trades	Work Zone Safety Officer	\$ 26.04	\$ 42.10	45.24%	\$ 37.82	\$ 61.15	24.00%	\$ 48.44	\$ 78.31

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	32.78%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	33.60%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	51.59%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	33.60%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	33.60%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	39.23%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	33.37%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	49.04%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	33.60%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	37.63%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	45.24%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Colorado (2017 HOURLY MINIMUM WAGE = \$9.30)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 16.39	\$ 23.27	31.16%	\$ 21.49	\$ 30.52	24.00%	\$ 30.48	\$ 43.29
Accounting/Finance	Accountant JR	\$ 9.30	\$ 13.97	31.16%	\$ 12.20	\$ 18.33	24.00%	\$ 17.30	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 23.28	\$ 32.32	31.16%	\$ 30.54	\$ 42.39	24.00%	\$ 43.31	\$ 60.11
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	31.16%	\$ 27.15	\$ 33.94	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	31.16%	\$ 20.36	\$ 26.13	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	31.16%	\$ 12.90	\$ 16.29	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 21.34	\$ 24.41	31.16%	\$ 27.98	\$ 32.02	24.00%	\$ 39.68	\$ 45.41
Accounting/Finance	Accounting Manager B	\$ 24.35	\$ 29.88	31.16%	\$ 31.93	\$ 39.19	24.00%	\$ 45.28	\$ 55.57
Accounting/Finance	Accounting Manager C	\$ 29.93	\$ 37.83	31.16%	\$ 39.26	\$ 49.62	24.00%	\$ 55.67	\$ 70.37
Accounting/Finance	Auditing - External Auditor	\$ 21.06	\$ 26.63	31.16%	\$ 27.62	\$ 34.93	24.00%	\$ 39.16	\$ 49.53
Accounting/Finance	Auditing - External Auditor Senior	\$ 26.65	\$ 37.83	31.16%	\$ 34.96	\$ 49.62	24.00%	\$ 49.57	\$ 70.37
Accounting/Finance	Auditing - Internal Auditor	\$ 21.06	\$ 26.63	31.16%	\$ 27.62	\$ 34.93	24.00%	\$ 39.16	\$ 49.53
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 26.69	\$ 37.83	31.16%	\$ 35.00	\$ 49.62	24.00%	\$ 49.64	\$ 70.37
Accounting/Finance	Bookkeeper	\$ 11.08	\$ 16.77	31.16%	\$ 14.53	\$ 21.99	24.00%	\$ 20.61	\$ 31.19
Accounting/Finance	Budget Analyst	\$ 20.65	\$ 27.02	31.16%	\$ 27.09	\$ 35.44	24.00%	\$ 38.41	\$ 50.26
Accounting/Finance	Budget Analyst Senior	\$ 27.03	\$ 41.95	31.16%	\$ 35.46	\$ 55.03	24.00%	\$ 50.28	\$ 78.03
Accounting/Finance	Closure/Disbursement Specialists	\$ 34.43	\$ 38.33	31.16%	\$ 45.16	\$ 50.27	24.00%	\$ 64.05	\$ 71.29
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 32.34	\$ 41.92	31.16%	\$ 42.42	\$ 54.98	24.00%	\$ 60.15	\$ 77.97
Accounting/Finance	CPA	\$ 33.54	\$ 44.32	31.16%	\$ 43.99	\$ 58.13	24.00%	\$ 62.38	\$ 82.43
Accounting/Finance	Fiscal Assistant	\$ 11.66	\$ 17.92	31.16%	\$ 15.30	\$ 23.51	24.00%	\$ 21.69	\$ 33.33
Accounting/Finance	Fiscal Technical Senior	\$ 15.63	\$ 22.29	31.16%	\$ 20.50	\$ 29.23	24.00%	\$ 29.07	\$ 41.45
Accounting/Finance	Fiscal Technician	\$ 17.98	\$ 21.97	31.16%	\$ 23.58	\$ 28.82	24.00%	\$ 33.44	\$ 40.87
Accounting/Finance	Payroll Assistant	\$ 17.07	\$ 21.56	31.16%	\$ 22.39	\$ 28.28	24.00%	\$ 31.75	\$ 40.10
Accounting/Finance	Purchasing / Procurement	\$ 21.56	\$ 32.04	31.16%	\$ 28.28	\$ 42.02	24.00%	\$ 40.10	\$ 59.59
Accounting/Finance	Sr. Compliance Officer	\$ 41.62	\$ 47.31	31.16%	\$ 54.59	\$ 62.05	24.00%	\$ 77.42	\$ 88.00
Accounting/Finance	Supervising Auditor	\$ 41.62	\$ 47.91	31.16%	\$ 54.59	\$ 62.84	24.00%	\$ 77.42	\$ 89.11
Call Center/Customer Service	Customer Service Inbound I	\$ 10.98	\$ 16.15	31.80%	\$ 14.47	\$ 21.29	24.00%	\$ 20.42	\$ 30.04
Call Center/Customer Service	Customer Service Inbound II	\$ 16.22	\$ 26.12	31.80%	\$ 21.38	\$ 34.42	24.00%	\$ 30.17	\$ 48.57

Colorado (2017 HOURLY MINIMUM WAGE = \$9.30)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 10.98	\$ 16.15	31.80%	\$ 14.47	\$ 21.29	24.00%	\$ 20.42	\$ 30.04
Call Center/Customer Service	Customer Service Outbound II	\$ 16.22	\$ 26.12	31.80%	\$ 21.38	\$ 34.42	24.00%	\$ 30.17	\$ 48.57
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.78	\$ 18.27	31.80%	\$ 14.21	\$ 24.07	24.00%	\$ 20.05	\$ 33.97
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	31.80%	\$ 27.28	\$ 34.10	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 11.19	\$ 17.13	31.80%	\$ 14.75	\$ 22.57	24.00%	\$ 20.82	\$ 31.86
Call Center/Customer Service	Detailing Representative II	\$ 12.18	\$ 19.70	31.80%	\$ 16.05	\$ 25.97	24.00%	\$ 22.65	\$ 36.64
Call Center/Customer Service	Help Desk Analyst	\$ 14.51	\$ 32.20	31.80%	\$ 19.12	\$ 42.45	24.00%	\$ 26.98	\$ 59.90
Call Center/Customer Service	Market Research Inbound	\$ 21.28	\$ 25.56	31.80%	\$ 28.05	\$ 33.68	24.00%	\$ 39.58	\$ 47.53
Call Center/Customer Service	Market Research Outbound	\$ 25.58	\$ 38.94	31.80%	\$ 33.71	\$ 51.33	24.00%	\$ 47.57	\$ 72.43
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.95	\$ 14.23	31.80%	\$ 13.12	\$ 18.75	24.00%	\$ 18.51	\$ 26.46
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 14.41	\$ 20.59	31.80%	\$ 18.99	\$ 27.13	24.00%	\$ 26.80	\$ 38.29
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.95	\$ 14.23	31.80%	\$ 13.12	\$ 18.75	24.00%	\$ 18.51	\$ 26.46
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 14.41	\$ 20.59	31.80%	\$ 18.99	\$ 27.13	24.00%	\$ 26.80	\$ 38.29
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.95	\$ 13.95	31.80%	\$ 13.12	\$ 18.38	24.00%	\$ 18.51	\$ 25.94
Call Center/Customer Service	Sales Inbound I	\$ 10.53	\$ 18.20	31.80%	\$ 13.88	\$ 23.99	24.00%	\$ 19.59	\$ 33.85
Call Center/Customer Service	Sales Inbound II	\$ 14.41	\$ 20.59	31.80%	\$ 18.99	\$ 27.13	24.00%	\$ 26.80	\$ 38.29
Call Center/Customer Service	Sales Outbound I	\$ 13.05	\$ 18.31	31.80%	\$ 17.20	\$ 24.14	24.00%	\$ 24.28	\$ 34.06
Call Center/Customer Service	Sales Outbound II	\$ 14.41	\$ 20.59	31.80%	\$ 18.99	\$ 27.13	24.00%	\$ 26.80	\$ 38.29
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 9.30	\$ 14.26	31.80%	\$ 12.26	\$ 18.80	24.00%	\$ 17.30	\$ 26.53
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 14.27	\$ 18.49	31.80%	\$ 18.81	\$ 24.37	24.00%	\$ 26.55	\$ 34.40
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 10.51	\$ 14.05	31.80%	\$ 13.85	\$ 18.52	24.00%	\$ 19.55	\$ 26.13
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 14.10	\$ 24.83	31.80%	\$ 18.59	\$ 32.72	24.00%	\$ 26.23	\$ 46.18
Food Related Services	Barista (misc)	\$ 12.31	\$ 18.16	48.54%	\$ 18.29	\$ 26.97	24.00%	\$ 22.90	\$ 33.77
Food Related Services	Building Attendant (misc)	\$ 12.31	\$ 18.16	36.91%	\$ 16.86	\$ 24.86	24.00%	\$ 22.90	\$ 33.77
Food Related Services	Busser	\$ 12.31	\$ 18.16	36.91%	\$ 16.86	\$ 24.86	24.00%	\$ 22.90	\$ 33.77
Food Related Services	Cashiers	\$ 12.31	\$ 18.16	36.91%	\$ 16.86	\$ 24.86	24.00%	\$ 22.90	\$ 33.77
Food Related Services	Dishwasher	\$ 11.19	\$ 14.55	36.91%	\$ 15.33	\$ 19.92	24.00%	\$ 20.82	\$ 27.07
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	36.91%	\$ 19.72	\$ 24.10	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	36.91%	\$ 13.55	\$ 16.57	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 11.09	\$ 16.23	36.91%	\$ 15.19	\$ 22.22	24.00%	\$ 20.63	\$ 30.19
Food Related Services	Food Operations Manager Assistant	\$ 16.28	\$ 19.05	36.91%	\$ 22.28	\$ 26.08	24.00%	\$ 30.27	\$ 35.44
Food Related Services	Food Production Worker	\$ 9.30	\$ 14.62	36.91%	\$ 12.73	\$ 20.01	24.00%	\$ 17.30	\$ 27.19
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	36.91%	\$ 19.10	\$ 23.34	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	36.91%	\$ 14.79	\$ 18.07	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	36.91%	\$ 17.25	\$ 21.08	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 9.30	\$ 14.34	36.91%	\$ 12.73	\$ 19.63	24.00%	\$ 17.30	\$ 26.67
Food Related Services	Second Cook Senior	\$ 14.23	\$ 18.72	48.54%	\$ 21.13	\$ 27.80	24.00%	\$ 26.46	\$ 34.81
Food Related Services	Server	\$ 9.30	\$ 11.66	36.91%	\$ 12.73	\$ 15.97	24.00%	\$ 17.30	\$ 21.69
General Administrative	Administrative Assistant I	\$ 12.22	\$ 16.44	31.80%	\$ 16.11	\$ 21.67	24.00%	\$ 22.74	\$ 30.59
General Administrative	Administrative Assistant II	\$ 16.45	\$ 17.80	31.80%	\$ 21.69	\$ 23.46	24.00%	\$ 30.61	\$ 33.10

Colorado (2017 HOURLY MINIMUM WAGE = \$9.30)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 17.81	\$ 19.32	31.80%	\$ 23.47	\$ 25.46	24.00%	\$ 33.13	\$ 35.94
General Administrative	Administrative Assistant IV	\$ 19.33	\$ 21.39	31.80%	\$ 25.48	\$ 28.19	24.00%	\$ 35.96	\$ 39.79
General Administrative	Administrative Assistant V	\$ 21.41	\$ 24.12	31.80%	\$ 28.22	\$ 31.79	24.00%	\$ 39.83	\$ 44.87
General Administrative	Administrative Staff Assistant	\$ 23.73	\$ 27.13	31.80%	\$ 31.28	\$ 35.76	24.00%	\$ 44.14	\$ 50.47
General Administrative	Administrative Staff Specialist	\$ 27.14	\$ 33.56	31.80%	\$ 35.78	\$ 44.23	24.00%	\$ 50.49	\$ 62.42
General Administrative	Administrative Staff Specialist Senior	\$ 33.57	\$ 26.22	31.80%	\$ 44.25	\$ 34.55	24.00%	\$ 62.44	\$ 48.76
General Administrative	Agency Management Analyst	\$ 21.89	\$ 28.73	31.80%	\$ 28.86	\$ 37.87	24.00%	\$ 40.72	\$ 53.45
General Administrative	Agency Management Analyst Lead	\$ 28.75	\$ 33.39	31.80%	\$ 37.89	\$ 44.01	24.00%	\$ 53.47	\$ 62.11
General Administrative	Agency Management Analyst Senior	\$ 33.46	\$ 52.06	31.80%	\$ 44.10	\$ 68.62	24.00%	\$ 62.23	\$ 96.84
General Administrative	Clerk	\$ 10.48	\$ 12.11	31.80%	\$ 13.81	\$ 15.96	24.00%	\$ 19.49	\$ 22.53
General Administrative	Clerk Jr	\$ 9.30	\$ 10.43	31.80%	\$ 12.26	\$ 13.74	24.00%	\$ 17.30	\$ 19.39
General Administrative	Clerk Sr	\$ 12.16	\$ 14.08	31.80%	\$ 16.03	\$ 18.55	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.95	\$ 13.97	31.80%	\$ 13.12	\$ 18.41	24.00%	\$ 18.51	\$ 25.98
General Administrative	Data Entry Operator Senior	\$ 14.00	\$ 20.10	31.80%	\$ 18.46	\$ 26.50	24.00%	\$ 26.05	\$ 37.39
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	31.80%	\$ 13.51	\$ 19.77	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 17.64	\$ 21.93	31.80%	\$ 23.25	\$ 28.90	24.00%	\$ 32.81	\$ 40.79
General Administrative	Executive Secretary Senior	\$ 21.96	\$ 32.53	31.80%	\$ 28.95	\$ 42.87	24.00%	\$ 40.85	\$ 60.50
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	31.80%	\$ 23.07	\$ 27.35	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	31.80%	\$ 19.77	\$ 23.72	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 13.95	\$ 16.35	31.80%	\$ 18.38	\$ 21.55	24.00%	\$ 25.94	\$ 30.42
General Administrative	Legal Assistant Senior	\$ 16.39	\$ 41.32	31.80%	\$ 21.60	\$ 54.45	24.00%	\$ 30.48	\$ 76.85
General Administrative	Library Assistant	\$ 9.95	\$ 19.60	31.80%	\$ 13.12	\$ 25.83	24.00%	\$ 18.51	\$ 36.46
General Administrative	Medical Assistant I	\$ 13.37	\$ 15.59	31.80%	\$ 17.62	\$ 20.55	24.00%	\$ 24.86	\$ 29.00
General Administrative	Medical Assistant II	\$ 15.64	\$ 22.23	31.80%	\$ 20.61	\$ 29.30	24.00%	\$ 29.09	\$ 41.35
General Administrative	Medical Biller I	\$ 11.65	\$ 14.31	31.80%	\$ 15.36	\$ 18.85	24.00%	\$ 21.67	\$ 26.61
General Administrative	Medical Biller II	\$ 14.34	\$ 22.28	31.80%	\$ 18.90	\$ 29.36	24.00%	\$ 26.67	\$ 41.43
General Administrative	Medical Records Clerk I	\$ 14.00	\$ 20.40	31.80%	\$ 18.46	\$ 26.88	24.00%	\$ 26.05	\$ 37.93
General Administrative	Medical Records Clerk II	\$ 15.12	\$ 21.87	31.80%	\$ 19.93	\$ 28.83	24.00%	\$ 28.13	\$ 40.68
General Administrative	Office Manager	\$ 23.56	\$ 35.86	31.80%	\$ 31.06	\$ 47.27	24.00%	\$ 43.83	\$ 66.71
General Administrative	Office Services Aide	\$ 13.04	\$ 17.97	31.80%	\$ 17.19	\$ 23.68	24.00%	\$ 24.26	\$ 33.42
General Administrative	Office Services Assistant	\$ 13.98	\$ 18.97	31.80%	\$ 18.43	\$ 25.01	24.00%	\$ 26.00	\$ 35.29
General Administrative	Office Services Specialist	\$ 14.73	\$ 19.86	31.80%	\$ 19.42	\$ 26.17	24.00%	\$ 27.40	\$ 36.94
General Administrative	Office Services Supervisor	\$ 15.41	\$ 20.29	31.80%	\$ 20.32	\$ 26.75	24.00%	\$ 28.67	\$ 37.75
General Administrative	Office Services Supervisor Senior	\$ 17.87	\$ 22.77	31.80%	\$ 23.55	\$ 30.01	24.00%	\$ 33.23	\$ 42.35
General Administrative	Operator I	\$ 9.68	\$ 13.93	31.80%	\$ 12.76	\$ 18.35	24.00%	\$ 18.01	\$ 25.90
General Administrative	Operator II	\$ 13.95	\$ 16.28	31.80%	\$ 18.38	\$ 21.45	24.00%	\$ 25.94	\$ 30.27
General Administrative	Operator III (Key Disc Operator)	\$ 16.32	\$ 18.48	31.80%	\$ 21.51	\$ 24.36	24.00%	\$ 30.36	\$ 34.37
General Administrative	Operator IV (Key Disc Operator)	\$ 18.49	\$ 21.42	31.80%	\$ 24.37	\$ 28.24	24.00%	\$ 34.40	\$ 39.85
General Administrative	Paralegal	\$ 14.00	\$ 23.50	31.80%	\$ 18.45	\$ 30.97	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 12.41	\$ 16.61	31.80%	\$ 16.36	\$ 21.89	24.00%	\$ 23.09	\$ 30.90

Colorado (2017 HOURLY MINIMUM WAGE = \$9.30)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 16.62	\$ 17.72	31.80%	\$ 21.91	\$ 23.35	24.00%	\$ 30.92	\$ 32.96
General Administrative	Photocopy Supervisor	\$ 13.42	\$ 18.64	31.80%	\$ 17.69	\$ 24.56	24.00%	\$ 24.96	\$ 34.67
General Administrative	Photocopy Technician	\$ 12.12	\$ 17.14	31.80%	\$ 15.98	\$ 22.59	24.00%	\$ 22.55	\$ 31.88
General Administrative	Photo-Typesetting Specialist	\$ 15.78	\$ 22.72	31.80%	\$ 20.80	\$ 29.95	24.00%	\$ 29.36	\$ 42.27
General Administrative	Photo-Typesetting Supervisor	\$ 16.86	\$ 24.67	31.80%	\$ 22.22	\$ 32.52	24.00%	\$ 31.36	\$ 45.89
General Administrative	Postal Aide	\$ 9.30	\$ 12.12	31.80%	\$ 12.26	\$ 15.98	24.00%	\$ 17.30	\$ 22.55
General Administrative	Postal Aide Senior	\$ 12.18	\$ 19.16	31.80%	\$ 16.05	\$ 25.26	24.00%	\$ 22.65	\$ 35.64
General Administrative	Postal Assistant	\$ 19.23	\$ 21.37	31.80%	\$ 25.35	\$ 28.16	24.00%	\$ 35.77	\$ 39.75
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	31.80%	\$ 39.54	\$ 59.31	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	31.80%	\$ 26.36	\$ 32.95	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 14.23	\$ 18.78	31.80%	\$ 18.75	\$ 24.76	24.00%	\$ 26.46	\$ 34.94
General Administrative	Public Relations Specialist	\$ 19.77	\$ 33.81	31.80%	\$ 26.05	\$ 44.56	24.00%	\$ 36.77	\$ 62.88
General Administrative	Public Relations Specialist Assistant	\$ 14.23	\$ 19.73	31.80%	\$ 18.75	\$ 26.01	24.00%	\$ 26.46	\$ 36.71
General Administrative	Receptionist	\$ 9.94	\$ 12.79	31.80%	\$ 13.10	\$ 16.86	24.00%	\$ 18.49	\$ 23.80
General Administrative	Receptionist Senior	\$ 12.81	\$ 20.19	31.80%	\$ 16.88	\$ 26.62	24.00%	\$ 23.82	\$ 37.56
General Administrative	Secretary	\$ 10.51	\$ 14.05	31.80%	\$ 13.85	\$ 18.52	24.00%	\$ 19.55	\$ 26.13
General Administrative	Secretary Senior	\$ 14.10	\$ 24.89	31.80%	\$ 18.59	\$ 32.81	24.00%	\$ 26.23	\$ 46.30
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	31.80%	\$ 20.10	\$ 23.72	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 12.22	\$ 29.86	31.80%	\$ 16.11	\$ 39.36	24.00%	\$ 22.74	\$ 55.55
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	31.80%	\$ 26.36	\$ 34.91	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 21.91	\$ 27.02	31.80%	\$ 28.87	\$ 35.61	24.00%	\$ 40.75	\$ 50.26
Human Resources	Classification / Compensation Analyst Senior	\$ 27.08	\$ 35.86	31.80%	\$ 35.69	\$ 47.27	24.00%	\$ 50.36	\$ 66.71
Human Resources	Classification / Compensation Consultant	\$ 35.89	\$ 48.07	31.80%	\$ 47.30	\$ 63.35	24.00%	\$ 66.75	\$ 89.40
Human Resources	EEO Program Analyst	\$ 21.16	\$ 33.77	31.80%	\$ 27.88	\$ 44.51	24.00%	\$ 39.35	\$ 62.82
Human Resources	EEO Program Specialist	\$ 23.33	\$ 36.84	31.80%	\$ 30.75	\$ 48.55	24.00%	\$ 43.39	\$ 68.52
Human Resources	Employee Relations Analyst	\$ 19.05	\$ 24.12	31.80%	\$ 25.11	\$ 31.79	24.00%	\$ 35.44	\$ 44.87
Human Resources	Employee Relations Analyst Senior	\$ 24.18	\$ 42.67	31.80%	\$ 31.87	\$ 56.24	24.00%	\$ 44.97	\$ 79.37
Human Resources	Human Resources Assistant	\$ 14.62	\$ 21.06	31.80%	\$ 19.27	\$ 27.75	24.00%	\$ 27.19	\$ 39.16
Human Resources	Human Resources Generalist	\$ 16.95	\$ 21.56	31.80%	\$ 22.34	\$ 28.42	24.00%	\$ 31.52	\$ 40.10
Human Resources	Human Resources Generalist Senior	\$ 21.68	\$ 37.87	31.80%	\$ 28.58	\$ 49.91	24.00%	\$ 40.33	\$ 70.44
Human Resources	Personnel Analyst	\$ 16.78	\$ 21.34	31.80%	\$ 22.12	\$ 28.12	24.00%	\$ 31.21	\$ 39.68
Human Resources	Personnel Analyst Senior	\$ 21.39	\$ 25.88	31.80%	\$ 28.19	\$ 34.11	24.00%	\$ 39.79	\$ 48.14
Human Resources	Personnel Practices Analyst	\$ 25.95	\$ 30.56	31.80%	\$ 34.20	\$ 40.28	24.00%	\$ 48.26	\$ 56.84
Human Resources	Personnel Practices Analyst Senior	\$ 30.61	\$ 38.98	31.80%	\$ 40.35	\$ 51.37	24.00%	\$ 56.94	\$ 72.50
Human Resources	Personnel Practices Manager	\$ 38.35	\$ 47.71	31.80%	\$ 50.55	\$ 62.88	24.00%	\$ 71.33	\$ 88.74
Human Services	Social Worker	\$ 18.68	\$ 31.64	31.80%	\$ 24.62	\$ 41.71	24.00%	\$ 34.75	\$ 58.86
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	31.80%	\$ 29.66	\$ 40.86	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 14.17	\$ 19.57	31.80%	\$ 18.68	\$ 25.79	24.00%	\$ 26.36	\$ 36.39
Human Services	Support Enforcement Specialist Senior	\$ 19.63	\$ 23.16	31.80%	\$ 25.88	\$ 30.52	24.00%	\$ 36.52	\$ 43.08
Human Services	Utilization Review Analyst	\$ 19.63	\$ 28.16	31.80%	\$ 25.88	\$ 37.12	24.00%	\$ 36.52	\$ 52.38

Colorado (2017 HOURLY MINIMUM WAGE = \$9.30)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 28.22	\$ 45.27	31.80%	\$ 37.19	\$ 59.66	24.00%	\$ 52.49	\$ 84.20
Insurance	Claims Adjuster I	\$ 16.22	\$ 19.63	31.80%	\$ 21.38	\$ 25.88	24.00%	\$ 30.17	\$ 36.52
Insurance	Claims Adjuster II	\$ 19.69	\$ 28.16	31.80%	\$ 25.95	\$ 37.12	24.00%	\$ 36.62	\$ 52.38
Insurance	Claims Specialist	\$ 28.22	\$ 35.56	31.80%	\$ 37.19	\$ 46.87	24.00%	\$ 52.49	\$ 66.15
Insurance	Worker's Compensation Specialist	\$ 26.66	\$ 39.88	31.80%	\$ 35.14	\$ 52.57	24.00%	\$ 49.59	\$ 74.18
Laborer/Industrial	CDL Driver	\$ 14.23	\$ 20.42	36.91%	\$ 19.48	\$ 27.95	24.00%	\$ 26.46	\$ 37.98
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	36.91%	\$ 29.44	\$ 38.64	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	36.91%	\$ 38.27	\$ 45.47	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	36.91%	\$ 41.42	\$ 47.92	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	36.91%	\$ 33.89	\$ 41.07	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	36.91%	\$ 33.89	\$ 40.39	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	36.91%	\$ 43.13	\$ 51.68	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	36.91%	\$ 36.28	\$ 45.93	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 15.27	\$ 21.88	36.91%	\$ 20.90	\$ 29.96	24.00%	\$ 28.40	\$ 40.70
Laborer/Industrial	Forklift Operator	\$ 11.90	\$ 16.58	36.91%	\$ 16.29	\$ 22.70	24.00%	\$ 22.13	\$ 30.84
Laborer/Industrial	Forklift Operator Senior	\$ 16.61	\$ 24.18	36.91%	\$ 22.74	\$ 33.10	24.00%	\$ 30.90	\$ 44.97
Laborer/Industrial	Grounds Worker	\$ 9.64	\$ 13.37	36.91%	\$ 13.20	\$ 18.30	24.00%	\$ 17.93	\$ 24.86
Laborer/Industrial	Grounds Worker Lead	\$ 13.42	\$ 17.92	36.91%	\$ 18.38	\$ 24.54	24.00%	\$ 24.96	\$ 33.33
Laborer/Industrial	Grounds Worker Senior	\$ 14.33	\$ 17.81	36.91%	\$ 19.62	\$ 24.38	24.00%	\$ 26.65	\$ 33.13
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.95	\$ 13.95	36.91%	\$ 13.62	\$ 19.10	24.00%	\$ 18.51	\$ 25.94
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 13.96	\$ 17.81	36.91%	\$ 19.11	\$ 24.38	24.00%	\$ 25.96	\$ 33.13
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 9.30	\$ 13.40	36.91%	\$ 12.73	\$ 18.34	24.00%	\$ 17.30	\$ 24.92
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 9.30	\$ 13.40	36.91%	\$ 12.73	\$ 18.34	24.00%	\$ 17.30	\$ 24.92
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 9.30	\$ 13.40	36.91%	\$ 12.73	\$ 18.34	24.00%	\$ 17.30	\$ 24.92
Laborer/Industrial	Housekeeping Supervisor	\$ 11.90	\$ 16.52	36.91%	\$ 16.29	\$ 22.62	24.00%	\$ 22.13	\$ 30.73
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 16.56	\$ 25.61	36.91%	\$ 22.67	\$ 35.06	24.00%	\$ 30.79	\$ 47.64
Laborer/Industrial	Housekeeping Worker	\$ 9.30	\$ 13.49	36.91%	\$ 12.73	\$ 18.47	24.00%	\$ 17.30	\$ 25.09
Laborer/Industrial	Housekeeping Worker Senior	\$ 13.54	\$ 17.29	36.91%	\$ 18.54	\$ 23.68	24.00%	\$ 25.19	\$ 32.17
Laborer/Industrial	Inventory Worker Light	\$ 10.53	\$ 16.50	36.91%	\$ 14.42	\$ 22.59	24.00%	\$ 19.59	\$ 30.69
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 9.64	\$ 18.51	36.91%	\$ 13.20	\$ 25.35	24.00%	\$ 17.93	\$ 34.44
Laborer/Industrial	Motor Vehicle Operator A	\$ 9.39	\$ 12.81	36.91%	\$ 12.86	\$ 17.53	24.00%	\$ 17.47	\$ 23.82
Laborer/Industrial	Motor Vehicle Operator B	\$ 12.86	\$ 20.76	36.91%	\$ 17.61	\$ 28.43	24.00%	\$ 23.92	\$ 38.62
Laborer/Industrial	Packer	\$ 9.30	\$ 13.40	36.91%	\$ 12.73	\$ 18.34	24.00%	\$ 17.30	\$ 24.92
Laborer/Industrial	Warehouse Specialist I	\$ 9.64	\$ 13.40	36.91%	\$ 13.20	\$ 18.34	24.00%	\$ 17.93	\$ 24.92
Laborer/Industrial	Warehouse Specialist II	\$ 13.42	\$ 16.78	36.91%	\$ 18.38	\$ 22.97	24.00%	\$ 24.96	\$ 31.21
Laborer/Industrial	Warehouse Specialist III	\$ 16.84	\$ 21.45	36.91%	\$ 23.05	\$ 29.36	24.00%	\$ 31.31	\$ 39.89
Laborer/Industrial	Warehouse worker (included)	\$ 9.30	\$ 11.00	36.91%	\$ 12.73	\$ 15.06	24.00%	\$ 17.30	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 9.30	\$ 13.40	36.91%	\$ 12.73	\$ 18.34	24.00%	\$ 17.30	\$ 24.92
Laborer/Industrial	Warehouse Worker II	\$ 13.42	\$ 16.78	36.91%	\$ 18.38	\$ 22.97	24.00%	\$ 24.96	\$ 31.21
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	36.91%	\$ 33.47	\$ 43.81	24.00%	\$ 45.48	\$ 59.52

Colorado (2017 HOURLY MINIMUM WAGE = \$9.30)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	36.91%	\$ 33.47	\$ 40.39	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	36.91%	\$ 33.47	\$ 40.39	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 12.81	\$ 16.52	31.62%	\$ 16.85	\$ 21.75	24.00%	\$ 23.82	\$ 30.73
Media	Audio Visual Technician Senior	\$ 16.56	\$ 27.44	31.62%	\$ 21.79	\$ 36.11	24.00%	\$ 30.79	\$ 51.03
Media	Graphic Artist	\$ 15.08	\$ 18.00	31.62%	\$ 19.85	\$ 23.69	24.00%	\$ 28.05	\$ 33.48
Media	Graphic Artist Senior	\$ 18.00	\$ 25.32	31.62%	\$ 23.69	\$ 33.33	24.00%	\$ 33.48	\$ 47.10
Media	Graphic Designer	\$ 15.08	\$ 18.00	31.62%	\$ 19.85	\$ 23.69	24.00%	\$ 28.05	\$ 33.48
Media	Graphic Designer Senior	\$ 18.03	\$ 25.32	31.62%	\$ 23.74	\$ 33.33	24.00%	\$ 33.54	\$ 47.10
Media	Photographer	\$ 9.95	\$ 13.18	31.62%	\$ 13.10	\$ 17.34	24.00%	\$ 18.51	\$ 24.51
Media	Photographer Senior	\$ 13.20	\$ 21.11	31.62%	\$ 17.37	\$ 27.79	24.00%	\$ 24.55	\$ 39.27
Media	TV / Video Production Specialist	\$ 19.91	\$ 25.62	31.62%	\$ 26.21	\$ 33.72	24.00%	\$ 37.04	\$ 47.66
Media	TV / Video Production Technician	\$ 25.66	\$ 34.71	31.62%	\$ 33.77	\$ 45.69	24.00%	\$ 47.72	\$ 64.56
Security	Armed Security Officer	\$ 15.94	\$ 21.34	46.14%	\$ 23.29	\$ 31.18	24.00%	\$ 29.65	\$ 39.68
Security	<u>Captain</u>	\$ 22.39	\$ 31.90	46.14%	\$ 32.72	\$ 46.62	24.00%	\$ 41.64	\$ 59.34
Security	Dispatcher/Police	\$ 15.45	\$ 26.33	46.14%	\$ 22.57	\$ 38.48	24.00%	\$ 28.73	\$ 48.97
Security	<u>Lieutenant</u>	\$ 20.15	\$ 27.98	46.14%	\$ 29.45	\$ 40.90	24.00%	\$ 37.48	\$ 52.05
Security	<u>Sergeant</u>	\$ 18.47	\$ 25.75	46.14%	\$ 26.99	\$ 37.62	24.00%	\$ 34.35	\$ 47.89
Security	Unarmed Security Guard	\$ 10.77	\$ 21.04	46.14%	\$ 15.74	\$ 30.75	24.00%	\$ 20.03	\$ 39.14
Tax	Data Entry Clerk	\$ 9.95	\$ 12.81	31.80%	\$ 13.12	\$ 16.88	24.00%	\$ 18.51	\$ 23.82
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 12.86	\$ 20.19	31.80%	\$ 16.95	\$ 26.62	24.00%	\$ 23.92	\$ 37.56
Tax	Error Resolution and Document Processor	\$ 16.73	\$ 23.25	31.80%	\$ 22.06	\$ 30.64	24.00%	\$ 31.13	\$ 43.24
Tax	General Clerical	\$ 9.68	\$ 14.32	31.80%	\$ 12.76	\$ 18.87	24.00%	\$ 18.01	\$ 26.63
Tax	On-Site Administrator (Day)	\$ 11.32	\$ 24.47	31.80%	\$ 14.92	\$ 32.25	24.00%	\$ 21.05	\$ 45.51
Tax	On-Site Administrator (Evening)	\$ 11.32	\$ 24.47	31.80%	\$ 14.92	\$ 32.25	24.00%	\$ 21.05	\$ 45.51
Tax	Remittance Processor	\$ 20.12	\$ 29.81	31.80%	\$ 26.51	\$ 39.29	24.00%	\$ 37.41	\$ 55.44
Tax	Taxpayer Information & Assistance Agent	\$ 17.82	\$ 25.60	31.80%	\$ 23.49	\$ 33.74	24.00%	\$ 33.15	\$ 47.62
Technical	Agricultural Technician	\$ 18.32	\$ 29.74	35.93%	\$ 24.91	\$ 40.43	24.00%	\$ 34.08	\$ 55.32
Technical	Agricultural Technician Lead	\$ 20.55	\$ 32.84	35.93%	\$ 27.94	\$ 44.64	24.00%	\$ 38.23	\$ 61.09
Technical	Agricultural Technician Supervisor	\$ 24.68	\$ 39.57	35.93%	\$ 33.55	\$ 53.79	24.00%	\$ 45.91	\$ 73.60
Technical	Analytical Chemist	\$ 19.42	\$ 32.84	35.93%	\$ 26.40	\$ 44.64	24.00%	\$ 36.12	\$ 61.09
Technical	Analytical Chemist Assistant	\$ 22.69	\$ 37.36	35.93%	\$ 30.84	\$ 50.79	24.00%	\$ 42.20	\$ 69.50
Technical	Analytical Chemist Senior	\$ 28.63	\$ 46.73	35.93%	\$ 38.92	\$ 63.53	24.00%	\$ 53.26	\$ 86.93
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	35.93%	\$ 26.91	\$ 42.18	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	35.93%	\$ 39.27	\$ 50.91	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 20.51	\$ 30.84	35.93%	\$ 27.88	\$ 41.92	24.00%	\$ 38.14	\$ 57.36
Technical	Bridge Design Drafter Senior	\$ 21.87	\$ 33.35	35.93%	\$ 29.73	\$ 45.33	24.00%	\$ 40.68	\$ 62.02
Technical	Cartographic Drafter	\$ 25.78	\$ 36.31	35.93%	\$ 35.04	\$ 49.36	24.00%	\$ 47.95	\$ 67.54
Technical	Cartographic Drafter Assistant	\$ 20.20	\$ 30.39	35.93%	\$ 27.46	\$ 41.31	24.00%	\$ 37.58	\$ 56.53
Technical	Cartographic Supervisor	\$ 35.17	\$ 47.28	35.93%	\$ 47.81	\$ 64.27	24.00%	\$ 65.42	\$ 87.95
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	35.93%	\$ 21.75	\$ 26.51	24.00%	\$ 29.76	\$ 36.27

Colorado (2017 HOURLY MINIMUM WAGE = \$9.30)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	35.93%	\$ 53.81	\$ 65.45	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 31.01	\$ 43.89	35.93%	\$ 42.15	\$ 59.66	24.00%	\$ 57.67	\$ 81.64
Technical	Engineering Design Drafting Supervisor	\$ 36.08	\$ 50.29	35.93%	\$ 49.04	\$ 68.36	24.00%	\$ 67.10	\$ 93.55
Technical	Engineering Design Drafting Technician	\$ 17.42	\$ 23.06	35.93%	\$ 23.68	\$ 31.34	24.00%	\$ 32.40	\$ 42.89
Technical	Engineering Drafting Technician	\$ 17.45	\$ 23.06	35.93%	\$ 23.72	\$ 31.34	24.00%	\$ 32.46	\$ 42.89
Technical	Engineering Drafting Technician Senior	\$ 20.23	\$ 29.41	35.93%	\$ 27.49	\$ 39.97	24.00%	\$ 37.62	\$ 54.70
Technical	Environmental Engineer	\$ 28.64	\$ 45.26	35.93%	\$ 38.94	\$ 61.52	24.00%	\$ 53.28	\$ 84.18
Technical	Environmental Engineer Senior	\$ 30.85	\$ 49.51	35.93%	\$ 41.93	\$ 67.30	24.00%	\$ 57.38	\$ 92.09
Technical	Environmental Program Analyst	\$ 24.30	\$ 35.91	35.93%	\$ 33.03	\$ 48.81	24.00%	\$ 45.20	\$ 66.79
Technical	Environmental Program Planner	\$ 25.97	\$ 38.80	35.93%	\$ 35.30	\$ 52.74	24.00%	\$ 48.30	\$ 72.16
Technical	Environmental Program Specialist	\$ 27.92	\$ 35.06	35.93%	\$ 37.95	\$ 47.66	24.00%	\$ 51.93	\$ 65.21
Technical	Environmental Specialist - Field	\$ 25.97	\$ 37.90	35.93%	\$ 35.30	\$ 51.52	24.00%	\$ 48.30	\$ 70.50
Technical	Environmental Specialist Senior - Field	\$ 26.71	\$ 39.67	35.93%	\$ 36.30	\$ 53.92	24.00%	\$ 49.68	\$ 73.79
Technical	Environmental Technician	\$ 24.30	\$ 35.91	35.93%	\$ 33.03	\$ 48.81	24.00%	\$ 45.20	\$ 66.79
Technical	Environmental Technician Senior	\$ 25.97	\$ 38.80	35.93%	\$ 35.30	\$ 52.74	24.00%	\$ 48.30	\$ 72.16
Technical	Help Desk Support	\$ 15.50	\$ 25.00	35.93%	\$ 21.07	\$ 33.98	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	35.93%	\$ 23.45	\$ 32.62	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 22.14	\$ 27.06	35.93%	\$ 30.10	\$ 36.78	24.00%	\$ 41.18	\$ 50.33
Technical	Laboratory Technician	\$ 18.55	\$ 27.78	35.93%	\$ 25.21	\$ 37.77	24.00%	\$ 34.50	\$ 51.68
Technical	Laboratory Technician Senior	\$ 19.69	\$ 29.95	35.93%	\$ 26.76	\$ 40.72	24.00%	\$ 36.62	\$ 55.72
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	35.93%	\$ 29.90	\$ 36.02	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 29.52	\$ 39.36	35.93%	\$ 40.13	\$ 53.50	24.00%	\$ 54.91	\$ 73.21
Technical	Residential Plan Reviewer	\$ 21.53	\$ 33.63	35.93%	\$ 29.26	\$ 45.71	24.00%	\$ 40.04	\$ 62.54
Technical	Right of Way Technician	\$ 30.55	\$ 48.30	35.93%	\$ 41.52	\$ 65.66	24.00%	\$ 56.82	\$ 89.84
Technical	Right of Way Technician Supervisor	\$ 32.98	\$ 53.02	35.93%	\$ 44.83	\$ 72.08	24.00%	\$ 61.34	\$ 98.63
Technical	Safety Engineer	\$ 30.10	\$ 47.20	35.93%	\$ 40.91	\$ 64.16	24.00%	\$ 55.99	\$ 87.80
Technical	Safety Engineer Senior	\$ 34.22	\$ 54.01	35.93%	\$ 46.51	\$ 73.42	24.00%	\$ 63.65	\$ 100.46
Technical	Title Examiner	\$ 20.97	\$ 29.48	35.93%	\$ 28.50	\$ 40.08	24.00%	\$ 39.00	\$ 54.84
Technical	Traffic Controller	\$ 25.38	\$ 41.03	35.93%	\$ 34.49	\$ 55.77	24.00%	\$ 47.20	\$ 76.31
Technical	Traffic Controller Senior	\$ 30.55	\$ 48.30	35.93%	\$ 41.52	\$ 65.66	24.00%	\$ 56.82	\$ 89.84
Technical	Transportation Data Analyst	\$ 25.38	\$ 41.03	35.93%	\$ 34.49	\$ 55.77	24.00%	\$ 47.20	\$ 76.31
Technical	Transportation Data Analyst Senior	\$ 30.55	\$ 48.30	35.93%	\$ 41.52	\$ 65.66	24.00%	\$ 56.82	\$ 89.84
Technical	Transportation Data Analyst Supervisor	\$ 30.55	\$ 48.30	35.93%	\$ 41.52	\$ 65.66	24.00%	\$ 56.82	\$ 89.84
Technical	Transportation Data Technician	\$ 25.38	\$ 41.03	35.93%	\$ 34.49	\$ 55.77	24.00%	\$ 47.20	\$ 76.31
Technical	Transportation District Utilities Specialist	\$ 29.98	\$ 48.29	35.93%	\$ 40.75	\$ 65.64	24.00%	\$ 55.76	\$ 89.82
Technical	Transportation Engineering Technician -Survey	\$ 31.13	\$ 52.83	35.93%	\$ 42.31	\$ 71.82	24.00%	\$ 57.90	\$ 98.27
Technical	Transportation Engineering Technician -Survey Senior	\$ 34.36	\$ 55.29	35.93%	\$ 46.71	\$ 75.15	24.00%	\$ 63.92	\$ 102.83
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 36.28	\$ 59.06	35.93%	\$ 49.31	\$ 80.28	24.00%	\$ 67.48	\$ 109.85
Technical	Transportation Materials Technician	\$ 14.57	\$ 20.97	35.93%	\$ 19.81	\$ 28.50	24.00%	\$ 27.11	\$ 39.00
Technical	Transportation Materials Technician Senior	\$ 15.55	\$ 22.73	35.93%	\$ 21.13	\$ 30.90	24.00%	\$ 28.92	\$ 42.29

Colorado (2017 HOURLY MINIMUM WAGE = \$9.30)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 31.13	\$ 51.69	35.93%	\$ 42.31	\$ 70.27	24.00%	\$ 57.90	\$ 96.15
Technical	Transportation Materials Technician Supervisor	\$ 36.28	\$ 59.06	35.93%	\$ 49.31	\$ 80.28	24.00%	\$ 67.48	\$ 109.85
Technical	Transportation Planning Specialist	\$ 29.98	\$ 48.29	35.93%	\$ 40.75	\$ 65.64	24.00%	\$ 55.76	\$ 89.82
Technical	Transportation Planning Specialist Senior	\$ 34.36	\$ 55.29	35.93%	\$ 46.71	\$ 75.15	24.00%	\$ 63.92	\$ 102.83
Technical	Transportation Technical Program Coordinator	\$ 29.98	\$ 48.29	35.93%	\$ 40.75	\$ 65.64	24.00%	\$ 55.76	\$ 89.82
Technical	Transportation Technical Support Coordinator	\$ 29.98	\$ 48.29	35.93%	\$ 40.75	\$ 65.64	24.00%	\$ 55.76	\$ 89.82
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	35.93%	\$ 50.97	\$ 61.17	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 17.34	\$ 21.34	43.13%	\$ 24.82	\$ 30.54	24.00%	\$ 32.25	\$ 39.68
Trades	Boiler Operator II	\$ 21.39	\$ 24.56	43.13%	\$ 30.62	\$ 35.15	24.00%	\$ 39.79	\$ 45.68
Trades	Boiler Operator Senior I	\$ 24.58	\$ 26.83	43.13%	\$ 35.18	\$ 38.40	24.00%	\$ 45.72	\$ 49.91
Trades	Boiler Operator Senior II	\$ 26.85	\$ 36.76	43.13%	\$ 38.44	\$ 52.62	24.00%	\$ 49.95	\$ 68.37
Trades	Carpenter Assistant	\$ 11.55	\$ 15.63	43.13%	\$ 16.53	\$ 22.37	24.00%	\$ 21.49	\$ 29.07
Trades	Carpenter	\$ 15.64	\$ 21.91	43.13%	\$ 22.38	\$ 31.35	24.00%	\$ 29.09	\$ 40.75
Trades	Carpenter Senior	\$ 23.13	\$ 31.24	43.13%	\$ 33.10	\$ 44.72	24.00%	\$ 43.01	\$ 58.11
Trades	Electrician	\$ 24.66	\$ 41.04	43.13%	\$ 35.30	\$ 58.74	24.00%	\$ 45.87	\$ 76.33
Trades	Electrician Assistant	\$ 13.15	\$ 16.23	43.13%	\$ 18.83	\$ 23.23	24.00%	\$ 24.46	\$ 30.19
Trades	Electrician Senior	\$ 19.04	\$ 21.96	43.13%	\$ 27.25	\$ 31.43	24.00%	\$ 35.42	\$ 40.85
Trades	Electrician Supervisor Senior	\$ 22.02	\$ 38.71	43.13%	\$ 31.51	\$ 55.40	24.00%	\$ 40.95	\$ 72.00
Trades	Electronic Equipment Install & Repair Supervisor	\$ 24.02	\$ 35.71	43.13%	\$ 34.38	\$ 51.11	24.00%	\$ 44.68	\$ 66.42
Trades	Electronic Equipment Install & Repair Technician	\$ 19.06	\$ 23.90	43.13%	\$ 27.28	\$ 34.21	24.00%	\$ 35.46	\$ 44.45
Trades	Electronic Technician	\$ 14.51	\$ 18.44	43.13%	\$ 20.76	\$ 26.39	24.00%	\$ 26.98	\$ 34.29
Trades	Electronic Technician Senior	\$ 18.49	\$ 32.71	43.13%	\$ 26.47	\$ 46.82	24.00%	\$ 34.40	\$ 60.84
Trades	Equipment Repair Supervisor	\$ 26.29	\$ 30.78	43.13%	\$ 37.63	\$ 44.06	24.00%	\$ 48.91	\$ 57.26
Trades	Equipment Repair Technician	\$ 14.51	\$ 18.44	43.13%	\$ 20.76	\$ 26.39	24.00%	\$ 26.98	\$ 34.29
Trades	Equipment Repair Technician Senior	\$ 18.49	\$ 26.23	43.13%	\$ 26.47	\$ 37.54	24.00%	\$ 34.40	\$ 48.78
Trades	HVAC Installation & Repair Assistant	\$ 11.32	\$ 18.06	43.13%	\$ 16.20	\$ 25.84	24.00%	\$ 21.05	\$ 33.58
Trades	HVAC Installation & Repair Assistant Senior	\$ 18.06	\$ 30.78	43.13%	\$ 25.84	\$ 44.06	24.00%	\$ 33.58	\$ 57.26
Trades	Laboratory Mechanic	\$ 14.52	\$ 19.69	43.13%	\$ 20.78	\$ 28.18	24.00%	\$ 27.00	\$ 36.62
Trades	Laboratory Mechanic Senior	\$ 19.69	\$ 29.95	43.13%	\$ 28.18	\$ 42.87	24.00%	\$ 36.62	\$ 55.72
Trades	Locksmith	\$ 17.81	\$ 26.19	43.13%	\$ 25.49	\$ 37.49	24.00%	\$ 33.13	\$ 48.72
Trades	Maintenance Field Worker	\$ 14.51	\$ 18.55	43.13%	\$ 20.76	\$ 26.55	24.00%	\$ 26.98	\$ 34.50
Trades	Mason Plasterer	\$ 17.92	\$ 20.65	43.13%	\$ 25.65	\$ 29.56	24.00%	\$ 33.33	\$ 38.41
Trades	Mason Plasterer Assistant	\$ 20.70	\$ 30.61	43.13%	\$ 29.62	\$ 43.82	24.00%	\$ 38.50	\$ 56.94
Trades	Mechanic	\$ 11.66	\$ 26.25	43.13%	\$ 16.69	\$ 37.57	24.00%	\$ 21.69	\$ 48.82
Trades	Painter	\$ 11.22	\$ 24.89	43.13%	\$ 16.05	\$ 35.63	24.00%	\$ 20.86	\$ 46.30
Trades	Plumber / Steamfitter	\$ 24.32	\$ 36.98	43.13%	\$ 34.82	\$ 52.94	24.00%	\$ 45.24	\$ 68.79
Trades	Plumber / Steamfitter Assistant	\$ 14.51	\$ 24.25	43.13%	\$ 20.76	\$ 34.70	24.00%	\$ 26.98	\$ 45.10
Trades	Printing Press Operator B	\$ 23.74	\$ 34.87	43.13%	\$ 33.98	\$ 49.91	24.00%	\$ 44.16	\$ 64.86
Trades	Production Supervisor	\$ 28.15	\$ 43.12	43.13%	\$ 40.29	\$ 61.72	24.00%	\$ 52.36	\$ 80.20
Trades	Radio Specialist	\$ 16.78	\$ 21.51	43.13%	\$ 24.02	\$ 30.79	24.00%	\$ 31.21	\$ 40.02

Colorado (2017 HOURLY MINIMUM WAGE = \$9.30)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 21.55	\$ 28.16	43.13%	\$ 30.84	\$ 40.31	24.00%	\$ 40.08	\$ 52.38
Trades	Sheet Metal Worker	\$ 15.96	\$ 20.54	43.13%	\$ 22.85	\$ 29.40	24.00%	\$ 29.69	\$ 38.21
Trades	Sheet Metal Worker Assistant	\$ 12.12	\$ 16.22	43.13%	\$ 17.35	\$ 23.22	24.00%	\$ 22.55	\$ 30.17
Trades	Sheet Metal Worker Lead	\$ 20.60	\$ 28.17	43.13%	\$ 29.48	\$ 40.33	24.00%	\$ 38.31	\$ 52.40
Trades	Shipping / Receiving Clerk	\$ 16.05	\$ 22.01	43.13%	\$ 22.98	\$ 31.50	24.00%	\$ 29.86	\$ 40.93
Trades	Storekeeper Assistant I	\$ 11.93	\$ 17.46	43.13%	\$ 17.08	\$ 24.99	24.00%	\$ 22.19	\$ 32.48
Trades	Storekeeper Assistant II	\$ 12.98	\$ 18.77	43.13%	\$ 18.59	\$ 26.87	24.00%	\$ 24.15	\$ 34.92
Trades	Storekeeper I	\$ 9.30	\$ 11.66	43.13%	\$ 13.31	\$ 16.69	24.00%	\$ 17.30	\$ 21.69
Trades	Storekeeper II	\$ 11.73	\$ 14.23	43.13%	\$ 16.79	\$ 20.36	24.00%	\$ 21.82	\$ 26.46
Trades	Storekeeper III	\$ 14.27	\$ 17.46	43.13%	\$ 20.43	\$ 24.99	24.00%	\$ 26.55	\$ 32.48
Trades	Storekeeper Senior	\$ 17.48	\$ 20.40	43.13%	\$ 25.03	\$ 29.19	24.00%	\$ 32.52	\$ 37.93
Trades	Tool Room Assistant	\$ 9.39	\$ 14.23	43.13%	\$ 13.44	\$ 20.36	24.00%	\$ 17.47	\$ 26.46
Trades	Tool Room Assistant Senior	\$ 14.23	\$ 19.86	43.13%	\$ 20.36	\$ 28.42	24.00%	\$ 26.46	\$ 36.94
Trades	Trades Utilities Worker Senior	\$ 14.52	\$ 21.27	43.13%	\$ 20.78	\$ 30.44	24.00%	\$ 27.00	\$ 39.56
Trades	Trades Utility Worker	\$ 11.09	\$ 14.46	43.13%	\$ 15.88	\$ 20.70	24.00%	\$ 20.63	\$ 26.90
Trades	Tradesman Helper	\$ 11.09	\$ 17.87	43.13%	\$ 15.88	\$ 25.57	24.00%	\$ 20.63	\$ 33.23
Trades	Tradesman Helper Senior	\$ 17.87	\$ 22.26	43.13%	\$ 25.57	\$ 31.87	24.00%	\$ 33.23	\$ 41.41
Trades	Welder	\$ 12.22	\$ 20.25	43.13%	\$ 17.50	\$ 28.98	24.00%	\$ 22.74	\$ 37.66
Trades	Welder Senior	\$ 20.31	\$ 24.35	43.13%	\$ 29.06	\$ 34.85	24.00%	\$ 37.77	\$ 45.28
Trades	Work Zone Safety Officer	\$ 25.38	\$ 41.03	43.13%	\$ 36.32	\$ 58.72	24.00%	\$ 47.20	\$ 76.31

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	31.16%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	31.80%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	48.54%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	31.80%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	31.80%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	36.91%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	31.62%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	46.14%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	31.80%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.93%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	43.13%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Connecticut (2017 HOURLY MINIMUM WAGE = \$10.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 18.50	\$ 26.28	41.60%	\$ 26.20	\$ 37.21	24.00%	\$ 34.42	\$ 48.88
Accounting/Finance	Accountant JR	\$ 10.10	\$ 13.97	41.60%	\$ 14.30	\$ 19.79	24.00%	\$ 18.79	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 26.29	\$ 36.49	41.60%	\$ 37.23	\$ 51.67	24.00%	\$ 48.90	\$ 67.87
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	41.60%	\$ 29.31	\$ 36.64	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	41.60%	\$ 21.98	\$ 28.21	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 10.10	\$ 12.42	41.60%	\$ 14.30	\$ 17.59	24.00%	\$ 18.79	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 24.09	\$ 27.57	41.60%	\$ 34.11	\$ 39.03	24.00%	\$ 44.81	\$ 51.27
Accounting/Finance	Accounting Manager B	\$ 27.49	\$ 33.73	41.60%	\$ 38.93	\$ 47.77	24.00%	\$ 51.13	\$ 62.75
Accounting/Finance	Accounting Manager C	\$ 33.80	\$ 42.72	41.60%	\$ 47.86	\$ 60.49	24.00%	\$ 62.86	\$ 79.46
Accounting/Finance	Auditing - External Auditor	\$ 23.77	\$ 30.07	41.60%	\$ 33.67	\$ 42.58	24.00%	\$ 44.22	\$ 55.93
Accounting/Finance	Auditing - External Auditor Senior	\$ 30.09	\$ 42.72	41.60%	\$ 42.61	\$ 60.49	24.00%	\$ 55.98	\$ 79.46
Accounting/Finance	Auditing - Internal Auditor	\$ 23.77	\$ 30.07	41.60%	\$ 33.67	\$ 42.58	24.00%	\$ 44.22	\$ 55.93
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 30.13	\$ 42.72	41.60%	\$ 42.67	\$ 60.49	24.00%	\$ 56.05	\$ 79.46
Accounting/Finance	Bookkeeper	\$ 12.51	\$ 18.93	41.60%	\$ 17.71	\$ 26.81	24.00%	\$ 23.27	\$ 35.22
Accounting/Finance	Budget Analyst	\$ 23.32	\$ 30.51	41.60%	\$ 33.02	\$ 43.20	24.00%	\$ 43.37	\$ 56.75
Accounting/Finance	Budget Analyst Senior	\$ 30.52	\$ 47.37	41.60%	\$ 43.22	\$ 67.08	24.00%	\$ 56.78	\$ 88.11
Accounting/Finance	Closure/Disbursement Specialists	\$ 38.88	\$ 43.28	41.60%	\$ 55.06	\$ 61.28	24.00%	\$ 72.32	\$ 80.50
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 36.52	\$ 47.33	41.60%	\$ 51.71	\$ 67.03	24.00%	\$ 67.92	\$ 88.04
Accounting/Finance	CPA	\$ 37.87	\$ 50.04	41.60%	\$ 53.62	\$ 70.86	24.00%	\$ 70.44	\$ 93.08
Accounting/Finance	Fiscal Assistant	\$ 13.17	\$ 20.24	41.60%	\$ 18.65	\$ 28.65	24.00%	\$ 24.50	\$ 37.64
Accounting/Finance	Fiscal Technical Senior	\$ 17.64	\$ 25.17	41.60%	\$ 24.98	\$ 35.63	24.00%	\$ 32.82	\$ 46.81
Accounting/Finance	Fiscal Technician	\$ 20.30	\$ 24.81	41.60%	\$ 28.74	\$ 35.13	24.00%	\$ 37.76	\$ 46.15
Accounting/Finance	Payroll Assistant	\$ 19.27	\$ 24.34	41.60%	\$ 27.29	\$ 34.47	24.00%	\$ 35.85	\$ 45.28
Accounting/Finance	Purchasing / Procurement	\$ 24.34	\$ 36.18	41.60%	\$ 34.47	\$ 51.23	24.00%	\$ 45.28	\$ 67.29
Accounting/Finance	Sr. Compliance Officer	\$ 47.00	\$ 53.42	41.60%	\$ 66.55	\$ 75.65	24.00%	\$ 87.42	\$ 99.36
Accounting/Finance	Supervising Auditor	\$ 47.00	\$ 54.10	41.60%	\$ 66.55	\$ 76.60	24.00%	\$ 87.42	\$ 100.62
Call Center/Customer Service	Customer Service Inbound I	\$ 12.40	\$ 18.24	43.51%	\$ 17.79	\$ 26.17	24.00%	\$ 23.06	\$ 33.92
Call Center/Customer Service	Customer Service Inbound II	\$ 18.31	\$ 29.49	43.51%	\$ 26.28	\$ 42.32	24.00%	\$ 34.07	\$ 54.85

Connecticut (2017 HOURLY MINIMUM WAGE = \$10.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 12.40	\$ 18.24	43.51%	\$ 17.79	\$ 26.17	24.00%	\$ 23.06	\$ 33.92
Call Center/Customer Service	Customer Service Outbound II	\$ 18.31	\$ 29.49	43.51%	\$ 26.28	\$ 42.32	24.00%	\$ 34.07	\$ 54.85
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 12.17	\$ 20.62	43.51%	\$ 17.47	\$ 29.60	24.00%	\$ 22.64	\$ 38.36
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	43.51%	\$ 29.71	\$ 37.13	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 12.64	\$ 19.34	43.51%	\$ 18.14	\$ 27.75	24.00%	\$ 23.51	\$ 35.97
Call Center/Customer Service	Detailing Representative II	\$ 13.75	\$ 22.25	43.51%	\$ 19.74	\$ 31.92	24.00%	\$ 25.58	\$ 41.38
Call Center/Customer Service	Help Desk Analyst	\$ 16.38	\$ 36.36	43.51%	\$ 23.51	\$ 52.19	24.00%	\$ 30.47	\$ 67.64
Call Center/Customer Service	Market Research Inbound	\$ 24.03	\$ 28.86	43.51%	\$ 34.48	\$ 41.41	24.00%	\$ 44.69	\$ 53.67
Call Center/Customer Service	Market Research Outbound	\$ 28.88	\$ 43.97	43.51%	\$ 41.45	\$ 63.11	24.00%	\$ 53.72	\$ 81.79
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 11.24	\$ 16.06	43.51%	\$ 16.13	\$ 23.05	24.00%	\$ 20.90	\$ 29.88
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 16.27	\$ 23.24	43.51%	\$ 23.34	\$ 33.36	24.00%	\$ 30.26	\$ 43.23
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 11.24	\$ 16.06	43.51%	\$ 16.13	\$ 23.05	24.00%	\$ 20.90	\$ 29.88
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 16.27	\$ 23.24	43.51%	\$ 23.34	\$ 33.36	24.00%	\$ 30.26	\$ 43.23
Call Center/Customer Service	Sales & Promotion Sampler	\$ 11.24	\$ 15.75	43.51%	\$ 16.13	\$ 22.60	24.00%	\$ 20.90	\$ 29.29
Call Center/Customer Service	Sales Inbound I	\$ 11.89	\$ 20.55	43.51%	\$ 17.07	\$ 29.49	24.00%	\$ 22.12	\$ 38.23
Call Center/Customer Service	Sales Inbound II	\$ 16.27	\$ 23.24	43.51%	\$ 23.34	\$ 33.36	24.00%	\$ 30.26	\$ 43.23
Call Center/Customer Service	Sales Outbound I	\$ 14.74	\$ 20.68	43.51%	\$ 21.15	\$ 29.68	24.00%	\$ 27.41	\$ 38.46
Call Center/Customer Service	Sales Outbound II	\$ 16.27	\$ 23.24	43.51%	\$ 23.34	\$ 33.36	24.00%	\$ 30.26	\$ 43.23
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 10.10	\$ 16.10	43.51%	\$ 14.49	\$ 23.11	24.00%	\$ 18.79	\$ 29.95
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 16.12	\$ 20.88	43.51%	\$ 23.13	\$ 29.97	24.00%	\$ 29.97	\$ 38.84
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 11.87	\$ 15.86	43.51%	\$ 17.03	\$ 22.76	24.00%	\$ 22.08	\$ 29.50
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 15.93	\$ 28.03	43.51%	\$ 22.86	\$ 40.23	24.00%	\$ 29.62	\$ 52.14
Food Related Services	Barista (misc)	\$ 13.90	\$ 20.50	68.69%	\$ 23.45	\$ 34.58	24.00%	\$ 25.86	\$ 38.13
Food Related Services	Building Attendant (misc)	\$ 13.90	\$ 20.50	52.23%	\$ 21.17	\$ 31.21	24.00%	\$ 25.86	\$ 38.13
Food Related Services	Busser	\$ 13.90	\$ 20.50	52.23%	\$ 21.17	\$ 31.21	24.00%	\$ 25.86	\$ 38.13
Food Related Services	Cashiers	\$ 13.90	\$ 20.50	52.23%	\$ 21.17	\$ 31.21	24.00%	\$ 25.86	\$ 38.13
Food Related Services	Dishwasher	\$ 12.64	\$ 16.43	52.23%	\$ 19.24	\$ 25.01	24.00%	\$ 23.51	\$ 30.56
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	52.23%	\$ 21.92	\$ 26.79	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 10.10	\$ 12.10	52.23%	\$ 15.38	\$ 18.42	24.00%	\$ 18.79	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 12.53	\$ 18.33	52.23%	\$ 19.07	\$ 27.90	24.00%	\$ 23.30	\$ 34.09
Food Related Services	Food Operations Manager Assistant	\$ 18.38	\$ 21.51	52.23%	\$ 27.98	\$ 32.75	24.00%	\$ 34.18	\$ 40.01
Food Related Services	Food Production Worker	\$ 10.10	\$ 16.51	52.23%	\$ 15.38	\$ 25.13	24.00%	\$ 18.79	\$ 30.70
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	52.23%	\$ 21.24	\$ 25.96	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	52.23%	\$ 16.44	\$ 20.09	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	52.23%	\$ 19.18	\$ 23.44	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 10.10	\$ 16.19	52.23%	\$ 15.38	\$ 24.65	24.00%	\$ 18.79	\$ 30.12
Food Related Services	Second Cook Senior	\$ 16.06	\$ 21.13	68.69%	\$ 27.10	\$ 35.65	24.00%	\$ 29.88	\$ 39.31
Food Related Services	Server	\$ 10.10	\$ 13.17	52.23%	\$ 15.38	\$ 20.05	24.00%	\$ 18.79	\$ 24.50
General Administrative	Administrative Assistant I	\$ 13.80	\$ 18.57	43.51%	\$ 19.81	\$ 26.65	24.00%	\$ 25.67	\$ 34.54
General Administrative	Administrative Assistant II	\$ 18.58	\$ 20.10	43.51%	\$ 26.66	\$ 28.84	24.00%	\$ 34.56	\$ 37.38

Connecticut (2017 HOURLY MINIMUM WAGE = \$10.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 20.11	\$ 21.82	43.51%	\$ 28.86	\$ 31.31	24.00%	\$ 37.40	\$ 40.58
General Administrative	Administrative Assistant IV	\$ 21.83	\$ 24.15	43.51%	\$ 31.33	\$ 34.66	24.00%	\$ 40.60	\$ 44.93
General Administrative	Administrative Assistant V	\$ 24.18	\$ 27.24	43.51%	\$ 34.70	\$ 39.09	24.00%	\$ 44.97	\$ 50.66
General Administrative	Administrative Staff Assistant	\$ 26.80	\$ 30.64	43.51%	\$ 38.45	\$ 43.97	24.00%	\$ 49.84	\$ 56.99
General Administrative	Administrative Staff Specialist	\$ 30.65	\$ 37.89	43.51%	\$ 43.99	\$ 54.38	24.00%	\$ 57.01	\$ 70.48
General Administrative	Administrative Staff Specialist Senior	\$ 37.91	\$ 29.60	43.51%	\$ 54.40	\$ 42.48	24.00%	\$ 70.50	\$ 55.06
General Administrative	Agency Management Analyst	\$ 24.72	\$ 32.45	43.51%	\$ 35.48	\$ 46.56	24.00%	\$ 45.98	\$ 60.35
General Administrative	Agency Management Analyst Lead	\$ 32.46	\$ 37.70	43.51%	\$ 46.58	\$ 54.11	24.00%	\$ 60.37	\$ 70.13
General Administrative	Agency Management Analyst Senior	\$ 37.78	\$ 58.79	43.51%	\$ 54.22	\$ 84.36	24.00%	\$ 70.27	\$ 109.34
General Administrative	<u>Clerk</u>	\$ 11.37	\$ 13.15	43.51%	\$ 16.32	\$ 18.87	24.00%	\$ 21.16	\$ 24.45
General Administrative	<u>Clerk Jr</u>	\$ 10.10	\$ 11.32	43.51%	\$ 14.49	\$ 16.25	24.00%	\$ 18.79	\$ 21.06
General Administrative	<u>Clerk Sr</u>	\$ 13.20	\$ 15.28	43.51%	\$ 18.94	\$ 21.92	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 11.24	\$ 15.77	43.51%	\$ 16.13	\$ 22.64	24.00%	\$ 20.90	\$ 29.34
General Administrative	Data Entry Operator Senior	\$ 15.81	\$ 22.70	43.51%	\$ 22.69	\$ 32.58	24.00%	\$ 29.41	\$ 42.22
General Administrative	<u>Document Control Clerk / Filing Specialist</u>	\$ 10.25	\$ 15.00	43.51%	\$ 14.71	\$ 21.53	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 19.92	\$ 24.76	43.51%	\$ 28.59	\$ 35.53	24.00%	\$ 37.05	\$ 46.05
General Administrative	Executive Secretary Senior	\$ 24.80	\$ 36.73	43.51%	\$ 35.59	\$ 52.71	24.00%	\$ 46.13	\$ 68.32
General Administrative	<u>Intake Specialist (HMGP)</u>	\$ 17.50	\$ 20.75	43.51%	\$ 25.11	\$ 29.78	24.00%	\$ 32.55	\$ 38.60
General Administrative	<u>Inventory Specialist</u>	\$ 15.00	\$ 18.00	43.51%	\$ 21.53	\$ 25.83	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 15.75	\$ 18.47	43.51%	\$ 22.60	\$ 26.50	24.00%	\$ 29.29	\$ 34.35
General Administrative	Legal Assistant Senior	\$ 18.50	\$ 46.65	43.51%	\$ 26.56	\$ 66.95	24.00%	\$ 34.42	\$ 86.77
General Administrative	Library Assistant	\$ 11.24	\$ 22.13	43.51%	\$ 16.13	\$ 31.76	24.00%	\$ 20.90	\$ 41.16
General Administrative	Medical Assistant I	\$ 15.09	\$ 17.61	43.51%	\$ 21.66	\$ 25.27	24.00%	\$ 28.07	\$ 32.75
General Administrative	Medical Assistant II	\$ 17.66	\$ 25.10	43.51%	\$ 25.34	\$ 36.02	24.00%	\$ 32.84	\$ 46.69
General Administrative	Medical Biller I	\$ 13.16	\$ 16.15	43.51%	\$ 18.88	\$ 23.18	24.00%	\$ 24.47	\$ 30.05
General Administrative	Medical Biller II	\$ 16.19	\$ 25.15	43.51%	\$ 23.24	\$ 36.10	24.00%	\$ 30.12	\$ 46.78
General Administrative	Medical Records Clerk I	\$ 15.81	\$ 23.03	43.51%	\$ 22.69	\$ 33.05	24.00%	\$ 29.41	\$ 42.83
General Administrative	Medical Records Clerk II	\$ 17.08	\$ 24.70	43.51%	\$ 24.51	\$ 35.44	24.00%	\$ 31.76	\$ 45.94
General Administrative	Office Manager	\$ 26.61	\$ 40.50	43.51%	\$ 38.18	\$ 58.12	24.00%	\$ 49.49	\$ 75.32
General Administrative	Office Services Aide	\$ 14.72	\$ 20.29	43.51%	\$ 21.13	\$ 29.11	24.00%	\$ 27.39	\$ 37.73
General Administrative	Office Services Assistant	\$ 15.79	\$ 21.42	43.51%	\$ 22.66	\$ 30.75	24.00%	\$ 29.36	\$ 39.85
General Administrative	Office Services Specialist	\$ 16.63	\$ 22.42	43.51%	\$ 23.87	\$ 32.18	24.00%	\$ 30.94	\$ 41.71
General Administrative	Office Services Supervisor	\$ 17.40	\$ 22.92	43.51%	\$ 24.98	\$ 32.89	24.00%	\$ 32.37	\$ 42.62
General Administrative	Office Services Supervisor Senior	\$ 20.17	\$ 25.71	43.51%	\$ 28.95	\$ 36.89	24.00%	\$ 37.52	\$ 47.82
General Administrative	Operator I	\$ 10.93	\$ 15.72	43.51%	\$ 15.69	\$ 22.56	24.00%	\$ 20.34	\$ 29.25
General Administrative	Operator II	\$ 15.75	\$ 18.38	43.51%	\$ 22.60	\$ 26.37	24.00%	\$ 29.29	\$ 34.18
General Administrative	Operator III (Key Disc Operator)	\$ 18.43	\$ 20.87	43.51%	\$ 26.45	\$ 29.95	24.00%	\$ 34.28	\$ 38.81
General Administrative	Operator IV (Key Disc Operator)	\$ 20.88	\$ 24.19	43.51%	\$ 29.97	\$ 34.72	24.00%	\$ 38.84	\$ 45.00
General Administrative	<u>Paralegal</u>	\$ 14.00	\$ 23.50	43.51%	\$ 20.09	\$ 33.72	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 14.02	\$ 18.76	43.51%	\$ 20.12	\$ 26.92	24.00%	\$ 26.07	\$ 34.89

Connecticut (2017 HOURLY MINIMUM WAGE = \$10.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 18.77	\$ 20.01	43.51%	\$ 26.94	\$ 28.71	24.00%	\$ 34.91	\$ 37.22
General Administrative	Photocopy Supervisor	\$ 15.15	\$ 21.04	43.51%	\$ 21.75	\$ 30.20	24.00%	\$ 28.19	\$ 39.14
General Administrative	Photocopy Technician	\$ 13.69	\$ 19.35	43.51%	\$ 19.64	\$ 27.77	24.00%	\$ 25.46	\$ 35.99
General Administrative	Photo-Typesetting Specialist	\$ 17.82	\$ 25.66	43.51%	\$ 25.58	\$ 36.82	24.00%	\$ 33.15	\$ 47.72
General Administrative	Photo-Typesetting Supervisor	\$ 19.04	\$ 27.86	43.51%	\$ 27.32	\$ 39.98	24.00%	\$ 35.41	\$ 51.81
General Administrative	Postal Aide	\$ 10.10	\$ 13.69	43.51%	\$ 14.49	\$ 19.64	24.00%	\$ 18.79	\$ 25.46
General Administrative	Postal Aide Senior	\$ 13.75	\$ 21.64	43.51%	\$ 19.74	\$ 31.05	24.00%	\$ 25.58	\$ 40.25
General Administrative	Postal Assistant	\$ 21.71	\$ 24.13	43.51%	\$ 31.16	\$ 34.63	24.00%	\$ 40.39	\$ 44.88
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	43.51%	\$ 43.05	\$ 64.58	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	43.51%	\$ 28.70	\$ 35.88	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 16.06	\$ 21.21	43.51%	\$ 23.05	\$ 30.44	24.00%	\$ 29.88	\$ 39.45
General Administrative	Public Relations Specialist	\$ 22.32	\$ 38.17	43.51%	\$ 32.03	\$ 54.78	24.00%	\$ 41.52	\$ 71.00
General Administrative	Public Relations Specialist Assistant	\$ 16.06	\$ 22.28	43.51%	\$ 23.05	\$ 31.98	24.00%	\$ 29.88	\$ 41.45
General Administrative	Receptionist	\$ 11.22	\$ 14.45	43.51%	\$ 16.11	\$ 20.73	24.00%	\$ 20.88	\$ 26.87
General Administrative	Receptionist Senior	\$ 14.46	\$ 22.80	43.51%	\$ 20.75	\$ 32.72	24.00%	\$ 26.89	\$ 42.41
General Administrative	Secretary	\$ 11.87	\$ 15.86	43.51%	\$ 17.03	\$ 22.76	24.00%	\$ 22.08	\$ 29.50
General Administrative	Secretary Senior	\$ 15.93	\$ 28.11	43.51%	\$ 22.86	\$ 40.34	24.00%	\$ 29.62	\$ 52.28
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	43.51%	\$ 21.89	\$ 25.83	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 13.80	\$ 33.72	43.51%	\$ 19.81	\$ 48.39	24.00%	\$ 25.67	\$ 62.72
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	43.51%	\$ 28.70	\$ 38.02	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 24.74	\$ 30.51	43.51%	\$ 35.50	\$ 43.79	24.00%	\$ 46.01	\$ 56.75
Human Resources	Classification / Compensation Analyst Senior	\$ 30.57	\$ 40.50	43.51%	\$ 43.88	\$ 58.12	24.00%	\$ 56.87	\$ 75.32
Human Resources	Classification / Compensation Consultant	\$ 40.52	\$ 54.27	43.51%	\$ 58.15	\$ 77.89	24.00%	\$ 75.37	\$ 100.95
Human Resources	EEO Program Analyst	\$ 23.89	\$ 38.13	43.51%	\$ 34.28	\$ 54.73	24.00%	\$ 44.43	\$ 70.93
Human Resources	EEO Program Specialist	\$ 26.34	\$ 41.60	43.51%	\$ 37.80	\$ 59.70	24.00%	\$ 48.99	\$ 77.37
Human Resources	Employee Relations Analyst	\$ 21.51	\$ 27.24	43.51%	\$ 30.87	\$ 39.09	24.00%	\$ 40.01	\$ 50.66
Human Resources	Employee Relations Analyst Senior	\$ 27.30	\$ 48.18	43.51%	\$ 39.18	\$ 69.15	24.00%	\$ 50.78	\$ 89.62
Human Resources	Human Resources Assistant	\$ 16.51	\$ 23.77	43.51%	\$ 23.69	\$ 34.12	24.00%	\$ 30.70	\$ 44.22
Human Resources	Human Resources Generalist	\$ 19.14	\$ 24.34	43.51%	\$ 27.46	\$ 34.94	24.00%	\$ 35.59	\$ 45.28
Human Resources	Human Resources Generalist Senior	\$ 24.48	\$ 42.76	43.51%	\$ 35.14	\$ 61.36	24.00%	\$ 45.54	\$ 79.53
Human Resources	Personnel Analyst	\$ 18.95	\$ 24.09	43.51%	\$ 27.19	\$ 34.57	24.00%	\$ 35.24	\$ 44.81
Human Resources	Personnel Analyst Senior	\$ 24.15	\$ 29.22	43.51%	\$ 34.66	\$ 41.94	24.00%	\$ 44.93	\$ 54.35
Human Resources	Personnel Practices Analyst	\$ 29.30	\$ 34.51	43.51%	\$ 42.05	\$ 49.52	24.00%	\$ 54.49	\$ 64.18
Human Resources	Personnel Practices Analyst Senior	\$ 34.57	\$ 44.01	43.51%	\$ 49.61	\$ 63.16	24.00%	\$ 64.30	\$ 81.86
Human Resources	Personnel Practices Manager	\$ 43.30	\$ 53.87	43.51%	\$ 62.14	\$ 77.31	24.00%	\$ 80.54	\$ 100.20
Human Services	Social Worker	\$ 21.10	\$ 35.73	42.97%	\$ 30.16	\$ 51.09	24.00%	\$ 39.24	\$ 66.46
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	42.97%	\$ 32.17	\$ 44.32	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 16.00	\$ 22.09	42.97%	\$ 22.88	\$ 31.59	24.00%	\$ 29.76	\$ 41.09
Human Services	Support Enforcement Specialist Senior	\$ 22.17	\$ 26.15	42.97%	\$ 31.70	\$ 37.39	24.00%	\$ 41.24	\$ 48.64
Human Services	Utilization Review Analyst	\$ 22.17	\$ 31.80	42.97%	\$ 31.70	\$ 45.47	24.00%	\$ 41.24	\$ 59.15

Connecticut (2017 HOURLY MINIMUM WAGE = \$10.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 31.86	\$ 51.11	42.97%	\$ 45.56	\$ 73.08	24.00%	\$ 59.27	\$ 95.07
Insurance	Claims Adjuster I	\$ 18.31	\$ 22.17	42.97%	\$ 26.18	\$ 31.70	24.00%	\$ 34.07	\$ 41.24
Insurance	Claims Adjuster II	\$ 22.23	\$ 31.80	42.97%	\$ 31.79	\$ 45.47	24.00%	\$ 41.35	\$ 59.15
Insurance	Claims Specialist	\$ 31.86	\$ 40.16	42.97%	\$ 45.56	\$ 57.41	24.00%	\$ 59.27	\$ 74.69
Insurance	Worker's Compensation Specialist	\$ 30.11	\$ 45.03	42.97%	\$ 43.04	\$ 64.39	24.00%	\$ 56.00	\$ 83.76
Laborer/Industrial	CDL Driver	\$ 16.06	\$ 23.05	52.23%	\$ 24.46	\$ 35.10	24.00%	\$ 29.88	\$ 42.88
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	52.23%	\$ 32.73	\$ 42.96	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	52.23%	\$ 42.55	\$ 50.56	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	52.23%	\$ 46.05	\$ 53.28	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	52.23%	\$ 37.68	\$ 45.67	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	52.23%	\$ 37.68	\$ 44.91	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	52.23%	\$ 47.95	\$ 57.47	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	52.23%	\$ 40.34	\$ 51.07	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 17.24	\$ 24.71	52.23%	\$ 26.24	\$ 37.62	24.00%	\$ 32.07	\$ 45.96
Laborer/Industrial	Forklift Operator	\$ 13.44	\$ 18.72	52.23%	\$ 20.45	\$ 28.50	24.00%	\$ 24.99	\$ 34.82
Laborer/Industrial	Forklift Operator Senior	\$ 18.76	\$ 27.30	52.23%	\$ 28.55	\$ 41.56	24.00%	\$ 34.89	\$ 50.78
Laborer/Industrial	Grounds Worker	\$ 10.88	\$ 15.09	52.23%	\$ 16.57	\$ 22.97	24.00%	\$ 20.24	\$ 28.07
Laborer/Industrial	Grounds Worker Lead	\$ 15.15	\$ 20.24	52.23%	\$ 23.07	\$ 30.80	24.00%	\$ 28.19	\$ 37.64
Laborer/Industrial	Grounds Worker Senior	\$ 16.18	\$ 20.11	52.23%	\$ 24.63	\$ 30.61	24.00%	\$ 30.09	\$ 37.40
Laborer/Industrial	Groundskeeper / Landscaper	\$ 11.24	\$ 15.75	52.23%	\$ 17.11	\$ 23.97	24.00%	\$ 20.90	\$ 29.29
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 15.76	\$ 20.11	52.23%	\$ 23.99	\$ 30.61	24.00%	\$ 29.32	\$ 37.40
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 10.10	\$ 15.13	52.23%	\$ 15.38	\$ 23.03	24.00%	\$ 18.79	\$ 28.14
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 10.10	\$ 15.13	52.23%	\$ 15.38	\$ 23.03	24.00%	\$ 18.79	\$ 28.14
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 10.10	\$ 15.13	52.23%	\$ 15.38	\$ 23.03	24.00%	\$ 18.79	\$ 28.14
Laborer/Industrial	Housekeeping Supervisor	\$ 13.44	\$ 18.66	52.23%	\$ 20.45	\$ 28.40	24.00%	\$ 24.99	\$ 34.70
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 18.69	\$ 28.92	52.23%	\$ 28.46	\$ 44.02	24.00%	\$ 34.77	\$ 53.79
Laborer/Industrial	Housekeeping Worker	\$ 10.10	\$ 15.23	52.23%	\$ 15.38	\$ 23.19	24.00%	\$ 18.79	\$ 28.33
Laborer/Industrial	Housekeeping Worker Senior	\$ 15.29	\$ 19.53	52.23%	\$ 23.28	\$ 29.73	24.00%	\$ 28.45	\$ 36.32
Laborer/Industrial	Inventory Worker Light	\$ 11.89	\$ 18.63	52.23%	\$ 18.11	\$ 28.36	24.00%	\$ 22.12	\$ 34.65
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 10.88	\$ 20.91	52.23%	\$ 16.57	\$ 31.82	24.00%	\$ 20.24	\$ 38.88
Laborer/Industrial	Motor Vehicle Operator A	\$ 10.60	\$ 14.46	52.23%	\$ 16.14	\$ 22.01	24.00%	\$ 19.72	\$ 26.89
Laborer/Industrial	Motor Vehicle Operator B	\$ 14.52	\$ 23.45	52.23%	\$ 22.11	\$ 35.69	24.00%	\$ 27.01	\$ 43.61
Laborer/Industrial	Packer	\$ 10.10	\$ 15.13	52.23%	\$ 15.38	\$ 23.03	24.00%	\$ 18.79	\$ 28.14
Laborer/Industrial	Warehouse Specialist I	\$ 10.88	\$ 15.13	52.23%	\$ 16.57	\$ 23.03	24.00%	\$ 20.24	\$ 28.14
Laborer/Industrial	Warehouse Specialist II	\$ 15.15	\$ 18.95	52.23%	\$ 23.07	\$ 28.84	24.00%	\$ 28.19	\$ 35.24
Laborer/Industrial	Warehouse Specialist III	\$ 19.01	\$ 24.22	52.23%	\$ 28.94	\$ 36.87	24.00%	\$ 35.36	\$ 45.04
Laborer/Industrial	Warehouse worker (included)	\$ 10.10	\$ 11.00	52.23%	\$ 15.38	\$ 16.75	24.00%	\$ 18.79	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 10.10	\$ 15.13	52.23%	\$ 15.38	\$ 23.03	24.00%	\$ 18.79	\$ 28.14
Laborer/Industrial	Warehouse Worker II	\$ 15.15	\$ 18.95	52.23%	\$ 23.07	\$ 28.84	24.00%	\$ 28.19	\$ 35.24
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	52.23%	\$ 37.22	\$ 48.71	24.00%	\$ 45.48	\$ 59.52

Connecticut (2017 HOURLY MINIMUM WAGE = \$10.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	52.23%	\$ 37.22	\$ 44.91	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	52.23%	\$ 37.22	\$ 44.91	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 14.46	\$ 18.66	42.97%	\$ 20.67	\$ 26.67	24.00%	\$ 26.89	\$ 34.70
Media	Audio Visual Technician Senior	\$ 18.69	\$ 30.98	42.97%	\$ 26.73	\$ 44.29	24.00%	\$ 34.77	\$ 57.62
Media	Graphic Artist	\$ 17.03	\$ 20.32	42.97%	\$ 24.34	\$ 29.06	24.00%	\$ 31.67	\$ 37.80
Media	Graphic Artist Senior	\$ 20.32	\$ 28.59	42.97%	\$ 29.06	\$ 40.88	24.00%	\$ 37.80	\$ 53.18
Media	Graphic Designer	\$ 17.03	\$ 20.32	42.97%	\$ 24.34	\$ 29.06	24.00%	\$ 31.67	\$ 37.80
Media	Graphic Designer Senior	\$ 20.36	\$ 28.59	42.97%	\$ 29.11	\$ 40.88	24.00%	\$ 37.87	\$ 53.18
Media	Photographer	\$ 11.24	\$ 14.88	42.97%	\$ 16.06	\$ 21.27	24.00%	\$ 20.90	\$ 27.67
Media	Photographer Senior	\$ 14.90	\$ 23.84	42.97%	\$ 21.31	\$ 34.08	24.00%	\$ 27.72	\$ 44.34
Media	TV / Video Production Specialist	\$ 22.49	\$ 28.93	42.97%	\$ 32.15	\$ 41.36	24.00%	\$ 41.82	\$ 53.81
Media	TV / Video Production Technician	\$ 28.97	\$ 39.20	42.97%	\$ 41.42	\$ 56.04	24.00%	\$ 53.88	\$ 72.90
Security	Armed Security Officer	\$ 18.00	\$ 24.09	65.29%	\$ 29.75	\$ 39.82	24.00%	\$ 33.48	\$ 44.81
Security	<u>Captain</u>	\$ 25.28	\$ 36.02	65.29%	\$ 41.78	\$ 59.54	24.00%	\$ 47.02	\$ 67.00
Security	Dispatcher/Police	\$ 17.44	\$ 29.73	65.29%	\$ 28.83	\$ 49.14	24.00%	\$ 32.44	\$ 55.29
Security	<u>Lieutenant</u>	\$ 22.75	\$ 31.60	65.29%	\$ 37.61	\$ 52.23	24.00%	\$ 42.32	\$ 58.77
Security	<u>Sergeant</u>	\$ 20.86	\$ 29.07	65.29%	\$ 34.47	\$ 48.05	24.00%	\$ 38.79	\$ 54.07
Security	Unarmed Security Guard	\$ 12.16	\$ 23.76	65.29%	\$ 20.10	\$ 39.28	24.00%	\$ 22.62	\$ 44.20
Tax	Data Entry Clerk	\$ 11.24	\$ 14.46	43.51%	\$ 16.13	\$ 20.75	24.00%	\$ 20.90	\$ 26.89
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 14.52	\$ 22.80	43.51%	\$ 20.84	\$ 32.72	24.00%	\$ 27.01	\$ 42.41
Tax	Error Resolution and Document Processor	\$ 18.90	\$ 26.25	43.51%	\$ 27.12	\$ 37.67	24.00%	\$ 35.15	\$ 48.83
Tax	General Clerical	\$ 10.93	\$ 16.17	43.51%	\$ 15.69	\$ 23.20	24.00%	\$ 20.34	\$ 30.07
Tax	On-Site Administrator (Day)	\$ 12.78	\$ 27.63	43.51%	\$ 18.34	\$ 39.65	24.00%	\$ 23.77	\$ 51.39
Tax	On-Site Administrator (Evening)	\$ 12.78	\$ 27.63	43.51%	\$ 18.34	\$ 39.65	24.00%	\$ 23.77	\$ 51.39
Tax	Remittance Processor	\$ 22.71	\$ 33.66	43.51%	\$ 32.60	\$ 48.30	24.00%	\$ 42.25	\$ 62.61
Tax	Taxpayer Information & Assistance Agent	\$ 20.12	\$ 28.91	43.51%	\$ 28.88	\$ 41.48	24.00%	\$ 37.43	\$ 53.77
Technical	Agricultural Technician	\$ 20.69	\$ 33.58	46.90%	\$ 30.39	\$ 49.33	24.00%	\$ 38.48	\$ 62.46
Technical	Agricultural Technician Lead	\$ 23.21	\$ 37.08	46.90%	\$ 34.09	\$ 54.48	24.00%	\$ 43.16	\$ 68.98
Technical	Agricultural Technician Supervisor	\$ 27.87	\$ 44.68	46.90%	\$ 40.94	\$ 65.64	24.00%	\$ 51.84	\$ 83.11
Technical	Analytical Chemist	\$ 21.93	\$ 37.08	46.90%	\$ 32.21	\$ 54.48	24.00%	\$ 40.79	\$ 68.98
Technical	Analytical Chemist Assistant	\$ 25.62	\$ 42.19	46.90%	\$ 37.64	\$ 61.98	24.00%	\$ 47.65	\$ 78.47
Technical	Analytical Chemist Senior	\$ 32.33	\$ 52.77	46.90%	\$ 47.50	\$ 77.52	24.00%	\$ 60.14	\$ 98.15
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	46.90%	\$ 29.08	\$ 45.58	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	46.90%	\$ 42.44	\$ 55.01	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 23.16	\$ 34.82	46.90%	\$ 34.02	\$ 51.15	24.00%	\$ 43.07	\$ 64.77
Technical	Bridge Design Drafter Senior	\$ 24.70	\$ 37.65	46.90%	\$ 36.28	\$ 55.31	24.00%	\$ 45.94	\$ 70.03
Technical	Cartographic Drafter	\$ 29.11	\$ 41.00	46.90%	\$ 42.76	\$ 60.23	24.00%	\$ 54.14	\$ 76.26
Technical	Cartographic Drafter Assistant	\$ 22.81	\$ 34.32	46.90%	\$ 33.51	\$ 50.41	24.00%	\$ 42.43	\$ 63.83
Technical	Cartographic Supervisor	\$ 39.71	\$ 53.39	46.90%	\$ 58.34	\$ 78.43	24.00%	\$ 73.87	\$ 99.30
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	46.90%	\$ 23.50	\$ 28.65	24.00%	\$ 29.76	\$ 36.27

Connecticut (2017 HOURLY MINIMUM WAGE = \$10.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	<u>Direct Certification Coordinator</u>	\$ 39.59	\$ 48.15	46.90%	\$ 58.16	\$ 70.73	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 35.01	\$ 49.56	46.90%	\$ 51.43	\$ 72.80	24.00%	\$ 65.12	\$ 92.18
Technical	Engineering Design Drafting Supervisor	\$ 40.74	\$ 56.79	46.90%	\$ 59.84	\$ 83.42	24.00%	\$ 75.77	\$ 105.63
Technical	Engineering Design Drafting Technician	\$ 19.67	\$ 26.04	46.90%	\$ 28.89	\$ 38.25	24.00%	\$ 36.58	\$ 48.43
Technical	Engineering Drafting Technician	\$ 19.70	\$ 26.04	46.90%	\$ 28.95	\$ 38.25	24.00%	\$ 36.65	\$ 48.43
Technical	Engineering Drafting Technician Senior	\$ 22.84	\$ 33.20	46.90%	\$ 33.55	\$ 48.78	24.00%	\$ 42.48	\$ 61.76
Technical	Environmental Engineer	\$ 32.34	\$ 51.10	46.90%	\$ 47.51	\$ 75.07	24.00%	\$ 60.16	\$ 95.05
Technical	Environmental Engineer Senior	\$ 34.83	\$ 55.90	46.90%	\$ 51.17	\$ 82.12	24.00%	\$ 64.79	\$ 103.98
Technical	Environmental Program Analyst	\$ 27.44	\$ 40.55	46.90%	\$ 40.31	\$ 59.56	24.00%	\$ 51.04	\$ 75.42
Technical	Environmental Program Planner	\$ 29.32	\$ 43.81	46.90%	\$ 43.08	\$ 64.35	24.00%	\$ 54.54	\$ 81.48
Technical	Environmental Program Specialist	\$ 31.52	\$ 39.59	46.90%	\$ 46.31	\$ 58.15	24.00%	\$ 58.63	\$ 73.63
Technical	Environmental Specialist - Field	\$ 29.32	\$ 42.80	46.90%	\$ 43.08	\$ 62.87	24.00%	\$ 54.54	\$ 79.60
Technical	Environmental Specialist Senior - Field	\$ 30.16	\$ 44.79	46.90%	\$ 44.30	\$ 65.80	24.00%	\$ 56.09	\$ 83.32
Technical	Environmental Technician	\$ 27.44	\$ 40.55	46.90%	\$ 40.31	\$ 59.56	24.00%	\$ 51.04	\$ 75.42
Technical	Environmental Technician Senior	\$ 29.32	\$ 43.81	46.90%	\$ 43.08	\$ 64.35	24.00%	\$ 54.54	\$ 81.48
Technical	<u>Help Desk Support</u>	\$ 15.50	\$ 25.00	46.90%	\$ 22.77	\$ 36.73	24.00%	\$ 28.83	\$ 46.50
Technical	<u>Home Repair Coordinator</u>	\$ 17.25	\$ 24.00	46.90%	\$ 25.34	\$ 35.26	24.00%	\$ 32.09	\$ 44.64
Technical	<u>Housing Recovery Advisor</u>	\$ 25.00	\$ 30.56	46.90%	\$ 36.73	\$ 44.89	24.00%	\$ 46.50	\$ 56.83
Technical	Laboratory Technician	\$ 20.94	\$ 31.37	46.90%	\$ 30.77	\$ 46.08	24.00%	\$ 38.96	\$ 58.35
Technical	Laboratory Technician Senior	\$ 22.23	\$ 33.82	46.90%	\$ 32.66	\$ 49.69	24.00%	\$ 41.35	\$ 62.91
Technical	<u>Program Support Specialist</u>	\$ 22.00	\$ 26.50	46.90%	\$ 32.32	\$ 38.93	24.00%	\$ 40.92	\$ 49.29
Technical	<u>Regional Recovery Outreach Manager</u>	\$ 33.33	\$ 44.45	46.90%	\$ 48.97	\$ 65.29	24.00%	\$ 62.00	\$ 82.67
Technical	Residential Plan Reviewer	\$ 24.31	\$ 37.97	46.90%	\$ 35.71	\$ 55.78	24.00%	\$ 45.21	\$ 70.62
Technical	Right of Way Technician	\$ 34.49	\$ 54.54	46.90%	\$ 50.67	\$ 80.12	24.00%	\$ 64.16	\$ 101.44
Technical	Right of Way Technician Supervisor	\$ 37.24	\$ 59.87	46.90%	\$ 54.70	\$ 87.95	24.00%	\$ 69.26	\$ 111.36
Technical	Safety Engineer	\$ 33.99	\$ 53.30	46.90%	\$ 49.93	\$ 78.30	24.00%	\$ 63.22	\$ 99.14
Technical	Safety Engineer Senior	\$ 38.64	\$ 60.99	46.90%	\$ 56.76	\$ 89.59	24.00%	\$ 71.87	\$ 113.43
Technical	Title Examiner	\$ 23.67	\$ 33.29	46.90%	\$ 34.78	\$ 48.91	24.00%	\$ 44.03	\$ 61.92
Technical	Traffic Controller	\$ 28.65	\$ 46.32	46.90%	\$ 42.09	\$ 68.05	24.00%	\$ 53.30	\$ 86.16
Technical	Traffic Controller Senior	\$ 34.49	\$ 54.54	46.90%	\$ 50.67	\$ 80.12	24.00%	\$ 64.16	\$ 101.44
Technical	Transportation Data Analyst	\$ 28.65	\$ 46.32	46.90%	\$ 42.09	\$ 68.05	24.00%	\$ 53.30	\$ 86.16
Technical	Transportation Data Analyst Senior	\$ 34.49	\$ 54.54	46.90%	\$ 50.67	\$ 80.12	24.00%	\$ 64.16	\$ 101.44
Technical	Transportation Data Analyst Supervisor	\$ 34.49	\$ 54.54	46.90%	\$ 50.67	\$ 80.12	24.00%	\$ 64.16	\$ 101.44
Technical	Transportation Data Technician	\$ 28.65	\$ 46.32	46.90%	\$ 42.09	\$ 68.05	24.00%	\$ 53.30	\$ 86.16
Technical	Transportation District Utilities Specialist	\$ 33.85	\$ 54.53	46.90%	\$ 49.72	\$ 80.10	24.00%	\$ 62.96	\$ 101.42
Technical	Transportation Engineering Technician -Survey	\$ 35.15	\$ 59.66	46.90%	\$ 51.64	\$ 87.64	24.00%	\$ 65.38	\$ 110.96
Technical	Transportation Engineering Technician -Survey Senior	\$ 38.80	\$ 62.43	46.90%	\$ 57.00	\$ 91.70	24.00%	\$ 72.17	\$ 116.11
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 40.96	\$ 66.69	46.90%	\$ 60.18	\$ 97.96	24.00%	\$ 76.19	\$ 124.04
Technical	Transportation Materials Technician	\$ 16.46	\$ 23.67	46.90%	\$ 24.17	\$ 34.78	24.00%	\$ 30.61	\$ 44.03
Technical	Transportation Materials Technician Senior	\$ 17.56	\$ 25.67	46.90%	\$ 25.79	\$ 37.71	24.00%	\$ 32.65	\$ 47.75

Connecticut (2017 HOURLY MINIMUM WAGE = \$10.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 35.15	\$ 58.37	46.90%	\$ 51.64	\$ 85.74	24.00%	\$ 65.38	\$ 108.57
Technical	Transportation Materials Technician Supervisor	\$ 40.96	\$ 66.69	46.90%	\$ 60.18	\$ 97.96	24.00%	\$ 76.19	\$ 124.04
Technical	Transportation Planning Specialist	\$ 33.85	\$ 54.53	46.90%	\$ 49.72	\$ 80.10	24.00%	\$ 62.96	\$ 101.42
Technical	Transportation Planning Specialist Senior	\$ 38.80	\$ 62.43	46.90%	\$ 57.00	\$ 91.70	24.00%	\$ 72.17	\$ 116.11
Technical	Transportation Technical Program Coordinator	\$ 33.85	\$ 54.53	46.90%	\$ 49.72	\$ 80.10	24.00%	\$ 62.96	\$ 101.42
Technical	Transportation Technical Support Coordinator	\$ 33.85	\$ 54.53	46.90%	\$ 49.72	\$ 80.10	24.00%	\$ 62.96	\$ 101.42
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	46.90%	\$ 55.09	\$ 66.11	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 19.58	\$ 24.09	56.93%	\$ 30.72	\$ 37.81	24.00%	\$ 36.42	\$ 44.81
Trades	Boiler Operator II	\$ 24.15	\$ 27.73	56.93%	\$ 37.90	\$ 43.52	24.00%	\$ 44.93	\$ 51.58
Trades	Boiler Operator Senior I	\$ 27.76	\$ 30.30	56.93%	\$ 43.56	\$ 47.54	24.00%	\$ 51.63	\$ 56.35
Trades	Boiler Operator Senior II	\$ 30.32	\$ 41.51	56.93%	\$ 47.58	\$ 65.14	24.00%	\$ 56.40	\$ 77.20
Trades	Carpenter Assistant	\$ 13.04	\$ 17.64	56.93%	\$ 20.47	\$ 27.69	24.00%	\$ 24.26	\$ 32.82
Trades	Carpenter	\$ 17.66	\$ 24.74	56.93%	\$ 27.71	\$ 38.82	24.00%	\$ 32.84	\$ 46.01
Trades	Carpenter Senior	\$ 26.11	\$ 35.28	56.93%	\$ 40.98	\$ 55.36	24.00%	\$ 48.57	\$ 65.61
Trades	Electrician	\$ 27.84	\$ 46.34	56.93%	\$ 43.70	\$ 72.72	24.00%	\$ 51.79	\$ 86.19
Trades	Electrician Assistant	\$ 14.85	\$ 18.33	56.93%	\$ 23.31	\$ 28.76	24.00%	\$ 27.62	\$ 34.09
Trades	Electrician Senior	\$ 21.50	\$ 24.80	56.93%	\$ 33.74	\$ 38.92	24.00%	\$ 39.99	\$ 46.13
Trades	Electrician Supervisor Senior	\$ 24.86	\$ 43.71	56.93%	\$ 39.02	\$ 68.59	24.00%	\$ 46.24	\$ 81.30
Trades	Electronic Equipment Install & Repair Supervisor	\$ 27.12	\$ 40.32	56.93%	\$ 42.57	\$ 63.27	24.00%	\$ 50.45	\$ 75.00
Trades	Electronic Equipment Install & Repair Technician	\$ 21.53	\$ 26.99	56.93%	\$ 33.78	\$ 42.35	24.00%	\$ 40.04	\$ 50.19
Trades	Electronic Technician	\$ 16.38	\$ 20.82	56.93%	\$ 25.71	\$ 32.67	24.00%	\$ 30.47	\$ 38.72
Trades	Electronic Technician Senior	\$ 20.88	\$ 36.93	56.93%	\$ 32.77	\$ 57.96	24.00%	\$ 38.84	\$ 68.69
Trades	Equipment Repair Supervisor	\$ 29.69	\$ 34.76	56.93%	\$ 46.59	\$ 54.55	24.00%	\$ 55.22	\$ 64.65
Trades	Equipment Repair Technician	\$ 16.38	\$ 20.82	56.93%	\$ 25.71	\$ 32.67	24.00%	\$ 30.47	\$ 38.72
Trades	Equipment Repair Technician Senior	\$ 20.88	\$ 29.61	56.93%	\$ 32.77	\$ 46.47	24.00%	\$ 38.84	\$ 55.08
Trades	HVAC Installation & Repair Assistant	\$ 12.78	\$ 20.39	56.93%	\$ 20.05	\$ 31.99	24.00%	\$ 23.77	\$ 37.92
Trades	HVAC Installation & Repair Assistant Senior	\$ 20.39	\$ 34.76	56.93%	\$ 31.99	\$ 54.55	24.00%	\$ 37.92	\$ 64.65
Trades	Laboratory Mechanic	\$ 16.39	\$ 22.23	56.93%	\$ 25.73	\$ 34.89	24.00%	\$ 30.49	\$ 41.35
Trades	Laboratory Mechanic Senior	\$ 22.23	\$ 33.82	56.93%	\$ 34.89	\$ 53.08	24.00%	\$ 41.35	\$ 62.91
Trades	Locksmith	\$ 20.11	\$ 29.58	56.93%	\$ 31.56	\$ 46.41	24.00%	\$ 37.40	\$ 55.01
Trades	Maintenance Field Worker	\$ 16.38	\$ 20.94	56.93%	\$ 25.71	\$ 32.87	24.00%	\$ 30.47	\$ 38.96
Trades	Mason Plasterer	\$ 20.24	\$ 23.32	56.93%	\$ 31.76	\$ 36.60	24.00%	\$ 37.64	\$ 43.37
Trades	Mason Plasterer Assistant	\$ 23.37	\$ 34.57	56.93%	\$ 36.68	\$ 54.25	24.00%	\$ 43.47	\$ 64.30
Trades	Mechanic	\$ 13.17	\$ 29.64	56.93%	\$ 20.67	\$ 46.51	24.00%	\$ 24.50	\$ 55.13
Trades	Painter	\$ 12.66	\$ 28.11	56.93%	\$ 19.87	\$ 44.11	24.00%	\$ 23.56	\$ 52.28
Trades	Plumber / Steamfitter	\$ 27.47	\$ 41.76	56.93%	\$ 43.10	\$ 65.54	24.00%	\$ 51.09	\$ 77.68
Trades	Plumber / Steamfitter Assistant	\$ 16.38	\$ 27.38	56.93%	\$ 25.71	\$ 42.96	24.00%	\$ 30.47	\$ 50.92
Trades	Printing Press Operator B	\$ 26.81	\$ 39.37	56.93%	\$ 42.07	\$ 61.79	24.00%	\$ 49.86	\$ 73.23
Trades	Production Supervisor	\$ 31.79	\$ 48.69	56.93%	\$ 49.89	\$ 76.40	24.00%	\$ 59.13	\$ 90.56
Trades	Radio Specialist	\$ 18.95	\$ 24.29	56.93%	\$ 29.73	\$ 38.12	24.00%	\$ 35.24	\$ 45.19

Connecticut (2017 HOURLY MINIMUM WAGE = \$10.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 24.33	\$ 31.80	56.93%	\$ 38.18	\$ 49.91	24.00%	\$ 45.26	\$ 59.15
Trades	Sheet Metal Worker	\$ 18.02	\$ 23.19	56.93%	\$ 28.28	\$ 36.40	24.00%	\$ 33.52	\$ 43.14
Trades	Sheet Metal Worker Assistant	\$ 13.69	\$ 18.31	56.93%	\$ 21.48	\$ 28.74	24.00%	\$ 25.46	\$ 34.07
Trades	Sheet Metal Worker Lead	\$ 23.26	\$ 31.81	56.93%	\$ 36.50	\$ 49.93	24.00%	\$ 43.26	\$ 59.17
Trades	Shipping / Receiving Clerk	\$ 18.13	\$ 24.85	56.93%	\$ 28.44	\$ 39.00	24.00%	\$ 33.71	\$ 46.22
Trades	Storekeeper Assistant I	\$ 13.47	\$ 19.72	56.93%	\$ 21.14	\$ 30.94	24.00%	\$ 25.06	\$ 36.67
Trades	Storekeeper Assistant II	\$ 14.66	\$ 21.20	56.93%	\$ 23.01	\$ 33.26	24.00%	\$ 27.27	\$ 39.43
Trades	Storekeeper I	\$ 10.10	\$ 13.17	56.93%	\$ 15.85	\$ 20.67	24.00%	\$ 18.79	\$ 24.50
Trades	Storekeeper II	\$ 13.25	\$ 16.06	56.93%	\$ 20.79	\$ 25.21	24.00%	\$ 24.64	\$ 29.88
Trades	Storekeeper III	\$ 16.12	\$ 19.72	56.93%	\$ 25.29	\$ 30.94	24.00%	\$ 29.97	\$ 36.67
Trades	Storekeeper Senior	\$ 19.74	\$ 23.03	56.93%	\$ 30.98	\$ 36.14	24.00%	\$ 36.72	\$ 42.83
Trades	Tool Room Assistant	\$ 10.60	\$ 16.06	56.93%	\$ 16.64	\$ 25.21	24.00%	\$ 19.72	\$ 29.88
Trades	Tool Room Assistant Senior	\$ 16.06	\$ 22.42	56.93%	\$ 25.21	\$ 35.19	24.00%	\$ 29.88	\$ 41.71
Trades	Trades Utilities Worker Senior	\$ 16.39	\$ 24.01	56.93%	\$ 25.73	\$ 37.69	24.00%	\$ 30.49	\$ 44.67
Trades	Trades Utility Worker	\$ 12.53	\$ 16.33	56.93%	\$ 19.66	\$ 25.63	24.00%	\$ 23.30	\$ 30.37
Trades	Tradesman Helper	\$ 12.53	\$ 20.17	56.93%	\$ 19.66	\$ 31.66	24.00%	\$ 23.30	\$ 37.52
Trades	Tradesman Helper Senior	\$ 20.17	\$ 25.14	56.93%	\$ 31.66	\$ 39.45	24.00%	\$ 37.52	\$ 46.76
Trades	Welder	\$ 13.80	\$ 22.86	56.93%	\$ 21.66	\$ 35.88	24.00%	\$ 25.67	\$ 42.53
Trades	Welder Senior	\$ 22.93	\$ 27.49	56.93%	\$ 35.98	\$ 43.14	24.00%	\$ 42.65	\$ 51.13
Trades	Work Zone Safety Officer	\$ 28.65	\$ 46.32	56.93%	\$ 44.97	\$ 72.70	24.00%	\$ 53.30	\$ 86.16

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	41.60%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	43.51%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	68.69%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	43.51%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	42.97%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	52.23%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	42.97%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	65.29%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	43.51%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	46.90%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	56.93%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Delaware (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 15.94	\$ 22.64	31.30%	\$ 20.93	\$ 29.72	24.00%	\$ 29.65	\$ 42.10
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	31.30%	\$ 11.21	\$ 18.35	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 22.65	\$ 31.43	31.30%	\$ 29.74	\$ 41.27	24.00%	\$ 42.12	\$ 58.47
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	31.30%	\$ 27.18	\$ 33.97	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	31.30%	\$ 20.38	\$ 26.16	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	31.30%	\$ 12.91	\$ 16.31	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 20.75	\$ 23.75	31.30%	\$ 27.25	\$ 31.18	24.00%	\$ 38.60	\$ 44.17
Accounting/Finance	Accounting Manager B	\$ 23.68	\$ 29.06	31.30%	\$ 31.09	\$ 38.16	24.00%	\$ 44.05	\$ 54.05
Accounting/Finance	Accounting Manager C	\$ 29.11	\$ 36.80	31.30%	\$ 38.23	\$ 48.32	24.00%	\$ 54.15	\$ 68.45
Accounting/Finance	Auditing - External Auditor	\$ 20.48	\$ 25.90	31.30%	\$ 26.89	\$ 34.01	24.00%	\$ 38.09	\$ 48.18
Accounting/Finance	Auditing - External Auditor Senior	\$ 25.92	\$ 36.80	31.30%	\$ 34.04	\$ 48.32	24.00%	\$ 48.22	\$ 68.45
Accounting/Finance	Auditing - Internal Auditor	\$ 20.48	\$ 25.90	31.30%	\$ 26.89	\$ 34.01	24.00%	\$ 38.09	\$ 48.18
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 25.96	\$ 36.80	31.30%	\$ 34.08	\$ 48.32	24.00%	\$ 48.28	\$ 68.45
Accounting/Finance	Bookkeeper	\$ 10.78	\$ 16.31	31.30%	\$ 14.15	\$ 21.42	24.00%	\$ 20.04	\$ 30.34
Accounting/Finance	Budget Analyst	\$ 20.09	\$ 26.28	31.30%	\$ 26.38	\$ 34.51	24.00%	\$ 37.36	\$ 48.89
Accounting/Finance	Budget Analyst Senior	\$ 26.29	\$ 40.81	31.30%	\$ 34.52	\$ 53.58	24.00%	\$ 48.91	\$ 75.90
Accounting/Finance	Closure/Disbursement Specialists	\$ 33.49	\$ 37.28	31.30%	\$ 43.98	\$ 48.95	24.00%	\$ 62.30	\$ 69.34
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 31.45	\$ 40.77	31.30%	\$ 41.30	\$ 53.54	24.00%	\$ 58.51	\$ 75.84
Accounting/Finance	CPA	\$ 32.62	\$ 43.11	31.30%	\$ 42.83	\$ 56.60	24.00%	\$ 60.67	\$ 80.18
Accounting/Finance	Fiscal Assistant	\$ 11.35	\$ 17.43	31.30%	\$ 14.90	\$ 22.89	24.00%	\$ 21.10	\$ 32.42
Accounting/Finance	Fiscal Technical Senior	\$ 15.20	\$ 21.68	31.30%	\$ 19.96	\$ 28.46	24.00%	\$ 28.27	\$ 40.32
Accounting/Finance	Fiscal Technician	\$ 17.49	\$ 21.37	31.30%	\$ 22.96	\$ 28.06	24.00%	\$ 32.52	\$ 39.75
Accounting/Finance	Payroll Assistant	\$ 16.60	\$ 20.97	31.30%	\$ 21.80	\$ 27.53	24.00%	\$ 30.88	\$ 39.00
Accounting/Finance	Purchasing / Procurement	\$ 20.97	\$ 31.16	31.30%	\$ 27.53	\$ 40.92	24.00%	\$ 39.00	\$ 57.97
Accounting/Finance	Sr. Compliance Officer	\$ 40.48	\$ 46.02	31.30%	\$ 53.16	\$ 60.42	24.00%	\$ 75.30	\$ 85.59
Accounting/Finance	Supervising Auditor	\$ 40.48	\$ 46.60	31.30%	\$ 53.16	\$ 61.19	24.00%	\$ 75.30	\$ 86.68
Call Center/Customer Service	Customer Service Inbound I	\$ 10.68	\$ 15.71	32.02%	\$ 14.10	\$ 20.74	24.00%	\$ 19.87	\$ 29.22
Call Center/Customer Service	Customer Service Inbound II	\$ 15.78	\$ 25.40	32.02%	\$ 20.83	\$ 33.53	24.00%	\$ 29.34	\$ 47.25

Delaware (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 10.68	\$ 15.71	32.02%	\$ 14.10	\$ 20.74	24.00%	\$ 19.87	\$ 29.22
Call Center/Customer Service	Customer Service Outbound II	\$ 15.78	\$ 25.40	32.02%	\$ 20.83	\$ 33.53	24.00%	\$ 29.34	\$ 47.25
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.49	\$ 17.77	32.02%	\$ 13.84	\$ 23.46	24.00%	\$ 19.50	\$ 33.05
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	32.02%	\$ 27.33	\$ 34.16	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 10.89	\$ 16.66	32.02%	\$ 14.37	\$ 21.99	24.00%	\$ 20.25	\$ 30.98
Call Center/Customer Service	Detailing Representative II	\$ 11.85	\$ 19.16	32.02%	\$ 15.64	\$ 25.30	24.00%	\$ 22.03	\$ 35.64
Call Center/Customer Service	Help Desk Analyst	\$ 14.11	\$ 31.32	32.02%	\$ 18.63	\$ 41.35	24.00%	\$ 26.25	\$ 58.26
Call Center/Customer Service	Market Research Inbound	\$ 20.70	\$ 24.86	32.02%	\$ 27.33	\$ 32.82	24.00%	\$ 38.50	\$ 46.23
Call Center/Customer Service	Market Research Outbound	\$ 24.88	\$ 37.88	32.02%	\$ 32.84	\$ 50.01	24.00%	\$ 46.27	\$ 70.45
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.68	\$ 13.84	32.02%	\$ 12.78	\$ 18.27	24.00%	\$ 18.00	\$ 25.74
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 14.01	\$ 20.02	32.02%	\$ 18.50	\$ 26.43	24.00%	\$ 26.06	\$ 37.24
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.68	\$ 13.84	32.02%	\$ 12.78	\$ 18.27	24.00%	\$ 18.00	\$ 25.74
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 14.01	\$ 20.02	32.02%	\$ 18.50	\$ 26.43	24.00%	\$ 26.06	\$ 37.24
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.68	\$ 13.57	32.02%	\$ 12.78	\$ 17.91	24.00%	\$ 18.00	\$ 25.23
Call Center/Customer Service	Sales Inbound I	\$ 10.25	\$ 17.70	32.02%	\$ 13.53	\$ 23.37	24.00%	\$ 19.06	\$ 32.93
Call Center/Customer Service	Sales Inbound II	\$ 14.01	\$ 20.02	32.02%	\$ 18.50	\$ 26.43	24.00%	\$ 26.06	\$ 37.24
Call Center/Customer Service	Sales Outbound I	\$ 12.70	\$ 17.81	32.02%	\$ 16.76	\$ 23.52	24.00%	\$ 23.61	\$ 33.13
Call Center/Customer Service	Sales Outbound II	\$ 14.01	\$ 20.02	32.02%	\$ 18.50	\$ 26.43	24.00%	\$ 26.06	\$ 37.24
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.58	\$ 13.87	32.02%	\$ 11.33	\$ 18.31	24.00%	\$ 15.96	\$ 25.80
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 13.88	\$ 17.99	32.02%	\$ 18.33	\$ 23.75	24.00%	\$ 25.82	\$ 33.46
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 10.22	\$ 13.66	32.02%	\$ 13.50	\$ 18.04	24.00%	\$ 19.02	\$ 25.42
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 13.72	\$ 24.15	32.02%	\$ 18.11	\$ 31.88	24.00%	\$ 25.52	\$ 44.92
Food Related Services	Barista (misc)	\$ 11.98	\$ 17.66	47.96%	\$ 17.72	\$ 26.13	24.00%	\$ 22.28	\$ 32.85
Food Related Services	Building Attendant (misc)	\$ 11.98	\$ 17.66	36.47%	\$ 16.34	\$ 24.10	24.00%	\$ 22.28	\$ 32.85
Food Related Services	Busser	\$ 11.98	\$ 17.66	36.47%	\$ 16.34	\$ 24.10	24.00%	\$ 22.28	\$ 32.85
Food Related Services	Cashiers	\$ 11.98	\$ 17.66	36.47%	\$ 16.34	\$ 24.10	24.00%	\$ 22.28	\$ 32.85
Food Related Services	Dishwasher	\$ 10.89	\$ 14.15	36.47%	\$ 14.86	\$ 19.32	24.00%	\$ 20.25	\$ 26.33
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	36.47%	\$ 19.65	\$ 24.02	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	36.47%	\$ 13.51	\$ 16.51	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 10.79	\$ 15.79	36.47%	\$ 14.72	\$ 21.54	24.00%	\$ 20.07	\$ 29.36
Food Related Services	Food Operations Manager Assistant	\$ 15.83	\$ 18.53	36.47%	\$ 21.60	\$ 25.29	24.00%	\$ 29.45	\$ 34.47
Food Related Services	Food Production Worker	\$ 8.69	\$ 14.22	36.47%	\$ 11.86	\$ 19.41	24.00%	\$ 16.16	\$ 26.45
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	36.47%	\$ 19.04	\$ 23.27	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	36.47%	\$ 14.74	\$ 18.01	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	36.47%	\$ 17.20	\$ 21.02	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.66	\$ 13.95	36.47%	\$ 11.81	\$ 19.03	24.00%	\$ 16.10	\$ 25.94
Food Related Services	Second Cook Senior	\$ 13.84	\$ 18.20	47.96%	\$ 20.48	\$ 26.94	24.00%	\$ 25.74	\$ 33.86
Food Related Services	Server	\$ 8.31	\$ 11.35	36.47%	\$ 11.34	\$ 15.48	24.00%	\$ 15.45	\$ 21.10
General Administrative	Administrative Assistant I	\$ 11.89	\$ 15.99	32.02%	\$ 15.70	\$ 21.12	24.00%	\$ 22.11	\$ 29.75
General Administrative	Administrative Assistant II	\$ 16.01	\$ 17.31	32.02%	\$ 21.13	\$ 22.85	24.00%	\$ 29.77	\$ 32.20

Delaware (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 17.32	\$ 18.79	32.02%	\$ 22.87	\$ 24.81	24.00%	\$ 32.22	\$ 34.95
General Administrative	Administrative Assistant IV	\$ 18.80	\$ 20.81	32.02%	\$ 24.82	\$ 27.47	24.00%	\$ 34.97	\$ 38.70
General Administrative	Administrative Assistant V	\$ 20.83	\$ 23.46	32.02%	\$ 27.50	\$ 30.98	24.00%	\$ 38.74	\$ 43.64
General Administrative	Administrative Staff Assistant	\$ 23.08	\$ 26.39	32.02%	\$ 30.47	\$ 34.84	24.00%	\$ 42.93	\$ 49.09
General Administrative	Administrative Staff Specialist	\$ 26.40	\$ 32.64	32.02%	\$ 34.86	\$ 43.09	24.00%	\$ 49.11	\$ 60.71
General Administrative	Administrative Staff Specialist Senior	\$ 32.65	\$ 25.50	32.02%	\$ 43.11	\$ 33.66	24.00%	\$ 60.73	\$ 47.43
General Administrative	Agency Management Analyst	\$ 21.30	\$ 27.95	32.02%	\$ 28.12	\$ 36.90	24.00%	\$ 39.61	\$ 51.99
General Administrative	Agency Management Analyst Lead	\$ 27.96	\$ 32.48	32.02%	\$ 36.91	\$ 42.88	24.00%	\$ 52.01	\$ 60.41
General Administrative	Agency Management Analyst Senior	\$ 32.54	\$ 50.64	32.02%	\$ 42.96	\$ 66.85	24.00%	\$ 60.53	\$ 94.19
General Administrative	Clerk	\$ 9.30	\$ 10.75	32.02%	\$ 12.28	\$ 14.19	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	32.02%	\$ 10.89	\$ 12.21	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	32.02%	\$ 14.26	\$ 16.50	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.68	\$ 13.59	32.02%	\$ 12.78	\$ 17.94	24.00%	\$ 18.00	\$ 25.27
General Administrative	Data Entry Operator Senior	\$ 13.62	\$ 19.55	32.02%	\$ 17.98	\$ 25.82	24.00%	\$ 25.33	\$ 36.37
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	32.02%	\$ 13.53	\$ 19.80	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 17.16	\$ 21.33	32.02%	\$ 22.65	\$ 28.16	24.00%	\$ 31.92	\$ 39.67
General Administrative	Executive Secretary Senior	\$ 21.36	\$ 31.64	32.02%	\$ 28.20	\$ 41.77	24.00%	\$ 39.73	\$ 58.85
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	32.02%	\$ 23.10	\$ 27.39	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	32.02%	\$ 19.80	\$ 23.76	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 13.57	\$ 15.91	32.02%	\$ 17.91	\$ 21.00	24.00%	\$ 25.23	\$ 29.59
General Administrative	Legal Assistant Senior	\$ 15.94	\$ 40.19	32.02%	\$ 21.04	\$ 53.05	24.00%	\$ 29.65	\$ 74.75
General Administrative	Library Assistant	\$ 9.68	\$ 19.06	32.02%	\$ 12.78	\$ 25.17	24.00%	\$ 18.00	\$ 35.46
General Administrative	Medical Assistant I	\$ 13.00	\$ 15.17	32.02%	\$ 17.16	\$ 20.02	24.00%	\$ 24.18	\$ 28.21
General Administrative	Medical Assistant II	\$ 15.21	\$ 21.62	32.02%	\$ 20.08	\$ 28.55	24.00%	\$ 28.29	\$ 40.22
General Administrative	Medical Biller I	\$ 11.33	\$ 13.91	32.02%	\$ 14.96	\$ 18.37	24.00%	\$ 21.08	\$ 25.88
General Administrative	Medical Biller II	\$ 13.95	\$ 21.67	32.02%	\$ 18.41	\$ 28.60	24.00%	\$ 25.94	\$ 40.30
General Administrative	Medical Records Clerk I	\$ 13.62	\$ 19.84	32.02%	\$ 17.98	\$ 26.19	24.00%	\$ 25.33	\$ 36.90
General Administrative	Medical Records Clerk II	\$ 14.71	\$ 21.27	32.02%	\$ 19.42	\$ 28.09	24.00%	\$ 27.36	\$ 39.57
General Administrative	Office Manager	\$ 22.92	\$ 34.88	32.02%	\$ 30.26	\$ 46.05	24.00%	\$ 42.63	\$ 64.89
General Administrative	Office Services Aide	\$ 12.68	\$ 17.47	32.02%	\$ 16.75	\$ 23.07	24.00%	\$ 23.59	\$ 32.50
General Administrative	Office Services Assistant	\$ 13.60	\$ 18.45	32.02%	\$ 17.95	\$ 24.36	24.00%	\$ 25.29	\$ 34.33
General Administrative	Office Services Specialist	\$ 14.33	\$ 19.31	32.02%	\$ 18.92	\$ 25.50	24.00%	\$ 26.65	\$ 35.93
General Administrative	Office Services Supervisor	\$ 14.99	\$ 19.74	32.02%	\$ 19.79	\$ 26.06	24.00%	\$ 27.89	\$ 36.72
General Administrative	Office Services Supervisor Senior	\$ 17.38	\$ 22.15	32.02%	\$ 22.94	\$ 29.24	24.00%	\$ 32.32	\$ 41.19
General Administrative	Operator I	\$ 9.42	\$ 13.54	32.02%	\$ 12.43	\$ 17.88	24.00%	\$ 17.52	\$ 25.19
General Administrative	Operator II	\$ 13.57	\$ 15.83	32.02%	\$ 17.91	\$ 20.90	24.00%	\$ 25.23	\$ 29.45
General Administrative	Operator III (Key Disc Operator)	\$ 15.87	\$ 17.98	32.02%	\$ 20.96	\$ 23.73	24.00%	\$ 29.53	\$ 33.43
General Administrative	Operator IV (Key Disc Operator)	\$ 17.99	\$ 20.84	32.02%	\$ 23.75	\$ 27.51	24.00%	\$ 33.46	\$ 38.76
General Administrative	Paralegal	\$ 14.00	\$ 23.50	32.02%	\$ 18.48	\$ 31.02	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 12.07	\$ 16.16	32.02%	\$ 15.94	\$ 21.33	24.00%	\$ 22.46	\$ 30.05

Delaware (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 16.17	\$ 17.24	32.02%	\$ 21.35	\$ 22.75	24.00%	\$ 30.07	\$ 32.06
General Administrative	Photocopy Supervisor	\$ 13.05	\$ 18.13	32.02%	\$ 17.23	\$ 23.93	24.00%	\$ 24.28	\$ 33.72
General Administrative	Photocopy Technician	\$ 11.79	\$ 16.67	32.02%	\$ 15.57	\$ 22.01	24.00%	\$ 21.93	\$ 31.00
General Administrative	Photo-Typesetting Specialist	\$ 15.35	\$ 22.10	32.02%	\$ 20.27	\$ 29.18	24.00%	\$ 28.55	\$ 41.11
General Administrative	Photo-Typesetting Supervisor	\$ 16.40	\$ 24.00	32.02%	\$ 21.65	\$ 31.68	24.00%	\$ 30.50	\$ 44.63
General Administrative	Postal Aide	\$ 8.61	\$ 11.79	32.02%	\$ 11.37	\$ 15.57	24.00%	\$ 16.02	\$ 21.93
General Administrative	Postal Aide Senior	\$ 11.85	\$ 18.64	32.02%	\$ 15.64	\$ 24.61	24.00%	\$ 22.03	\$ 34.67
General Administrative	Postal Assistant	\$ 18.71	\$ 20.78	32.02%	\$ 24.69	\$ 27.44	24.00%	\$ 34.79	\$ 38.66
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	32.02%	\$ 39.61	\$ 59.41	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	32.02%	\$ 26.40	\$ 33.01	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 13.84	\$ 18.27	32.02%	\$ 18.27	\$ 24.12	24.00%	\$ 25.74	\$ 33.98
General Administrative	Public Relations Specialist	\$ 19.23	\$ 32.88	32.02%	\$ 25.38	\$ 43.41	24.00%	\$ 35.76	\$ 61.16
General Administrative	Public Relations Specialist Assistant	\$ 13.84	\$ 19.20	32.02%	\$ 18.27	\$ 25.34	24.00%	\$ 25.74	\$ 35.70
General Administrative	Receptionist	\$ 9.67	\$ 12.44	32.02%	\$ 12.76	\$ 16.43	24.00%	\$ 17.98	\$ 23.15
General Administrative	Receptionist Senior	\$ 12.46	\$ 19.64	32.02%	\$ 16.44	\$ 25.93	24.00%	\$ 23.17	\$ 36.53
General Administrative	Secretary	\$ 10.22	\$ 13.66	32.02%	\$ 13.50	\$ 18.04	24.00%	\$ 19.02	\$ 25.42
General Administrative	Secretary Senior	\$ 13.72	\$ 24.21	32.02%	\$ 18.11	\$ 31.97	24.00%	\$ 25.52	\$ 45.04
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00	32.02%	\$ 20.13	\$ 23.76	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 11.89	\$ 29.05	32.02%	\$ 15.70	\$ 38.35	24.00%	\$ 22.11	\$ 54.03
Human Resources	Claims Representative	\$ 20.00	\$ 26.49	32.02%	\$ 26.40	\$ 34.97	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 21.31	\$ 26.28	32.02%	\$ 28.13	\$ 34.70	24.00%	\$ 39.63	\$ 48.89
Human Resources	Classification / Compensation Analyst Senior	\$ 26.34	\$ 34.88	32.02%	\$ 34.77	\$ 46.05	24.00%	\$ 48.99	\$ 64.89
Human Resources	Classification / Compensation Consultant	\$ 34.91	\$ 46.75	32.02%	\$ 46.08	\$ 61.72	24.00%	\$ 64.93	\$ 86.96
Human Resources	EEO Program Analyst	\$ 20.58	\$ 32.85	32.02%	\$ 27.17	\$ 43.37	24.00%	\$ 38.28	\$ 61.10
Human Resources	EEO Program Specialist	\$ 22.69	\$ 35.83	32.02%	\$ 29.96	\$ 47.31	24.00%	\$ 42.20	\$ 66.65
Human Resources	Employee Relations Analyst	\$ 18.53	\$ 23.46	32.02%	\$ 24.46	\$ 30.98	24.00%	\$ 34.47	\$ 43.64
Human Resources	Employee Relations Analyst Senior	\$ 23.52	\$ 41.50	32.02%	\$ 31.05	\$ 54.79	24.00%	\$ 43.74	\$ 77.20
Human Resources	Human Resources Assistant	\$ 14.22	\$ 20.48	32.02%	\$ 18.77	\$ 27.04	24.00%	\$ 26.45	\$ 38.09
Human Resources	Human Resources Generalist	\$ 16.48	\$ 20.97	32.02%	\$ 21.76	\$ 27.68	24.00%	\$ 30.66	\$ 39.00
Human Resources	Human Resources Generalist Senior	\$ 21.09	\$ 36.83	32.02%	\$ 27.84	\$ 48.63	24.00%	\$ 39.23	\$ 68.51
Human Resources	Personnel Analyst	\$ 16.32	\$ 20.75	32.02%	\$ 21.55	\$ 27.40	24.00%	\$ 30.36	\$ 38.60
Human Resources	Personnel Analyst Senior	\$ 20.81	\$ 25.17	32.02%	\$ 27.47	\$ 33.23	24.00%	\$ 38.70	\$ 46.82
Human Resources	Personnel Practices Analyst	\$ 25.24	\$ 29.72	32.02%	\$ 33.32	\$ 39.24	24.00%	\$ 46.94	\$ 55.29
Human Resources	Personnel Practices Analyst Senior	\$ 29.78	\$ 37.91	32.02%	\$ 39.31	\$ 50.05	24.00%	\$ 55.39	\$ 70.52
Human Resources	Personnel Practices Manager	\$ 37.30	\$ 46.40	32.02%	\$ 49.25	\$ 61.26	24.00%	\$ 69.38	\$ 86.31
Human Services	Social Worker	\$ 18.17	\$ 30.78	32.02%	\$ 23.99	\$ 40.64	24.00%	\$ 33.80	\$ 57.25
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	32.02%	\$ 29.70	\$ 40.93	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 13.78	\$ 19.03	32.02%	\$ 18.20	\$ 25.13	24.00%	\$ 25.64	\$ 35.40
Human Services	Support Enforcement Specialist Senior	\$ 19.10	\$ 22.53	32.02%	\$ 25.21	\$ 29.74	24.00%	\$ 35.52	\$ 41.90
Human Services	Utilization Review Analyst	\$ 19.10	\$ 27.39	32.02%	\$ 25.21	\$ 36.17	24.00%	\$ 35.52	\$ 50.95

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 27.45	\$ 44.03	32.02%	\$ 36.24	\$ 58.13	24.00%	\$ 51.05	\$ 81.90
Insurance	Claims Adjuster I	\$ 15.78	\$ 19.10	32.02%	\$ 20.83	\$ 25.21	24.00%	\$ 29.34	\$ 35.52
Insurance	Claims Adjuster II	\$ 19.15	\$ 27.39	32.02%	\$ 25.28	\$ 36.17	24.00%	\$ 35.62	\$ 50.95
Insurance	Claims Specialist	\$ 27.45	\$ 34.59	32.02%	\$ 36.24	\$ 45.67	24.00%	\$ 51.05	\$ 64.34
Insurance	Worker's Compensation Specialist	\$ 25.93	\$ 38.79	32.02%	\$ 34.24	\$ 51.21	24.00%	\$ 48.24	\$ 72.16
Laborer/Industrial	CDL Driver	\$ 13.84	\$ 19.86	36.47%	\$ 18.89	\$ 27.10	24.00%	\$ 25.74	\$ 36.94
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	36.47%	\$ 29.34	\$ 38.51	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	36.47%	\$ 38.14	\$ 45.32	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	36.47%	\$ 41.28	\$ 47.76	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	36.47%	\$ 33.78	\$ 40.94	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	36.47%	\$ 33.78	\$ 40.26	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	36.47%	\$ 42.99	\$ 51.52	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	36.47%	\$ 36.16	\$ 45.79	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 14.85	\$ 21.29	36.47%	\$ 20.27	\$ 29.05	24.00%	\$ 27.62	\$ 39.59
Laborer/Industrial	Forklift Operator	\$ 11.57	\$ 16.12	36.47%	\$ 15.79	\$ 22.01	24.00%	\$ 21.53	\$ 29.99
Laborer/Industrial	Forklift Operator Senior	\$ 16.16	\$ 23.52	36.47%	\$ 22.05	\$ 32.09	24.00%	\$ 30.05	\$ 43.74
Laborer/Industrial	Grounds Worker	\$ 9.37	\$ 13.00	36.47%	\$ 12.79	\$ 17.74	24.00%	\$ 17.44	\$ 24.18
Laborer/Industrial	Grounds Worker Lead	\$ 13.05	\$ 17.43	36.47%	\$ 17.82	\$ 23.79	24.00%	\$ 24.28	\$ 32.42
Laborer/Industrial	Grounds Worker Senior	\$ 13.94	\$ 17.32	36.47%	\$ 19.02	\$ 23.64	24.00%	\$ 25.92	\$ 32.22
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.68	\$ 13.57	36.47%	\$ 13.21	\$ 18.51	24.00%	\$ 18.00	\$ 25.23
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 13.58	\$ 17.32	36.47%	\$ 18.53	\$ 23.64	24.00%	\$ 25.25	\$ 32.22
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.47	\$ 13.03	36.47%	\$ 11.56	\$ 17.79	24.00%	\$ 15.76	\$ 24.24
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.47	\$ 13.03	36.47%	\$ 11.56	\$ 17.79	24.00%	\$ 15.76	\$ 24.24
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.47	\$ 13.03	36.47%	\$ 11.56	\$ 17.79	24.00%	\$ 15.76	\$ 24.24
Laborer/Industrial	Housekeeping Supervisor	\$ 11.57	\$ 16.07	36.47%	\$ 15.79	\$ 21.93	24.00%	\$ 21.53	\$ 29.89
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 16.10	\$ 24.91	36.47%	\$ 21.98	\$ 34.00	24.00%	\$ 29.95	\$ 46.34
Laborer/Industrial	Housekeeping Worker	\$ 8.58	\$ 13.12	36.47%	\$ 11.71	\$ 17.90	24.00%	\$ 15.96	\$ 24.40
Laborer/Industrial	Housekeeping Worker Senior	\$ 13.17	\$ 16.82	36.47%	\$ 17.98	\$ 22.96	24.00%	\$ 24.50	\$ 31.29
Laborer/Industrial	Inventory Worker Light	\$ 10.25	\$ 16.05	36.47%	\$ 13.98	\$ 21.90	24.00%	\$ 19.06	\$ 29.85
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 9.37	\$ 18.01	36.47%	\$ 12.79	\$ 24.58	24.00%	\$ 17.44	\$ 33.50
Laborer/Industrial	Motor Vehicle Operator A	\$ 9.13	\$ 12.46	36.47%	\$ 12.47	\$ 17.00	24.00%	\$ 16.99	\$ 23.17
Laborer/Industrial	Motor Vehicle Operator B	\$ 12.51	\$ 20.20	36.47%	\$ 17.07	\$ 27.56	24.00%	\$ 23.27	\$ 37.57
Laborer/Industrial	Packer	\$ 8.47	\$ 13.03	36.47%	\$ 11.56	\$ 17.79	24.00%	\$ 15.76	\$ 24.24
Laborer/Industrial	Warehouse Specialist I	\$ 9.37	\$ 13.03	36.47%	\$ 12.79	\$ 17.79	24.00%	\$ 17.44	\$ 24.24
Laborer/Industrial	Warehouse Specialist II	\$ 13.05	\$ 16.32	36.47%	\$ 17.82	\$ 22.27	24.00%	\$ 24.28	\$ 30.36
Laborer/Industrial	Warehouse Specialist III	\$ 16.38	\$ 20.86	36.47%	\$ 22.35	\$ 28.47	24.00%	\$ 30.46	\$ 38.80
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	36.47%	\$ 12.28	\$ 15.01	124.00%	\$ 30.24	\$ 36.96
Laborer/Industrial	Warehouse Worker I	\$ 8.47	\$ 13.03	36.47%	\$ 11.56	\$ 17.79	224.00%	\$ 41.17	\$ 63.34
Laborer/Industrial	Warehouse Worker II	\$ 13.05	\$ 16.32	36.47%	\$ 17.82	\$ 22.27	324.00%	\$ 83.03	\$ 103.80
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	36.47%	\$ 33.37	\$ 43.67	424.00%	\$ 192.18	\$ 251.52

Delaware (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	36.47%	\$ 33.37	\$ 40.26	524.00%	\$ 228.85	\$ 276.12
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	36.47%	\$ 33.37	\$ 40.26	624.00%	\$ 265.53	\$ 320.37
Media	Audio Visual Technician	\$ 12.46	\$ 16.07	31.43%	\$ 16.37	\$ 21.12	24.00%	\$ 23.17	\$ 29.89
Media	Audio Visual Technician Senior	\$ 16.10	\$ 26.69	31.43%	\$ 21.16	\$ 35.07	24.00%	\$ 29.95	\$ 49.64
Media	Graphic Artist	\$ 14.67	\$ 17.51	31.43%	\$ 19.28	\$ 23.01	24.00%	\$ 27.28	\$ 32.56
Media	Graphic Artist Senior	\$ 17.51	\$ 24.63	31.43%	\$ 23.01	\$ 32.37	24.00%	\$ 32.56	\$ 45.81
Media	Graphic Designer	\$ 14.67	\$ 17.51	31.43%	\$ 19.28	\$ 23.01	24.00%	\$ 27.28	\$ 32.56
Media	Graphic Designer Senior	\$ 17.54	\$ 24.63	31.43%	\$ 23.05	\$ 32.37	24.00%	\$ 32.62	\$ 45.81
Media	Photographer	\$ 9.68	\$ 12.81	31.43%	\$ 12.72	\$ 16.84	24.00%	\$ 18.00	\$ 23.84
Media	Photographer Senior	\$ 12.84	\$ 20.53	31.43%	\$ 16.87	\$ 26.99	24.00%	\$ 23.88	\$ 38.19
Media	TV / Video Production Specialist	\$ 19.37	\$ 24.92	31.43%	\$ 25.46	\$ 32.76	24.00%	\$ 36.03	\$ 46.36
Media	TV / Video Production Technician	\$ 24.95	\$ 33.76	31.43%	\$ 32.80	\$ 44.37	24.00%	\$ 46.42	\$ 62.80
Security	Armed Security Officer	\$ 15.50	\$ 20.75	45.59%	\$ 22.57	\$ 30.21	24.00%	\$ 28.84	\$ 38.60
Security	<u>Captain</u>	\$ 21.78	\$ 31.03	45.59%	\$ 31.70	\$ 45.18	24.00%	\$ 40.50	\$ 57.72
Security	Dispatcher/Police	\$ 15.03	\$ 25.61	45.59%	\$ 21.88	\$ 37.28	24.00%	\$ 27.95	\$ 47.63
Security	<u>Lieutenant</u>	\$ 19.60	\$ 27.22	45.59%	\$ 28.53	\$ 39.63	24.00%	\$ 36.45	\$ 50.63
Security	<u>Sergeant</u>	\$ 17.96	\$ 25.04	45.59%	\$ 26.16	\$ 36.46	24.00%	\$ 33.41	\$ 46.58
Security	Unarmed Security Guard	\$ 10.47	\$ 20.47	45.59%	\$ 15.25	\$ 29.80	24.00%	\$ 19.48	\$ 38.07
Tax	Data Entry Clerk	\$ 9.68	\$ 12.46	32.02%	\$ 12.78	\$ 16.44	24.00%	\$ 18.00	\$ 23.17
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 12.51	\$ 19.64	32.02%	\$ 16.52	\$ 25.93	24.00%	\$ 23.27	\$ 36.53
Tax	Error Resolution and Document Processor	\$ 16.28	\$ 22.61	32.02%	\$ 21.49	\$ 29.86	24.00%	\$ 30.28	\$ 42.06
Tax	General Clerical	\$ 9.42	\$ 13.93	32.02%	\$ 12.43	\$ 18.38	24.00%	\$ 17.52	\$ 25.90
Tax	On-Site Administrator (Day)	\$ 11.01	\$ 23.80	32.02%	\$ 14.53	\$ 31.42	24.00%	\$ 20.47	\$ 44.27
Tax	On-Site Administrator (Evening)	\$ 11.01	\$ 23.80	32.02%	\$ 14.53	\$ 31.42	24.00%	\$ 20.47	\$ 44.27
Tax	Remittance Processor	\$ 19.57	\$ 28.99	32.02%	\$ 25.83	\$ 38.28	24.00%	\$ 36.39	\$ 53.93
Tax	Taxpayer Information & Assistance Agent	\$ 17.33	\$ 24.90	32.02%	\$ 22.88	\$ 32.87	24.00%	\$ 32.24	\$ 46.31
Technical	Agricultural Technician	\$ 17.82	\$ 28.93	35.77%	\$ 24.20	\$ 39.28	24.00%	\$ 33.15	\$ 53.81
Technical	Agricultural Technician Lead	\$ 19.99	\$ 31.94	35.77%	\$ 27.14	\$ 43.37	24.00%	\$ 37.18	\$ 59.42
Technical	Agricultural Technician Supervisor	\$ 24.01	\$ 38.49	35.77%	\$ 32.60	\$ 52.26	24.00%	\$ 44.65	\$ 71.59
Technical	Analytical Chemist	\$ 18.89	\$ 31.94	35.77%	\$ 25.65	\$ 43.37	24.00%	\$ 35.14	\$ 59.42
Technical	Analytical Chemist Assistant	\$ 22.07	\$ 36.34	35.77%	\$ 29.96	\$ 49.34	24.00%	\$ 41.05	\$ 67.60
Technical	Analytical Chemist Senior	\$ 27.85	\$ 45.46	35.77%	\$ 37.81	\$ 61.72	24.00%	\$ 51.80	\$ 84.55
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	35.77%	\$ 26.88	\$ 42.13	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	35.77%	\$ 39.22	\$ 50.85	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 19.95	\$ 30.00	35.77%	\$ 27.08	\$ 40.73	24.00%	\$ 37.10	\$ 55.79
Technical	Bridge Design Drafter Senior	\$ 21.27	\$ 32.43	35.77%	\$ 28.88	\$ 44.04	24.00%	\$ 39.57	\$ 60.33
Technical	Cartographic Drafter	\$ 25.07	\$ 35.32	35.77%	\$ 34.04	\$ 47.95	24.00%	\$ 46.64	\$ 65.70
Technical	Cartographic Drafter Assistant	\$ 19.65	\$ 29.56	35.77%	\$ 26.68	\$ 40.13	24.00%	\$ 36.55	\$ 54.98
Technical	Cartographic Supervisor	\$ 34.21	\$ 45.99	35.77%	\$ 46.45	\$ 62.44	24.00%	\$ 63.63	\$ 85.54
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	35.77%	\$ 21.72	\$ 26.48	24.00%	\$ 29.76	\$ 36.27

Delaware (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	35.77%	\$ 53.75	\$ 65.37	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 30.16	\$ 42.69	35.77%	\$ 40.95	\$ 57.96	24.00%	\$ 56.10	\$ 79.41
Technical	Engineering Design Drafting Supervisor	\$ 35.09	\$ 48.92	35.77%	\$ 47.64	\$ 66.42	24.00%	\$ 65.27	\$ 90.99
Technical	Engineering Design Drafting Technician	\$ 16.94	\$ 22.43	35.77%	\$ 23.00	\$ 30.45	24.00%	\$ 31.51	\$ 41.72
Technical	Engineering Drafting Technician	\$ 16.97	\$ 22.43	35.77%	\$ 23.05	\$ 30.45	24.00%	\$ 31.57	\$ 41.72
Technical	Engineering Drafting Technician Senior	\$ 19.67	\$ 28.60	35.77%	\$ 26.71	\$ 38.83	24.00%	\$ 36.59	\$ 53.20
Technical	Environmental Engineer	\$ 27.86	\$ 44.02	35.77%	\$ 37.83	\$ 59.77	24.00%	\$ 51.82	\$ 81.88
Technical	Environmental Engineer Senior	\$ 30.01	\$ 48.16	35.77%	\$ 40.74	\$ 65.38	24.00%	\$ 55.81	\$ 89.57
Technical	Environmental Program Analyst	\$ 23.64	\$ 34.93	35.77%	\$ 32.09	\$ 47.42	24.00%	\$ 43.97	\$ 64.97
Technical	Environmental Program Planner	\$ 25.26	\$ 37.74	35.77%	\$ 34.30	\$ 51.24	24.00%	\$ 46.98	\$ 70.19
Technical	Environmental Program Specialist	\$ 27.15	\$ 34.10	35.77%	\$ 36.87	\$ 46.30	24.00%	\$ 50.51	\$ 63.43
Technical	Environmental Specialist - Field	\$ 25.26	\$ 36.87	35.77%	\$ 34.30	\$ 50.05	24.00%	\$ 46.98	\$ 68.57
Technical	Environmental Specialist Senior - Field	\$ 25.98	\$ 38.59	35.77%	\$ 35.27	\$ 52.39	24.00%	\$ 48.32	\$ 71.77
Technical	Environmental Technician	\$ 23.64	\$ 34.93	35.77%	\$ 32.09	\$ 47.42	24.00%	\$ 43.97	\$ 64.97
Technical	Environmental Technician Senior	\$ 25.26	\$ 37.74	35.77%	\$ 34.30	\$ 51.24	24.00%	\$ 46.98	\$ 70.19
Technical	Help Desk Support	\$ 15.50	\$ 25.00	35.77%	\$ 21.04	\$ 33.94	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	35.77%	\$ 23.42	\$ 32.58	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 21.54	\$ 26.32	35.77%	\$ 29.24	\$ 35.74	24.00%	\$ 40.06	\$ 48.96
Technical	Laboratory Technician	\$ 18.04	\$ 27.02	35.77%	\$ 24.49	\$ 36.69	24.00%	\$ 33.56	\$ 50.26
Technical	Laboratory Technician Senior	\$ 19.15	\$ 29.14	35.77%	\$ 26.00	\$ 39.56	24.00%	\$ 35.62	\$ 54.19
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	35.77%	\$ 29.87	\$ 35.98	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 28.71	\$ 38.29	35.77%	\$ 38.99	\$ 51.98	24.00%	\$ 53.41	\$ 71.21
Technical	Residential Plan Reviewer	\$ 20.94	\$ 32.71	35.77%	\$ 28.43	\$ 44.41	24.00%	\$ 38.94	\$ 60.84
Technical	Right of Way Technician	\$ 29.71	\$ 46.98	35.77%	\$ 40.34	\$ 63.79	24.00%	\$ 55.27	\$ 87.38
Technical	Right of Way Technician Supervisor	\$ 32.08	\$ 51.58	35.77%	\$ 43.55	\$ 70.02	24.00%	\$ 59.66	\$ 95.93
Technical	Safety Engineer	\$ 29.28	\$ 45.91	35.77%	\$ 39.75	\$ 62.34	24.00%	\$ 54.46	\$ 85.40
Technical	Safety Engineer Senior	\$ 33.28	\$ 52.53	35.77%	\$ 45.19	\$ 71.33	24.00%	\$ 61.91	\$ 97.71
Technical	Title Examiner	\$ 20.39	\$ 28.68	35.77%	\$ 27.69	\$ 38.94	24.00%	\$ 37.93	\$ 53.34
Technical	Traffic Controller	\$ 24.68	\$ 39.90	35.77%	\$ 33.51	\$ 54.18	24.00%	\$ 45.91	\$ 74.22
Technical	Traffic Controller Senior	\$ 29.71	\$ 46.98	35.77%	\$ 40.34	\$ 63.79	24.00%	\$ 55.27	\$ 87.38
Technical	Transportation Data Analyst	\$ 24.68	\$ 39.90	35.77%	\$ 33.51	\$ 54.18	24.00%	\$ 45.91	\$ 74.22
Technical	Transportation Data Analyst Senior	\$ 29.71	\$ 46.98	35.77%	\$ 40.34	\$ 63.79	24.00%	\$ 55.27	\$ 87.38
Technical	Transportation Data Analyst Supervisor	\$ 29.71	\$ 46.98	35.77%	\$ 40.34	\$ 63.79	24.00%	\$ 55.27	\$ 87.38
Technical	Transportation Data Technician	\$ 24.68	\$ 39.90	35.77%	\$ 33.51	\$ 54.18	24.00%	\$ 45.91	\$ 74.22
Technical	Transportation District Utilities Specialist	\$ 29.16	\$ 46.97	35.77%	\$ 39.59	\$ 63.77	24.00%	\$ 54.23	\$ 87.36
Technical	Transportation Engineering Technician -Survey	\$ 30.28	\$ 51.39	35.77%	\$ 41.11	\$ 69.77	24.00%	\$ 56.32	\$ 95.59
Technical	Transportation Engineering Technician -Survey Senior	\$ 33.43	\$ 53.77	35.77%	\$ 45.38	\$ 73.01	24.00%	\$ 62.17	\$ 100.02
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 35.29	\$ 57.44	35.77%	\$ 47.91	\$ 77.99	24.00%	\$ 65.63	\$ 106.85
Technical	Transportation Materials Technician	\$ 14.18	\$ 20.39	35.77%	\$ 19.25	\$ 27.69	24.00%	\$ 26.37	\$ 37.93
Technical	Transportation Materials Technician Senior	\$ 15.12	\$ 22.11	35.77%	\$ 20.53	\$ 30.02	24.00%	\$ 28.13	\$ 41.13

Delaware (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 30.28	\$ 50.28	35.77%	\$ 41.11	\$ 68.27	24.00%	\$ 56.32	\$ 93.52
Technical	Transportation Materials Technician Supervisor	\$ 35.29	\$ 57.44	35.77%	\$ 47.91	\$ 77.99	24.00%	\$ 65.63	\$ 106.85
Technical	Transportation Planning Specialist	\$ 29.16	\$ 46.97	35.77%	\$ 39.59	\$ 63.77	24.00%	\$ 54.23	\$ 87.36
Technical	Transportation Planning Specialist Senior	\$ 33.43	\$ 53.77	35.77%	\$ 45.38	\$ 73.01	24.00%	\$ 62.17	\$ 100.02
Technical	Transportation Technical Program Coordinator	\$ 29.16	\$ 46.97	35.77%	\$ 39.59	\$ 63.77	24.00%	\$ 54.23	\$ 87.36
Technical	Transportation Technical Support Coordinator	\$ 29.16	\$ 46.97	35.77%	\$ 39.59	\$ 63.77	24.00%	\$ 54.23	\$ 87.36
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	35.77%	\$ 50.91	\$ 61.10	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 16.87	\$ 20.75	42.49%	\$ 24.03	\$ 29.57	24.00%	\$ 31.37	\$ 38.60
Trades	Boiler Operator II	\$ 20.81	\$ 23.89	42.49%	\$ 29.65	\$ 34.04	24.00%	\$ 38.70	\$ 44.43
Trades	Boiler Operator Senior I	\$ 23.91	\$ 26.10	42.49%	\$ 34.07	\$ 37.19	24.00%	\$ 44.47	\$ 48.54
Trades	Boiler Operator Senior II	\$ 26.12	\$ 35.76	42.49%	\$ 37.22	\$ 50.95	24.00%	\$ 48.58	\$ 66.51
Trades	Carpenter Assistant	\$ 11.24	\$ 15.20	42.49%	\$ 16.01	\$ 21.66	24.00%	\$ 20.90	\$ 28.27
Trades	Carpenter	\$ 15.21	\$ 21.31	42.49%	\$ 21.67	\$ 30.36	24.00%	\$ 28.29	\$ 39.63
Trades	Carpenter Senior	\$ 22.49	\$ 30.39	42.49%	\$ 32.05	\$ 43.30	24.00%	\$ 41.84	\$ 56.52
Trades	Electrician	\$ 23.99	\$ 39.91	42.49%	\$ 34.18	\$ 56.87	24.00%	\$ 44.61	\$ 74.24
Trades	Electrician Assistant	\$ 12.79	\$ 15.79	42.49%	\$ 18.23	\$ 22.50	24.00%	\$ 23.80	\$ 29.36
Trades	Electrician Senior	\$ 18.52	\$ 21.36	42.49%	\$ 26.39	\$ 30.44	24.00%	\$ 34.45	\$ 39.73
Trades	Electrician Supervisor Senior	\$ 21.42	\$ 37.65	42.49%	\$ 30.52	\$ 53.65	24.00%	\$ 39.83	\$ 70.03
Trades	Electronic Equipment Install & Repair Supervisor	\$ 23.37	\$ 34.73	42.49%	\$ 33.29	\$ 49.49	24.00%	\$ 43.46	\$ 64.60
Trades	Electronic Equipment Install & Repair Technician	\$ 18.54	\$ 23.25	42.49%	\$ 26.42	\$ 33.12	24.00%	\$ 34.49	\$ 43.24
Trades	Electronic Technician	\$ 14.11	\$ 17.93	42.49%	\$ 20.11	\$ 25.55	24.00%	\$ 26.25	\$ 33.35
Trades	Electronic Technician Senior	\$ 17.99	\$ 31.81	42.49%	\$ 25.63	\$ 45.33	24.00%	\$ 33.46	\$ 59.17
Trades	Equipment Repair Supervisor	\$ 25.58	\$ 29.94	42.49%	\$ 36.44	\$ 42.66	24.00%	\$ 47.57	\$ 55.69
Trades	Equipment Repair Technician	\$ 14.11	\$ 17.93	42.49%	\$ 20.11	\$ 25.55	24.00%	\$ 26.25	\$ 33.35
Trades	Equipment Repair Technician Senior	\$ 17.99	\$ 25.51	42.49%	\$ 25.63	\$ 36.35	24.00%	\$ 33.46	\$ 47.45
Trades	HVAC Installation & Repair Assistant	\$ 11.01	\$ 17.56	42.49%	\$ 15.68	\$ 25.02	24.00%	\$ 20.47	\$ 32.67
Trades	HVAC Installation & Repair Assistant Senior	\$ 17.56	\$ 29.94	42.49%	\$ 25.02	\$ 42.66	24.00%	\$ 32.67	\$ 55.69
Trades	Laboratory Mechanic	\$ 14.12	\$ 19.15	42.49%	\$ 20.12	\$ 27.29	24.00%	\$ 26.27	\$ 35.62
Trades	Laboratory Mechanic Senior	\$ 19.15	\$ 29.14	42.49%	\$ 27.29	\$ 41.52	24.00%	\$ 35.62	\$ 54.19
Trades	Locksmith	\$ 17.32	\$ 25.48	42.49%	\$ 24.68	\$ 36.30	24.00%	\$ 32.22	\$ 47.39
Trades	Maintenance Field Worker	\$ 14.11	\$ 18.04	42.49%	\$ 20.11	\$ 25.71	24.00%	\$ 26.25	\$ 33.56
Trades	Mason Plasterer	\$ 17.43	\$ 20.09	42.49%	\$ 24.84	\$ 28.62	24.00%	\$ 32.42	\$ 37.36
Trades	Mason Plasterer Assistant	\$ 20.13	\$ 29.78	42.49%	\$ 28.69	\$ 42.43	24.00%	\$ 37.44	\$ 55.39
Trades	Mechanic	\$ 11.35	\$ 25.53	42.49%	\$ 16.17	\$ 36.38	24.00%	\$ 21.10	\$ 47.49
Trades	Painter	\$ 10.91	\$ 24.21	42.49%	\$ 15.55	\$ 34.50	24.00%	\$ 20.29	\$ 45.04
Trades	Plumber / Steamfitter	\$ 23.66	\$ 35.97	42.49%	\$ 33.71	\$ 51.26	24.00%	\$ 44.01	\$ 66.91
Trades	Plumber / Steamfitter Assistant	\$ 14.11	\$ 23.58	42.49%	\$ 20.11	\$ 33.60	24.00%	\$ 26.25	\$ 43.86
Trades	Printing Press Operator B	\$ 23.09	\$ 33.92	42.49%	\$ 32.91	\$ 48.33	24.00%	\$ 42.95	\$ 63.08
Trades	Production Supervisor	\$ 27.38	\$ 41.94	42.49%	\$ 39.02	\$ 59.76	24.00%	\$ 50.93	\$ 78.01
Trades	Radio Specialist	\$ 16.32	\$ 20.93	42.49%	\$ 23.26	\$ 29.82	24.00%	\$ 30.36	\$ 38.92

Delaware (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 20.96	\$ 27.39	42.49%	\$ 29.86	\$ 39.03	24.00%	\$ 38.98	\$ 50.95
Trades	Sheet Metal Worker	\$ 15.53	\$ 19.98	42.49%	\$ 22.12	\$ 28.47	24.00%	\$ 28.88	\$ 37.16
Trades	Sheet Metal Worker Assistant	\$ 11.79	\$ 15.78	42.49%	\$ 16.80	\$ 22.48	24.00%	\$ 21.93	\$ 29.34
Trades	Sheet Metal Worker Lead	\$ 20.03	\$ 27.40	42.49%	\$ 28.55	\$ 39.05	24.00%	\$ 37.26	\$ 50.97
Trades	Shipping / Receiving Clerk	\$ 15.61	\$ 21.41	42.49%	\$ 22.25	\$ 30.50	24.00%	\$ 29.04	\$ 39.81
Trades	Storekeeper Assistant I	\$ 11.61	\$ 16.99	42.49%	\$ 16.54	\$ 24.20	24.00%	\$ 21.59	\$ 31.59
Trades	Storekeeper Assistant II	\$ 12.63	\$ 18.26	42.49%	\$ 18.00	\$ 26.02	24.00%	\$ 23.49	\$ 33.96
Trades	Storekeeper I	\$ 8.25	\$ 11.35	42.49%	\$ 11.76	\$ 16.17	24.00%	\$ 15.35	\$ 21.10
Trades	Storekeeper II	\$ 11.41	\$ 13.84	42.49%	\$ 16.26	\$ 19.72	24.00%	\$ 21.22	\$ 25.74
Trades	Storekeeper III	\$ 13.88	\$ 16.99	42.49%	\$ 19.78	\$ 24.20	24.00%	\$ 25.82	\$ 31.59
Trades	Storekeeper Senior	\$ 17.01	\$ 19.84	42.49%	\$ 24.23	\$ 28.27	24.00%	\$ 31.63	\$ 36.90
Trades	Tool Room Assistant	\$ 9.13	\$ 13.84	42.49%	\$ 13.02	\$ 19.72	24.00%	\$ 16.99	\$ 25.74
Trades	Tool Room Assistant Senior	\$ 13.84	\$ 19.31	42.49%	\$ 19.72	\$ 27.52	24.00%	\$ 25.74	\$ 35.93
Trades	Trades Utilities Worker Senior	\$ 14.12	\$ 20.69	42.49%	\$ 20.12	\$ 29.48	24.00%	\$ 26.27	\$ 38.48
Trades	Trades Utility Worker	\$ 10.79	\$ 14.07	42.49%	\$ 15.37	\$ 20.04	24.00%	\$ 20.07	\$ 26.16
Trades	Tradesman Helper	\$ 10.79	\$ 17.38	42.49%	\$ 15.37	\$ 24.76	24.00%	\$ 20.07	\$ 32.32
Trades	Tradesman Helper Senior	\$ 17.38	\$ 21.66	42.49%	\$ 24.76	\$ 30.86	24.00%	\$ 32.32	\$ 40.28
Trades	Welder	\$ 11.89	\$ 19.70	42.49%	\$ 16.94	\$ 28.06	24.00%	\$ 22.11	\$ 36.63
Trades	Welder Senior	\$ 19.75	\$ 23.68	42.49%	\$ 28.14	\$ 33.74	24.00%	\$ 36.74	\$ 44.05
Trades	Work Zone Safety Officer	\$ 24.68	\$ 39.90	42.49%	\$ 35.17	\$ 56.86	24.00%	\$ 45.91	\$ 74.22

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	31.30%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	32.02%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	47.96%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	32.02%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	32.02%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	36.47%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	31.43%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	45.59%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	32.02%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.77%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	42.49%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Florida (2017 HOURLY MINIMUM WAGE = \$8.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 13.43	\$ 19.07	31.89%	\$ 17.71	\$ 25.15	24.00%	\$ 24.98	\$ 35.47
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	31.89%	\$ 11.26	\$ 18.43	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 19.08	\$ 26.48	31.89%	\$ 25.16	\$ 34.92	24.00%	\$ 35.49	\$ 49.25
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	31.89%	\$ 27.30	\$ 34.13	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	31.89%	\$ 20.48	\$ 26.28	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	31.89%	\$ 12.97	\$ 16.38	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 17.48	\$ 20.00	31.89%	\$ 23.06	\$ 26.38	24.00%	\$ 32.52	\$ 37.21
Accounting/Finance	Accounting Manager B	\$ 19.95	\$ 24.48	31.89%	\$ 26.31	\$ 32.29	24.00%	\$ 37.11	\$ 45.53
Accounting/Finance	Accounting Manager C	\$ 24.53	\$ 31.00	31.89%	\$ 32.35	\$ 40.89	24.00%	\$ 45.62	\$ 57.66
Accounting/Finance	Auditing - External Auditor	\$ 17.25	\$ 21.82	31.89%	\$ 22.75	\$ 28.78	24.00%	\$ 32.09	\$ 40.59
Accounting/Finance	Auditing - External Auditor Senior	\$ 21.84	\$ 31.00	31.89%	\$ 28.80	\$ 40.89	24.00%	\$ 40.62	\$ 57.66
Accounting/Finance	Auditing - Internal Auditor	\$ 17.25	\$ 21.82	31.89%	\$ 22.75	\$ 28.78	24.00%	\$ 32.09	\$ 40.59
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 21.87	\$ 31.00	31.89%	\$ 28.84	\$ 40.89	24.00%	\$ 40.67	\$ 57.66
Accounting/Finance	Bookkeeper	\$ 9.08	\$ 13.74	31.89%	\$ 11.97	\$ 18.12	24.00%	\$ 16.89	\$ 25.56
Accounting/Finance	Budget Analyst	\$ 16.92	\$ 22.14	31.89%	\$ 22.32	\$ 29.20	24.00%	\$ 31.48	\$ 41.18
Accounting/Finance	Budget Analyst Senior	\$ 22.15	\$ 34.38	31.89%	\$ 29.21	\$ 45.34	24.00%	\$ 41.20	\$ 63.94
Accounting/Finance	Closure/Disbursement Specialists	\$ 28.22	\$ 31.41	31.89%	\$ 37.21	\$ 41.42	24.00%	\$ 52.48	\$ 58.41
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 26.50	\$ 34.35	31.89%	\$ 34.95	\$ 45.30	24.00%	\$ 49.29	\$ 63.89
Accounting/Finance	CPA	\$ 27.48	\$ 36.31	31.89%	\$ 36.24	\$ 47.89	24.00%	\$ 51.11	\$ 67.54
Accounting/Finance	Fiscal Assistant	\$ 9.56	\$ 14.68	31.89%	\$ 12.61	\$ 19.37	24.00%	\$ 17.78	\$ 27.31
Accounting/Finance	Fiscal Technical Senior	\$ 12.80	\$ 18.26	31.89%	\$ 16.89	\$ 24.09	24.00%	\$ 23.82	\$ 33.97
Accounting/Finance	Fiscal Technician	\$ 14.73	\$ 18.00	31.89%	\$ 19.43	\$ 23.75	24.00%	\$ 27.40	\$ 33.49
Accounting/Finance	Payroll Assistant	\$ 13.99	\$ 17.67	31.89%	\$ 18.45	\$ 23.30	24.00%	\$ 26.01	\$ 32.86
Accounting/Finance	Purchasing / Procurement	\$ 17.67	\$ 26.25	31.89%	\$ 23.30	\$ 34.63	24.00%	\$ 32.86	\$ 48.83
Accounting/Finance	Sr. Compliance Officer	\$ 34.11	\$ 38.77	31.89%	\$ 44.98	\$ 51.13	24.00%	\$ 63.44	\$ 72.11
Accounting/Finance	Supervising Auditor	\$ 34.11	\$ 39.26	31.89%	\$ 44.98	\$ 51.78	24.00%	\$ 63.44	\$ 73.02
Call Center/Customer Service	Customer Service Inbound I	\$ 9.00	\$ 13.24	33.02%	\$ 11.97	\$ 17.61	24.00%	\$ 16.74	\$ 24.62
Call Center/Customer Service	Customer Service Inbound II	\$ 13.29	\$ 21.40	33.02%	\$ 17.68	\$ 28.46	24.00%	\$ 24.72	\$ 39.80

Florida (2017 HOURLY MINIMUM WAGE = \$8.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.00	\$ 13.24	33.02%	\$ 11.97	\$ 17.61	24.00%	\$ 16.74	\$ 24.62
Call Center/Customer Service	Customer Service Outbound II	\$ 13.29	\$ 21.40	33.02%	\$ 17.68	\$ 28.46	24.00%	\$ 24.72	\$ 39.80
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 8.83	\$ 14.97	33.02%	\$ 11.75	\$ 19.91	24.00%	\$ 16.43	\$ 27.84
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	33.02%	\$ 27.54	\$ 34.42	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.17	\$ 14.03	33.02%	\$ 12.20	\$ 18.67	24.00%	\$ 17.06	\$ 26.10
Call Center/Customer Service	Detailing Representative II	\$ 9.98	\$ 16.14	33.02%	\$ 13.27	\$ 21.47	24.00%	\$ 18.56	\$ 30.03
Call Center/Customer Service	Help Desk Analyst	\$ 11.89	\$ 26.39	33.02%	\$ 15.81	\$ 35.10	24.00%	\$ 22.11	\$ 49.08
Call Center/Customer Service	Market Research Inbound	\$ 17.44	\$ 20.94	33.02%	\$ 23.19	\$ 27.85	24.00%	\$ 32.43	\$ 38.95
Call Center/Customer Service	Market Research Outbound	\$ 20.96	\$ 31.91	33.02%	\$ 27.88	\$ 42.45	24.00%	\$ 38.98	\$ 59.35
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.15	\$ 11.66	33.02%	\$ 10.85	\$ 15.51	24.00%	\$ 15.17	\$ 21.68
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 11.80	\$ 16.87	33.02%	\$ 15.70	\$ 22.44	24.00%	\$ 21.96	\$ 31.37
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.15	\$ 11.66	33.02%	\$ 10.85	\$ 15.51	24.00%	\$ 15.17	\$ 21.68
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 11.80	\$ 16.87	33.02%	\$ 15.70	\$ 22.44	24.00%	\$ 21.96	\$ 31.37
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.15	\$ 11.43	33.02%	\$ 10.85	\$ 15.20	24.00%	\$ 15.17	\$ 21.26
Call Center/Customer Service	Sales Inbound I	\$ 8.63	\$ 14.91	33.02%	\$ 11.48	\$ 19.84	24.00%	\$ 16.05	\$ 27.74
Call Center/Customer Service	Sales Inbound II	\$ 11.80	\$ 16.87	33.02%	\$ 15.70	\$ 22.44	24.00%	\$ 21.96	\$ 31.37
Call Center/Customer Service	Sales Outbound I	\$ 10.69	\$ 15.01	33.02%	\$ 14.23	\$ 19.96	24.00%	\$ 19.89	\$ 27.91
Call Center/Customer Service	Sales Outbound II	\$ 11.80	\$ 16.87	33.02%	\$ 15.70	\$ 22.44	24.00%	\$ 21.96	\$ 31.37
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.10	\$ 11.69	33.02%	\$ 10.77	\$ 15.54	24.00%	\$ 15.07	\$ 21.73
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 11.69	\$ 15.15	33.02%	\$ 15.56	\$ 20.16	24.00%	\$ 21.75	\$ 28.18
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.61	\$ 11.51	33.02%	\$ 11.46	\$ 15.31	24.00%	\$ 16.02	\$ 21.41
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 11.56	\$ 20.34	33.02%	\$ 15.37	\$ 27.06	24.00%	\$ 21.50	\$ 37.84
Food Related Services	Barista (misc)	\$ 10.09	\$ 14.88	49.01%	\$ 15.03	\$ 22.17	24.00%	\$ 18.77	\$ 27.67
Food Related Services	Building Attendant (misc)	\$ 10.09	\$ 14.88	37.27%	\$ 13.85	\$ 20.42	24.00%	\$ 18.77	\$ 27.67
Food Related Services	Busser	\$ 10.09	\$ 14.88	37.27%	\$ 13.85	\$ 20.42	24.00%	\$ 18.77	\$ 27.67
Food Related Services	Cashiers	\$ 10.09	\$ 14.88	37.27%	\$ 13.85	\$ 20.42	24.00%	\$ 18.77	\$ 27.67
Food Related Services	Dishwasher	\$ 9.17	\$ 11.92	37.27%	\$ 12.59	\$ 16.37	24.00%	\$ 17.06	\$ 22.18
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	37.27%	\$ 19.77	\$ 24.16	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	37.27%	\$ 13.59	\$ 16.61	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.09	\$ 13.30	37.27%	\$ 12.48	\$ 18.26	24.00%	\$ 16.91	\$ 24.74
Food Related Services	Food Operations Manager Assistant	\$ 13.34	\$ 15.61	37.27%	\$ 18.31	\$ 21.43	24.00%	\$ 24.81	\$ 29.04
Food Related Services	Food Production Worker	\$ 8.10	\$ 11.98	37.27%	\$ 11.12	\$ 16.44	24.00%	\$ 15.07	\$ 22.28
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	37.27%	\$ 19.15	\$ 23.40	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	37.27%	\$ 14.83	\$ 18.12	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	37.27%	\$ 17.30	\$ 21.14	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.10	\$ 11.75	37.27%	\$ 11.12	\$ 16.13	24.00%	\$ 15.07	\$ 21.85
Food Related Services	Second Cook Senior	\$ 11.66	\$ 15.34	49.01%	\$ 17.37	\$ 22.85	24.00%	\$ 21.68	\$ 28.52
Food Related Services	Server	\$ 8.10	\$ 9.56	37.27%	\$ 11.12	\$ 13.12	24.00%	\$ 15.07	\$ 17.78
General Administrative	Administrative Assistant I	\$ 10.02	\$ 13.47	33.02%	\$ 13.32	\$ 17.92	24.00%	\$ 18.63	\$ 25.06
General Administrative	Administrative Assistant II	\$ 13.48	\$ 14.58	33.02%	\$ 17.94	\$ 19.40	24.00%	\$ 25.08	\$ 27.13

Florida (2017 HOURLY MINIMUM WAGE = \$8.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 14.59	\$ 15.83	33.02%	\$ 19.41	\$ 21.06	24.00%	\$ 27.14	\$ 29.45
General Administrative	Administrative Assistant IV	\$ 15.84	\$ 17.53	33.02%	\$ 21.07	\$ 23.32	24.00%	\$ 29.46	\$ 32.60
General Administrative	Administrative Assistant V	\$ 17.55	\$ 19.77	33.02%	\$ 23.34	\$ 26.29	24.00%	\$ 32.64	\$ 36.76
General Administrative	Administrative Staff Assistant	\$ 19.44	\$ 22.23	33.02%	\$ 25.87	\$ 29.57	24.00%	\$ 36.17	\$ 41.35
General Administrative	Administrative Staff Specialist	\$ 22.24	\$ 27.50	33.02%	\$ 29.59	\$ 36.58	24.00%	\$ 41.37	\$ 51.15
General Administrative	Administrative Staff Specialist Senior	\$ 27.51	\$ 21.48	33.02%	\$ 36.59	\$ 28.57	24.00%	\$ 51.16	\$ 39.96
General Administrative	Agency Management Analyst	\$ 17.94	\$ 23.54	33.02%	\$ 23.86	\$ 31.32	24.00%	\$ 33.37	\$ 43.79
General Administrative	Agency Management Analyst Lead	\$ 23.55	\$ 27.36	33.02%	\$ 31.33	\$ 36.40	24.00%	\$ 43.81	\$ 50.89
General Administrative	Agency Management Analyst Senior	\$ 27.42	\$ 42.66	33.02%	\$ 36.47	\$ 56.75	24.00%	\$ 50.99	\$ 79.35
General Administrative	Clerk	\$ 9.30	\$ 10.75	33.02%	\$ 12.37	\$ 14.30	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	33.02%	\$ 10.97	\$ 12.30	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	33.02%	\$ 14.37	\$ 16.63	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.15	\$ 11.45	33.02%	\$ 10.85	\$ 15.23	24.00%	\$ 15.17	\$ 21.29
General Administrative	Data Entry Operator Senior	\$ 11.47	\$ 16.47	33.02%	\$ 15.26	\$ 21.91	24.00%	\$ 21.34	\$ 30.64
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	33.02%	\$ 13.63	\$ 19.95	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 14.46	\$ 17.97	33.02%	\$ 19.23	\$ 23.90	24.00%	\$ 26.89	\$ 33.42
General Administrative	Executive Secretary Senior	\$ 18.00	\$ 26.65	33.02%	\$ 23.94	\$ 35.46	24.00%	\$ 33.47	\$ 49.58
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	33.02%	\$ 23.28	\$ 27.60	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	33.02%	\$ 19.95	\$ 23.94	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 11.43	\$ 13.40	33.02%	\$ 15.20	\$ 17.83	24.00%	\$ 21.26	\$ 24.92
General Administrative	Legal Assistant Senior	\$ 13.43	\$ 33.85	33.02%	\$ 17.86	\$ 45.03	24.00%	\$ 24.98	\$ 62.97
General Administrative	Library Assistant	\$ 8.15	\$ 16.06	33.02%	\$ 10.85	\$ 21.36	24.00%	\$ 15.17	\$ 29.87
General Administrative	Medical Assistant I	\$ 10.95	\$ 12.78	33.02%	\$ 14.57	\$ 17.00	24.00%	\$ 20.37	\$ 23.76
General Administrative	Medical Assistant II	\$ 12.81	\$ 18.22	33.02%	\$ 17.04	\$ 24.23	24.00%	\$ 23.83	\$ 33.88
General Administrative	Medical Biller I	\$ 9.55	\$ 11.72	33.02%	\$ 12.70	\$ 15.59	24.00%	\$ 17.76	\$ 21.80
General Administrative	Medical Biller II	\$ 11.75	\$ 18.25	33.02%	\$ 15.63	\$ 24.28	24.00%	\$ 21.85	\$ 33.95
General Administrative	Medical Records Clerk I	\$ 11.47	\$ 16.71	33.02%	\$ 15.26	\$ 22.23	24.00%	\$ 21.34	\$ 31.08
General Administrative	Medical Records Clerk II	\$ 12.39	\$ 17.92	33.02%	\$ 16.48	\$ 23.84	24.00%	\$ 23.05	\$ 33.34
General Administrative	Office Manager	\$ 19.31	\$ 29.39	33.02%	\$ 25.68	\$ 39.09	24.00%	\$ 35.91	\$ 54.66
General Administrative	Office Services Aide	\$ 10.69	\$ 14.72	33.02%	\$ 14.21	\$ 19.58	24.00%	\$ 19.88	\$ 27.38
General Administrative	Office Services Assistant	\$ 11.46	\$ 15.55	33.02%	\$ 15.24	\$ 20.68	24.00%	\$ 21.31	\$ 28.92
General Administrative	Office Services Specialist	\$ 12.07	\$ 16.27	33.02%	\$ 16.06	\$ 21.64	24.00%	\$ 22.45	\$ 30.26
General Administrative	Office Services Supervisor	\$ 12.63	\$ 16.63	33.02%	\$ 16.80	\$ 22.12	24.00%	\$ 23.49	\$ 30.93
General Administrative	Office Services Supervisor Senior	\$ 14.64	\$ 18.66	33.02%	\$ 19.47	\$ 24.82	24.00%	\$ 27.23	\$ 34.70
General Administrative	Operator I	\$ 8.10	\$ 11.41	33.02%	\$ 10.77	\$ 15.18	24.00%	\$ 15.07	\$ 21.22
General Administrative	Operator II	\$ 11.43	\$ 13.34	33.02%	\$ 15.20	\$ 17.74	24.00%	\$ 21.26	\$ 24.81
General Administrative	Operator III (Key Disc Operator)	\$ 13.37	\$ 15.14	33.02%	\$ 17.79	\$ 20.14	24.00%	\$ 24.87	\$ 28.17
General Administrative	Operator IV (Key Disc Operator)	\$ 15.15	\$ 17.56	33.02%	\$ 20.16	\$ 23.35	24.00%	\$ 28.18	\$ 32.65
General Administrative	Paralegal	\$ 14.00	\$ 23.50	33.02%	\$ 18.62	\$ 31.26	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.17	\$ 13.61	33.02%	\$ 13.53	\$ 18.11	24.00%	\$ 18.92	\$ 25.32

Florida (2017 HOURLY MINIMUM WAGE = \$8.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 13.62	\$ 14.52	33.02%	\$ 18.12	\$ 19.31	24.00%	\$ 25.33	\$ 27.01
General Administrative	Photocopy Supervisor	\$ 11.00	\$ 15.27	33.02%	\$ 14.63	\$ 20.31	24.00%	\$ 20.46	\$ 28.41
General Administrative	Photocopy Technician	\$ 9.93	\$ 14.04	33.02%	\$ 13.21	\$ 18.68	24.00%	\$ 18.48	\$ 26.12
General Administrative	Photo-Typesetting Specialist	\$ 12.93	\$ 18.62	33.02%	\$ 17.20	\$ 24.77	24.00%	\$ 24.05	\$ 34.63
General Administrative	Photo-Typesetting Supervisor	\$ 13.81	\$ 20.22	33.02%	\$ 18.37	\$ 26.89	24.00%	\$ 25.69	\$ 37.60
General Administrative	Postal Aide	\$ 8.10	\$ 9.93	33.02%	\$ 10.77	\$ 13.21	24.00%	\$ 15.07	\$ 18.48
General Administrative	Postal Aide Senior	\$ 9.98	\$ 15.70	33.02%	\$ 13.27	\$ 20.89	24.00%	\$ 18.56	\$ 29.21
General Administrative	Postal Assistant	\$ 15.76	\$ 17.51	33.02%	\$ 20.96	\$ 23.29	24.00%	\$ 29.31	\$ 32.57
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	33.02%	\$ 39.91	\$ 59.86	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	33.02%	\$ 26.60	\$ 33.26	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 11.66	\$ 15.39	33.02%	\$ 15.51	\$ 20.47	24.00%	\$ 21.68	\$ 28.63
General Administrative	Public Relations Specialist	\$ 16.20	\$ 27.70	33.02%	\$ 21.55	\$ 36.85	24.00%	\$ 30.13	\$ 51.52
General Administrative	Public Relations Specialist Assistant	\$ 11.66	\$ 16.17	33.02%	\$ 15.51	\$ 21.51	24.00%	\$ 21.68	\$ 30.08
General Administrative	Receptionist	\$ 8.14	\$ 10.48	33.02%	\$ 10.83	\$ 13.95	24.00%	\$ 15.15	\$ 19.50
General Administrative	Receptionist Senior	\$ 10.49	\$ 16.55	33.02%	\$ 13.96	\$ 22.01	24.00%	\$ 19.52	\$ 30.78
General Administrative	Secretary	\$ 8.61	\$ 11.51	33.02%	\$ 11.46	\$ 15.31	24.00%	\$ 16.02	\$ 21.41
General Administrative	Secretary Senior	\$ 11.56	\$ 20.40	33.02%	\$ 15.37	\$ 27.13	24.00%	\$ 21.50	\$ 37.94
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	33.02%	\$ 20.29	\$ 23.94	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.02	\$ 24.47	33.02%	\$ 13.32	\$ 32.55	24.00%	\$ 18.63	\$ 45.52
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	33.02%	\$ 26.60	\$ 35.24	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 17.95	\$ 22.14	33.02%	\$ 23.88	\$ 29.45	24.00%	\$ 33.39	\$ 41.18
Human Resources	Classification / Compensation Analyst Senior	\$ 22.19	\$ 29.39	33.02%	\$ 29.51	\$ 39.09	24.00%	\$ 41.27	\$ 54.66
Human Resources	Classification / Compensation Consultant	\$ 29.41	\$ 39.39	33.02%	\$ 39.12	\$ 52.39	24.00%	\$ 54.70	\$ 73.26
Human Resources	EEO Program Analyst	\$ 17.34	\$ 27.67	33.02%	\$ 23.06	\$ 36.81	24.00%	\$ 32.24	\$ 51.47
Human Resources	EEO Program Specialist	\$ 19.11	\$ 30.19	33.02%	\$ 25.43	\$ 40.15	24.00%	\$ 35.55	\$ 56.15
Human Resources	Employee Relations Analyst	\$ 15.61	\$ 19.77	33.02%	\$ 20.77	\$ 26.29	24.00%	\$ 29.04	\$ 36.76
Human Resources	Employee Relations Analyst Senior	\$ 19.81	\$ 34.96	33.02%	\$ 26.35	\$ 46.51	24.00%	\$ 36.85	\$ 65.03
Human Resources	Human Resources Assistant	\$ 11.98	\$ 17.25	33.02%	\$ 15.93	\$ 22.95	24.00%	\$ 22.28	\$ 32.09
Human Resources	Human Resources Generalist	\$ 13.89	\$ 17.67	33.02%	\$ 18.47	\$ 23.50	24.00%	\$ 25.83	\$ 32.86
Human Resources	Human Resources Generalist Senior	\$ 17.77	\$ 31.03	33.02%	\$ 23.63	\$ 41.28	24.00%	\$ 33.05	\$ 57.71
Human Resources	Personnel Analyst	\$ 13.75	\$ 17.48	33.02%	\$ 18.29	\$ 23.25	24.00%	\$ 25.57	\$ 32.52
Human Resources	Personnel Analyst Senior	\$ 17.53	\$ 21.21	33.02%	\$ 23.32	\$ 28.21	24.00%	\$ 32.60	\$ 39.44
Human Resources	Personnel Practices Analyst	\$ 21.26	\$ 25.04	33.02%	\$ 28.28	\$ 33.31	24.00%	\$ 39.55	\$ 46.57
Human Resources	Personnel Practices Analyst Senior	\$ 25.09	\$ 31.94	33.02%	\$ 33.37	\$ 42.48	24.00%	\$ 46.66	\$ 59.40
Human Resources	Personnel Practices Manager	\$ 31.42	\$ 39.09	33.02%	\$ 41.80	\$ 52.00	24.00%	\$ 58.45	\$ 72.71
Human Services	Social Worker	\$ 15.31	\$ 25.93	31.94%	\$ 20.20	\$ 34.21	24.00%	\$ 28.47	\$ 48.23
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	31.94%	\$ 29.69	\$ 40.90	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 11.61	\$ 16.03	31.94%	\$ 15.32	\$ 21.15	24.00%	\$ 21.60	\$ 29.82
Human Services	Support Enforcement Specialist Senior	\$ 16.09	\$ 18.98	31.94%	\$ 21.23	\$ 25.04	24.00%	\$ 29.92	\$ 35.30
Human Services	Utilization Review Analyst	\$ 16.09	\$ 23.08	31.94%	\$ 21.23	\$ 30.45	24.00%	\$ 29.92	\$ 42.92

Florida (2017 HOURLY MINIMUM WAGE = \$8.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 23.12	\$ 37.09	31.94%	\$ 30.51	\$ 48.94	24.00%	\$ 43.01	\$ 68.99
Insurance	Claims Adjuster I	\$ 13.29	\$ 16.09	31.94%	\$ 17.54	\$ 21.23	24.00%	\$ 24.72	\$ 29.92
Insurance	Claims Adjuster II	\$ 16.13	\$ 23.08	31.94%	\$ 21.29	\$ 30.45	24.00%	\$ 30.01	\$ 42.92
Insurance	Claims Specialist	\$ 23.12	\$ 29.14	31.94%	\$ 30.51	\$ 38.45	24.00%	\$ 43.01	\$ 54.20
Insurance	Worker's Compensation Specialist	\$ 21.85	\$ 32.68	31.94%	\$ 28.83	\$ 43.12	24.00%	\$ 40.64	\$ 60.79
Laborer/Industrial	CDL Driver	\$ 11.66	\$ 16.73	37.27%	\$ 16.00	\$ 22.97	24.00%	\$ 21.68	\$ 31.12
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	37.27%	\$ 29.51	\$ 38.74	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	37.27%	\$ 38.37	\$ 45.59	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	37.27%	\$ 41.52	\$ 48.04	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	37.27%	\$ 33.97	\$ 41.18	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	37.27%	\$ 33.97	\$ 40.49	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	37.27%	\$ 43.24	\$ 51.82	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	37.27%	\$ 36.38	\$ 46.05	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 12.51	\$ 17.93	37.27%	\$ 17.17	\$ 24.61	24.00%	\$ 23.27	\$ 33.35
Laborer/Industrial	Forklift Operator	\$ 9.75	\$ 13.58	37.27%	\$ 13.38	\$ 18.65	24.00%	\$ 18.14	\$ 25.27
Laborer/Industrial	Forklift Operator Senior	\$ 13.61	\$ 19.81	37.27%	\$ 18.68	\$ 27.20	24.00%	\$ 25.32	\$ 36.85
Laborer/Industrial	Grounds Worker	\$ 8.10	\$ 10.95	37.27%	\$ 11.12	\$ 15.03	24.00%	\$ 15.07	\$ 20.37
Laborer/Industrial	Grounds Worker Lead	\$ 11.00	\$ 14.68	37.27%	\$ 15.10	\$ 20.16	24.00%	\$ 20.46	\$ 27.31
Laborer/Industrial	Grounds Worker Senior	\$ 11.74	\$ 14.59	37.27%	\$ 16.12	\$ 20.03	24.00%	\$ 21.84	\$ 27.14
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.15	\$ 11.43	37.27%	\$ 11.19	\$ 15.69	24.00%	\$ 15.17	\$ 21.26
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 11.44	\$ 14.59	37.27%	\$ 15.70	\$ 20.03	24.00%	\$ 21.27	\$ 27.14
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.10	\$ 10.98	37.27%	\$ 11.12	\$ 15.07	24.00%	\$ 15.07	\$ 20.42
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.10	\$ 10.98	37.27%	\$ 11.12	\$ 15.07	24.00%	\$ 15.07	\$ 20.42
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.10	\$ 10.98	37.27%	\$ 11.12	\$ 15.07	24.00%	\$ 15.07	\$ 20.42
Laborer/Industrial	Housekeeping Supervisor	\$ 9.75	\$ 13.54	37.27%	\$ 13.38	\$ 18.58	24.00%	\$ 18.14	\$ 25.18
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 13.57	\$ 20.99	37.27%	\$ 18.62	\$ 28.81	24.00%	\$ 25.23	\$ 39.03
Laborer/Industrial	Housekeeping Worker	\$ 8.10	\$ 11.05	37.27%	\$ 11.12	\$ 15.17	24.00%	\$ 15.07	\$ 20.56
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.10	\$ 14.17	37.27%	\$ 15.23	\$ 19.45	24.00%	\$ 20.64	\$ 26.36
Laborer/Industrial	Inventory Worker Light	\$ 8.63	\$ 13.52	37.27%	\$ 11.85	\$ 18.56	24.00%	\$ 16.05	\$ 25.15
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.10	\$ 15.17	37.27%	\$ 11.12	\$ 20.82	24.00%	\$ 15.07	\$ 28.22
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.10	\$ 10.49	37.27%	\$ 11.12	\$ 14.40	24.00%	\$ 15.07	\$ 19.52
Laborer/Industrial	Motor Vehicle Operator B	\$ 10.54	\$ 17.01	37.27%	\$ 14.47	\$ 23.36	24.00%	\$ 19.60	\$ 31.65
Laborer/Industrial	Packer	\$ 8.10	\$ 10.98	37.27%	\$ 11.12	\$ 15.07	24.00%	\$ 15.07	\$ 20.42
Laborer/Industrial	Warehouse Specialist I	\$ 8.10	\$ 10.98	37.27%	\$ 11.12	\$ 15.07	24.00%	\$ 15.07	\$ 20.42
Laborer/Industrial	Warehouse Specialist II	\$ 11.00	\$ 13.75	37.27%	\$ 15.10	\$ 18.87	24.00%	\$ 20.46	\$ 25.57
Laborer/Industrial	Warehouse Specialist III	\$ 13.79	\$ 17.57	37.27%	\$ 18.94	\$ 24.12	24.00%	\$ 25.66	\$ 32.69
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	37.27%	\$ 12.35	\$ 15.10	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.10	\$ 10.98	37.27%	\$ 11.12	\$ 15.07	24.00%	\$ 15.07	\$ 20.42
Laborer/Industrial	Warehouse Worker II	\$ 11.00	\$ 13.75	37.27%	\$ 15.10	\$ 18.87	24.00%	\$ 20.46	\$ 25.57
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	37.27%	\$ 33.56	\$ 43.93	24.00%	\$ 45.48	\$ 59.52

Florida (2017 HOURLY MINIMUM WAGE = \$8.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	37.27%	\$ 33.56	\$ 40.49	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	37.27%	\$ 33.56	\$ 40.49	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 10.49	\$ 13.54	31.94%	\$ 13.84	\$ 17.86	24.00%	\$ 19.52	\$ 25.18
Media	Audio Visual Technician Senior	\$ 13.57	\$ 22.48	31.94%	\$ 17.90	\$ 29.66	24.00%	\$ 25.23	\$ 41.81
Media	Graphic Artist	\$ 12.35	\$ 14.75	31.94%	\$ 16.30	\$ 19.46	24.00%	\$ 22.98	\$ 27.43
Media	Graphic Artist Senior	\$ 14.75	\$ 20.75	31.94%	\$ 19.46	\$ 27.37	24.00%	\$ 27.43	\$ 38.59
Media	Graphic Designer	\$ 12.35	\$ 14.75	31.94%	\$ 16.30	\$ 19.46	24.00%	\$ 22.98	\$ 27.43
Media	Graphic Designer Senior	\$ 14.78	\$ 20.75	31.94%	\$ 19.50	\$ 27.37	24.00%	\$ 27.48	\$ 38.59
Media	Photographer	\$ 8.15	\$ 10.80	31.94%	\$ 10.76	\$ 14.24	24.00%	\$ 15.17	\$ 20.08
Media	Photographer Senior	\$ 10.81	\$ 17.30	31.94%	\$ 14.27	\$ 22.82	24.00%	\$ 20.11	\$ 32.18
Media	TV / Video Production Specialist	\$ 16.32	\$ 21.00	31.94%	\$ 21.53	\$ 27.70	24.00%	\$ 30.35	\$ 39.05
Media	TV / Video Production Technician	\$ 21.02	\$ 28.44	31.94%	\$ 27.74	\$ 37.53	24.00%	\$ 39.10	\$ 52.90
Security	Armed Security Officer	\$ 13.06	\$ 17.48	46.59%	\$ 19.15	\$ 25.63	24.00%	\$ 24.29	\$ 32.52
Security	<u>Captain</u>	\$ 18.34	\$ 26.14	46.59%	\$ 26.89	\$ 38.32	24.00%	\$ 34.12	\$ 48.62
Security	Dispatcher/Police	\$ 12.66	\$ 21.57	46.59%	\$ 18.55	\$ 31.62	24.00%	\$ 23.54	\$ 40.13
Security	<u>Lieutenant</u>	\$ 16.51	\$ 22.93	46.59%	\$ 24.20	\$ 33.61	24.00%	\$ 30.71	\$ 42.65
Security	<u>Sergeant</u>	\$ 15.13	\$ 21.10	46.59%	\$ 22.19	\$ 30.92	24.00%	\$ 28.15	\$ 39.24
Security	Unarmed Security Guard	\$ 8.82	\$ 17.24	46.59%	\$ 12.93	\$ 25.28	24.00%	\$ 16.41	\$ 32.07
Tax	Data Entry Clerk	\$ 8.15	\$ 10.49	33.02%	\$ 10.85	\$ 13.96	24.00%	\$ 15.17	\$ 19.52
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 10.54	\$ 16.55	33.02%	\$ 14.02	\$ 22.01	24.00%	\$ 19.60	\$ 30.78
Tax	Error Resolution and Document Processor	\$ 13.71	\$ 19.05	33.02%	\$ 18.24	\$ 25.34	24.00%	\$ 25.51	\$ 35.43
Tax	General Clerical	\$ 8.10	\$ 11.73	33.02%	\$ 10.77	\$ 15.60	24.00%	\$ 15.07	\$ 21.82
Tax	On-Site Administrator (Day)	\$ 9.27	\$ 20.05	33.02%	\$ 12.34	\$ 26.67	24.00%	\$ 17.25	\$ 37.29
Tax	On-Site Administrator (Evening)	\$ 9.27	\$ 20.05	33.02%	\$ 12.34	\$ 26.67	24.00%	\$ 17.25	\$ 37.29
Tax	Remittance Processor	\$ 16.48	\$ 24.43	33.02%	\$ 21.92	\$ 32.49	24.00%	\$ 30.66	\$ 45.43
Tax	Taxpayer Information & Assistance Agent	\$ 14.60	\$ 20.98	33.02%	\$ 19.42	\$ 27.90	24.00%	\$ 27.16	\$ 39.02
Technical	Agricultural Technician	\$ 15.01	\$ 24.37	36.00%	\$ 20.42	\$ 33.14	24.00%	\$ 27.93	\$ 45.33
Technical	Agricultural Technician Lead	\$ 16.84	\$ 26.91	36.00%	\$ 22.90	\$ 36.60	24.00%	\$ 31.32	\$ 50.05
Technical	Agricultural Technician Supervisor	\$ 20.22	\$ 32.42	36.00%	\$ 27.51	\$ 44.10	24.00%	\$ 37.62	\$ 60.31
Technical	Analytical Chemist	\$ 15.91	\$ 26.91	36.00%	\$ 21.64	\$ 36.60	24.00%	\$ 29.60	\$ 50.05
Technical	Analytical Chemist Assistant	\$ 18.59	\$ 30.62	36.00%	\$ 25.29	\$ 41.64	24.00%	\$ 34.58	\$ 56.95
Technical	Analytical Chemist Senior	\$ 23.46	\$ 38.29	36.00%	\$ 31.91	\$ 52.08	24.00%	\$ 43.64	\$ 71.23
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	36.00%	\$ 26.92	\$ 42.20	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	36.00%	\$ 39.29	\$ 50.93	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 16.80	\$ 25.27	36.00%	\$ 22.85	\$ 34.37	24.00%	\$ 31.25	\$ 47.00
Technical	Bridge Design Drafter Senior	\$ 17.92	\$ 27.32	36.00%	\$ 24.37	\$ 37.16	24.00%	\$ 33.34	\$ 50.82
Technical	Cartographic Drafter	\$ 21.12	\$ 29.75	36.00%	\$ 28.73	\$ 40.47	24.00%	\$ 39.29	\$ 55.34
Technical	Cartographic Drafter Assistant	\$ 16.56	\$ 24.90	36.00%	\$ 22.52	\$ 33.87	24.00%	\$ 30.79	\$ 46.32
Technical	Cartographic Supervisor	\$ 28.82	\$ 38.74	36.00%	\$ 39.19	\$ 52.69	24.00%	\$ 53.60	\$ 72.06
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	36.00%	\$ 21.76	\$ 26.52	24.00%	\$ 29.76	\$ 36.27

Florida (2017 HOURLY MINIMUM WAGE = \$8.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	36.00%	\$ 53.84	\$ 65.48	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 25.41	\$ 35.96	36.00%	\$ 34.55	\$ 48.91	24.00%	\$ 47.26	\$ 66.89
Technical	Engineering Design Drafting Supervisor	\$ 29.56	\$ 41.21	36.00%	\$ 40.20	\$ 56.05	24.00%	\$ 54.99	\$ 76.65
Technical	Engineering Design Drafting Technician	\$ 14.27	\$ 18.89	36.00%	\$ 19.41	\$ 25.70	24.00%	\$ 26.55	\$ 35.14
Technical	Engineering Drafting Technician	\$ 14.30	\$ 18.89	36.00%	\$ 19.45	\$ 25.70	24.00%	\$ 26.60	\$ 35.14
Technical	Engineering Drafting Technician Senior	\$ 16.57	\$ 24.10	36.00%	\$ 22.54	\$ 32.77	24.00%	\$ 30.83	\$ 44.82
Technical	Environmental Engineer	\$ 23.47	\$ 37.08	36.00%	\$ 31.92	\$ 50.43	24.00%	\$ 43.66	\$ 68.97
Technical	Environmental Engineer Senior	\$ 25.28	\$ 40.57	36.00%	\$ 34.38	\$ 55.17	24.00%	\$ 47.02	\$ 75.46
Technical	Environmental Program Analyst	\$ 19.91	\$ 29.42	36.00%	\$ 27.08	\$ 40.02	24.00%	\$ 37.04	\$ 54.73
Technical	Environmental Program Planner	\$ 21.28	\$ 31.79	36.00%	\$ 28.94	\$ 43.24	24.00%	\$ 39.58	\$ 59.13
Technical	Environmental Program Specialist	\$ 22.88	\$ 28.73	36.00%	\$ 31.11	\$ 39.07	24.00%	\$ 42.55	\$ 53.43
Technical	Environmental Specialist - Field	\$ 21.28	\$ 31.06	36.00%	\$ 28.94	\$ 42.24	24.00%	\$ 39.58	\$ 57.77
Technical	Environmental Specialist Senior - Field	\$ 21.88	\$ 32.51	36.00%	\$ 29.76	\$ 44.21	24.00%	\$ 40.71	\$ 60.46
Technical	Environmental Technician	\$ 19.91	\$ 29.42	36.00%	\$ 27.08	\$ 40.02	24.00%	\$ 37.04	\$ 54.73
Technical	Environmental Technician Senior	\$ 21.28	\$ 31.79	36.00%	\$ 28.94	\$ 43.24	24.00%	\$ 39.58	\$ 59.13
Technical	Help Desk Support	\$ 15.50	\$ 25.00	36.00%	\$ 21.08	\$ 34.00	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	36.00%	\$ 23.46	\$ 32.64	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 18.14	\$ 22.17	36.00%	\$ 24.67	\$ 30.16	24.00%	\$ 33.74	\$ 41.24
Technical	Laboratory Technician	\$ 15.20	\$ 22.77	36.00%	\$ 20.67	\$ 30.96	24.00%	\$ 28.27	\$ 42.34
Technical	Laboratory Technician Senior	\$ 16.13	\$ 24.54	36.00%	\$ 21.94	\$ 33.38	24.00%	\$ 30.01	\$ 45.65
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	36.00%	\$ 29.92	\$ 36.04	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 24.19	\$ 32.25	36.00%	\$ 32.90	\$ 43.86	24.00%	\$ 44.99	\$ 59.99
Technical	Residential Plan Reviewer	\$ 17.64	\$ 27.55	36.00%	\$ 23.99	\$ 37.47	24.00%	\$ 32.81	\$ 51.25
Technical	Right of Way Technician	\$ 25.03	\$ 39.58	36.00%	\$ 34.04	\$ 53.83	24.00%	\$ 46.56	\$ 73.61
Technical	Right of Way Technician Supervisor	\$ 27.02	\$ 43.45	36.00%	\$ 36.75	\$ 59.09	24.00%	\$ 50.26	\$ 80.81
Technical	Safety Engineer	\$ 24.66	\$ 38.68	36.00%	\$ 33.54	\$ 52.60	24.00%	\$ 45.87	\$ 71.94
Technical	Safety Engineer Senior	\$ 28.04	\$ 44.26	36.00%	\$ 38.13	\$ 60.19	24.00%	\$ 52.15	\$ 82.32
Technical	Title Examiner	\$ 17.18	\$ 24.16	36.00%	\$ 23.36	\$ 32.86	24.00%	\$ 31.95	\$ 44.94
Technical	Traffic Controller	\$ 20.79	\$ 33.62	36.00%	\$ 28.28	\$ 45.72	24.00%	\$ 38.68	\$ 62.53
Technical	Traffic Controller Senior	\$ 25.03	\$ 39.58	36.00%	\$ 34.04	\$ 53.83	24.00%	\$ 46.56	\$ 73.61
Technical	Transportation Data Analyst	\$ 20.79	\$ 33.62	36.00%	\$ 28.28	\$ 45.72	24.00%	\$ 38.68	\$ 62.53
Technical	Transportation Data Analyst Senior	\$ 25.03	\$ 39.58	36.00%	\$ 34.04	\$ 53.83	24.00%	\$ 46.56	\$ 73.61
Technical	Transportation Data Analyst Supervisor	\$ 25.03	\$ 39.58	36.00%	\$ 34.04	\$ 53.83	24.00%	\$ 46.56	\$ 73.61
Technical	Transportation Data Technician	\$ 20.79	\$ 33.62	36.00%	\$ 28.28	\$ 45.72	24.00%	\$ 38.68	\$ 62.53
Technical	Transportation District Utilities Specialist	\$ 24.56	\$ 39.57	36.00%	\$ 33.41	\$ 53.81	24.00%	\$ 45.69	\$ 73.60
Technical	Transportation Engineering Technician -Survey	\$ 25.51	\$ 43.29	36.00%	\$ 34.69	\$ 58.88	24.00%	\$ 47.44	\$ 80.52
Technical	Transportation Engineering Technician -Survey Senior	\$ 28.16	\$ 45.30	36.00%	\$ 38.30	\$ 61.61	24.00%	\$ 52.37	\$ 84.26
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 29.73	\$ 48.39	36.00%	\$ 40.43	\$ 65.81	24.00%	\$ 55.29	\$ 90.01
Technical	Transportation Materials Technician	\$ 11.94	\$ 17.18	36.00%	\$ 16.24	\$ 23.36	24.00%	\$ 22.21	\$ 31.95
Technical	Transportation Materials Technician Senior	\$ 12.74	\$ 18.63	36.00%	\$ 17.33	\$ 25.33	24.00%	\$ 23.70	\$ 34.65

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 25.51	\$ 42.36	36.00%	\$ 34.69	\$ 57.61	24.00%	\$ 47.44	\$ 78.78
Technical	Transportation Materials Technician Supervisor	\$ 29.73	\$ 48.39	36.00%	\$ 40.43	\$ 65.81	24.00%	\$ 55.29	\$ 90.01
Technical	Transportation Planning Specialist	\$ 24.56	\$ 39.57	36.00%	\$ 33.41	\$ 53.81	24.00%	\$ 45.69	\$ 73.60
Technical	Transportation Planning Specialist Senior	\$ 28.16	\$ 45.30	36.00%	\$ 38.30	\$ 61.61	24.00%	\$ 52.37	\$ 84.26
Technical	Transportation Technical Program Coordinator	\$ 24.56	\$ 39.57	36.00%	\$ 33.41	\$ 53.81	24.00%	\$ 45.69	\$ 73.60
Technical	Transportation Technical Support Coordinator	\$ 24.56	\$ 39.57	36.00%	\$ 33.41	\$ 53.81	24.00%	\$ 45.69	\$ 73.60
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	36.00%	\$ 51.00	\$ 61.20	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 14.21	\$ 17.48	43.38%	\$ 20.37	\$ 25.07	24.00%	\$ 26.43	\$ 32.52
Trades	Boiler Operator II	\$ 17.53	\$ 20.12	43.38%	\$ 25.13	\$ 28.85	24.00%	\$ 32.60	\$ 37.43
Trades	Boiler Operator Senior I	\$ 20.14	\$ 21.99	43.38%	\$ 28.88	\$ 31.52	24.00%	\$ 37.46	\$ 40.89
Trades	Boiler Operator Senior II	\$ 22.00	\$ 30.12	43.38%	\$ 31.55	\$ 43.19	24.00%	\$ 40.93	\$ 56.03
Trades	Carpenter Assistant	\$ 9.47	\$ 12.80	43.38%	\$ 13.57	\$ 18.36	24.00%	\$ 17.61	\$ 23.82
Trades	Carpenter	\$ 12.81	\$ 17.95	43.38%	\$ 18.37	\$ 25.74	24.00%	\$ 23.83	\$ 33.39
Trades	Carpenter Senior	\$ 18.95	\$ 25.60	43.38%	\$ 27.17	\$ 36.70	24.00%	\$ 35.25	\$ 47.62
Trades	Electrician	\$ 20.21	\$ 33.63	43.38%	\$ 28.97	\$ 48.21	24.00%	\$ 37.58	\$ 62.54
Trades	Electrician Assistant	\$ 10.78	\$ 13.30	43.38%	\$ 15.45	\$ 19.07	24.00%	\$ 20.05	\$ 24.74
Trades	Electrician Senior	\$ 15.60	\$ 18.00	43.38%	\$ 22.37	\$ 25.80	24.00%	\$ 29.02	\$ 33.47
Trades	Electrician Supervisor Senior	\$ 18.04	\$ 31.72	43.38%	\$ 25.87	\$ 45.48	24.00%	\$ 33.56	\$ 58.99
Trades	Electronic Equipment Install & Repair Supervisor	\$ 19.68	\$ 29.26	43.38%	\$ 28.22	\$ 41.95	24.00%	\$ 36.61	\$ 54.42
Trades	Electronic Equipment Install & Repair Technician	\$ 15.62	\$ 19.58	43.38%	\$ 22.40	\$ 28.08	24.00%	\$ 29.05	\$ 36.42
Trades	Electronic Technician	\$ 11.89	\$ 15.11	43.38%	\$ 17.04	\$ 21.66	24.00%	\$ 22.11	\$ 28.10
Trades	Electronic Technician Senior	\$ 15.15	\$ 26.80	43.38%	\$ 21.73	\$ 38.43	24.00%	\$ 28.18	\$ 49.85
Trades	Equipment Repair Supervisor	\$ 21.55	\$ 25.22	43.38%	\$ 30.89	\$ 36.17	24.00%	\$ 40.07	\$ 46.92
Trades	Equipment Repair Technician	\$ 11.89	\$ 15.11	43.38%	\$ 17.04	\$ 21.66	24.00%	\$ 22.11	\$ 28.10
Trades	Equipment Repair Technician Senior	\$ 15.15	\$ 21.49	43.38%	\$ 21.73	\$ 30.81	24.00%	\$ 28.18	\$ 39.97
Trades	HVAC Installation & Repair Assistant	\$ 9.27	\$ 14.79	43.38%	\$ 13.30	\$ 21.21	24.00%	\$ 17.25	\$ 27.52
Trades	HVAC Installation & Repair Assistant Senior	\$ 14.79	\$ 25.22	43.38%	\$ 21.21	\$ 36.17	24.00%	\$ 27.52	\$ 46.92
Trades	Laboratory Mechanic	\$ 11.90	\$ 16.13	43.38%	\$ 17.06	\$ 23.13	24.00%	\$ 22.13	\$ 30.01
Trades	Laboratory Mechanic Senior	\$ 16.13	\$ 24.54	43.38%	\$ 23.13	\$ 35.19	24.00%	\$ 30.01	\$ 45.65
Trades	Locksmith	\$ 14.59	\$ 21.46	43.38%	\$ 20.92	\$ 30.77	24.00%	\$ 27.14	\$ 39.92
Trades	Maintenance Field Worker	\$ 11.89	\$ 15.20	43.38%	\$ 17.04	\$ 21.79	24.00%	\$ 22.11	\$ 28.27
Trades	Mason Plasterer	\$ 14.68	\$ 16.92	43.38%	\$ 21.05	\$ 24.26	24.00%	\$ 27.31	\$ 31.48
Trades	Mason Plasterer Assistant	\$ 16.96	\$ 25.09	43.38%	\$ 24.32	\$ 35.97	24.00%	\$ 31.54	\$ 46.66
Trades	Mechanic	\$ 9.56	\$ 21.51	43.38%	\$ 13.70	\$ 30.84	24.00%	\$ 17.78	\$ 40.01
Trades	Painter	\$ 9.19	\$ 20.40	43.38%	\$ 13.18	\$ 29.25	24.00%	\$ 17.09	\$ 37.94
Trades	Plumber / Steamfitter	\$ 19.93	\$ 30.30	43.38%	\$ 28.58	\$ 43.45	24.00%	\$ 37.07	\$ 56.37
Trades	Plumber / Steamfitter Assistant	\$ 11.89	\$ 19.87	43.38%	\$ 17.04	\$ 28.49	24.00%	\$ 22.11	\$ 36.95
Trades	Printing Press Operator B	\$ 19.45	\$ 28.57	43.38%	\$ 27.89	\$ 40.97	24.00%	\$ 36.18	\$ 53.14
Trades	Production Supervisor	\$ 23.07	\$ 35.33	43.38%	\$ 33.07	\$ 50.66	24.00%	\$ 42.91	\$ 65.72
Trades	Radio Specialist	\$ 13.75	\$ 17.63	43.38%	\$ 19.71	\$ 25.28	24.00%	\$ 25.57	\$ 32.79

Florida (2017 HOURLY MINIMUM WAGE = \$8.10)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 17.66	\$ 23.08	43.38%	\$ 25.32	\$ 33.09	24.00%	\$ 32.84	\$ 42.92
Trades	Sheet Metal Worker	\$ 13.08	\$ 16.83	43.38%	\$ 18.75	\$ 24.13	24.00%	\$ 24.33	\$ 31.31
Trades	Sheet Metal Worker Assistant	\$ 9.93	\$ 13.29	43.38%	\$ 14.24	\$ 19.06	24.00%	\$ 18.48	\$ 24.72
Trades	Sheet Metal Worker Lead	\$ 16.88	\$ 23.09	43.38%	\$ 24.20	\$ 33.10	24.00%	\$ 31.39	\$ 42.94
Trades	Shipping / Receiving Clerk	\$ 13.15	\$ 18.03	43.38%	\$ 18.86	\$ 25.85	24.00%	\$ 24.46	\$ 33.54
Trades	Storekeeper Assistant I	\$ 9.78	\$ 14.31	43.38%	\$ 14.02	\$ 20.52	24.00%	\$ 18.19	\$ 26.61
Trades	Storekeeper Assistant II	\$ 10.64	\$ 15.38	43.38%	\$ 15.26	\$ 22.05	24.00%	\$ 19.79	\$ 28.61
Trades	Storekeeper I	\$ 8.10	\$ 9.56	43.38%	\$ 11.61	\$ 13.70	24.00%	\$ 15.07	\$ 17.78
Trades	Storekeeper II	\$ 9.61	\$ 11.66	43.38%	\$ 13.78	\$ 16.71	24.00%	\$ 17.88	\$ 21.68
Trades	Storekeeper III	\$ 11.69	\$ 14.31	43.38%	\$ 16.77	\$ 20.52	24.00%	\$ 21.75	\$ 26.61
Trades	Storekeeper Senior	\$ 14.33	\$ 16.71	43.38%	\$ 20.54	\$ 23.96	24.00%	\$ 26.65	\$ 31.08
Trades	Tool Room Assistant	\$ 8.10	\$ 11.66	43.38%	\$ 11.61	\$ 16.71	24.00%	\$ 15.07	\$ 21.68
Trades	Tool Room Assistant Senior	\$ 11.66	\$ 16.27	43.38%	\$ 16.71	\$ 23.33	24.00%	\$ 21.68	\$ 30.26
Trades	Trades Utilities Worker Senior	\$ 11.90	\$ 17.43	43.38%	\$ 17.06	\$ 24.99	24.00%	\$ 22.13	\$ 32.41
Trades	Trades Utility Worker	\$ 9.09	\$ 11.85	43.38%	\$ 13.03	\$ 16.99	24.00%	\$ 16.91	\$ 22.04
Trades	Tradesman Helper	\$ 9.09	\$ 14.64	43.38%	\$ 13.03	\$ 20.99	24.00%	\$ 16.91	\$ 27.23
Trades	Tradesman Helper Senior	\$ 14.64	\$ 18.24	43.38%	\$ 20.99	\$ 26.16	24.00%	\$ 27.23	\$ 33.93
Trades	Welder	\$ 10.02	\$ 16.59	43.38%	\$ 14.36	\$ 23.79	24.00%	\$ 18.63	\$ 30.86
Trades	Welder Senior	\$ 16.64	\$ 19.95	43.38%	\$ 23.86	\$ 28.60	24.00%	\$ 30.95	\$ 37.11
Trades	Work Zone Safety Officer	\$ 20.79	\$ 33.62	43.38%	\$ 29.81	\$ 48.20	24.00%	\$ 38.68	\$ 62.53

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	31.89%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	33.02%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	49.01%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	33.02%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	31.94%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	37.27%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	31.94%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	46.59%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	33.02%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	36.00%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	43.38%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Georgia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 14.11	\$ 20.04	31.89%	\$ 18.61	\$ 26.43	24.00%	\$ 26.25	\$ 37.28
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	31.89%	\$ 11.26	\$ 18.43	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 20.05	\$ 27.83	31.89%	\$ 26.45	\$ 36.71	24.00%	\$ 37.30	\$ 51.77
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	31.89%	\$ 27.30	\$ 34.13	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	31.89%	\$ 20.48	\$ 26.28	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	31.89%	\$ 12.97	\$ 16.38	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 18.37	\$ 21.02	31.89%	\$ 24.23	\$ 27.73	24.00%	\$ 34.18	\$ 39.11
Accounting/Finance	Accounting Manager B	\$ 20.97	\$ 25.73	31.89%	\$ 27.65	\$ 33.93	24.00%	\$ 39.00	\$ 47.86
Accounting/Finance	Accounting Manager C	\$ 25.78	\$ 32.58	31.89%	\$ 34.00	\$ 42.97	24.00%	\$ 47.95	\$ 60.61
Accounting/Finance	Auditing - External Auditor	\$ 18.13	\$ 22.93	31.89%	\$ 23.92	\$ 30.25	24.00%	\$ 33.73	\$ 42.66
Accounting/Finance	Auditing - External Auditor Senior	\$ 22.95	\$ 32.58	31.89%	\$ 30.27	\$ 42.97	24.00%	\$ 42.69	\$ 60.61
Accounting/Finance	Auditing - Internal Auditor	\$ 18.13	\$ 22.93	31.89%	\$ 23.92	\$ 30.25	24.00%	\$ 33.73	\$ 42.66
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 22.98	\$ 32.58	31.89%	\$ 30.31	\$ 42.97	24.00%	\$ 42.75	\$ 60.61
Accounting/Finance	Bookkeeper	\$ 9.54	\$ 14.44	31.89%	\$ 12.58	\$ 19.05	24.00%	\$ 17.75	\$ 26.86
Accounting/Finance	Budget Analyst	\$ 17.79	\$ 23.27	31.89%	\$ 23.46	\$ 30.69	24.00%	\$ 33.08	\$ 43.28
Accounting/Finance	Budget Analyst Senior	\$ 23.28	\$ 36.13	31.89%	\$ 30.71	\$ 47.65	24.00%	\$ 43.30	\$ 67.20
Accounting/Finance	Closure/Disbursement Specialists	\$ 29.66	\$ 33.01	31.89%	\$ 39.11	\$ 43.53	24.00%	\$ 55.16	\$ 61.39
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 27.85	\$ 36.10	31.89%	\$ 36.73	\$ 47.62	24.00%	\$ 51.80	\$ 67.15
Accounting/Finance	CPA	\$ 28.88	\$ 38.17	31.89%	\$ 38.09	\$ 50.34	24.00%	\$ 53.72	\$ 70.99
Accounting/Finance	Fiscal Assistant	\$ 10.04	\$ 15.43	31.89%	\$ 13.25	\$ 20.36	24.00%	\$ 18.68	\$ 28.71
Accounting/Finance	Fiscal Technical Senior	\$ 13.46	\$ 19.19	31.89%	\$ 17.75	\$ 25.31	24.00%	\$ 25.03	\$ 35.70
Accounting/Finance	Fiscal Technician	\$ 15.48	\$ 18.92	31.89%	\$ 20.42	\$ 24.96	24.00%	\$ 28.80	\$ 35.20
Accounting/Finance	Payroll Assistant	\$ 14.70	\$ 18.57	31.89%	\$ 19.39	\$ 24.49	24.00%	\$ 27.34	\$ 34.53
Accounting/Finance	Purchasing / Procurement	\$ 18.57	\$ 27.59	31.89%	\$ 24.49	\$ 36.39	24.00%	\$ 34.53	\$ 51.32
Accounting/Finance	Sr. Compliance Officer	\$ 35.85	\$ 40.74	31.89%	\$ 47.28	\$ 53.74	24.00%	\$ 66.67	\$ 75.79
Accounting/Finance	Supervising Auditor	\$ 35.85	\$ 41.26	31.89%	\$ 47.28	\$ 54.42	24.00%	\$ 66.67	\$ 76.74
Call Center/Customer Service	Customer Service Inbound I	\$ 9.46	\$ 13.91	30.75%	\$ 12.36	\$ 18.19	24.00%	\$ 17.59	\$ 25.87
Call Center/Customer Service	Customer Service Inbound II	\$ 13.97	\$ 22.49	30.75%	\$ 18.26	\$ 29.41	24.00%	\$ 25.98	\$ 41.83

Georgia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.46	\$ 13.91	30.75%	\$ 12.36	\$ 18.19	24.00%	\$ 17.59	\$ 25.87
Call Center/Customer Service	Customer Service Outbound II	\$ 13.97	\$ 22.49	30.75%	\$ 18.26	\$ 29.41	24.00%	\$ 25.98	\$ 41.83
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.28	\$ 15.73	30.75%	\$ 12.14	\$ 20.57	24.00%	\$ 17.27	\$ 29.26
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	30.75%	\$ 27.07	\$ 33.83	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.64	\$ 14.75	30.75%	\$ 12.60	\$ 19.28	24.00%	\$ 17.93	\$ 27.43
Call Center/Customer Service	Detailing Representative II	\$ 10.49	\$ 16.97	30.75%	\$ 13.71	\$ 22.18	24.00%	\$ 19.51	\$ 31.56
Call Center/Customer Service	Help Desk Analyst	\$ 12.49	\$ 27.73	30.75%	\$ 16.34	\$ 36.26	24.00%	\$ 23.24	\$ 51.59
Call Center/Customer Service	Market Research Inbound	\$ 18.33	\$ 22.01	30.75%	\$ 23.96	\$ 28.78	24.00%	\$ 34.09	\$ 40.94
Call Center/Customer Service	Market Research Outbound	\$ 22.03	\$ 33.54	30.75%	\$ 28.80	\$ 43.85	24.00%	\$ 40.97	\$ 62.38
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.57	\$ 12.25	30.75%	\$ 11.21	\$ 16.02	24.00%	\$ 15.94	\$ 22.79
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.41	\$ 17.73	30.75%	\$ 16.22	\$ 23.18	24.00%	\$ 23.08	\$ 32.97
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.57	\$ 12.25	30.75%	\$ 11.21	\$ 16.02	24.00%	\$ 15.94	\$ 22.79
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.41	\$ 17.73	30.75%	\$ 16.22	\$ 23.18	24.00%	\$ 23.08	\$ 32.97
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.57	\$ 12.01	30.75%	\$ 11.21	\$ 15.71	24.00%	\$ 15.94	\$ 22.34
Call Center/Customer Service	Sales Inbound I	\$ 9.07	\$ 15.67	30.75%	\$ 11.86	\$ 20.49	24.00%	\$ 16.87	\$ 29.16
Call Center/Customer Service	Sales Inbound II	\$ 12.41	\$ 17.73	30.75%	\$ 16.22	\$ 23.18	24.00%	\$ 23.08	\$ 32.97
Call Center/Customer Service	Sales Outbound I	\$ 11.24	\$ 15.77	30.75%	\$ 14.70	\$ 20.62	24.00%	\$ 20.91	\$ 29.33
Call Center/Customer Service	Sales Outbound II	\$ 12.41	\$ 17.73	30.75%	\$ 16.22	\$ 23.18	24.00%	\$ 23.08	\$ 32.97
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.60	\$ 12.28	30.75%	\$ 9.93	\$ 16.06	24.00%	\$ 14.13	\$ 22.84
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 12.29	\$ 15.93	30.75%	\$ 16.07	\$ 20.82	24.00%	\$ 22.86	\$ 29.62
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 9.05	\$ 12.10	30.75%	\$ 11.84	\$ 15.82	24.00%	\$ 16.84	\$ 22.50
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 12.15	\$ 21.38	30.75%	\$ 15.88	\$ 27.96	24.00%	\$ 22.59	\$ 39.77
Food Related Services	Barista (misc)	\$ 10.60	\$ 15.64	49.01%	\$ 15.80	\$ 23.30	24.00%	\$ 19.72	\$ 29.08
Food Related Services	Building Attendant (misc)	\$ 10.60	\$ 15.64	37.27%	\$ 14.56	\$ 21.46	24.00%	\$ 19.72	\$ 29.08
Food Related Services	Busser	\$ 10.60	\$ 15.64	37.27%	\$ 14.56	\$ 21.46	24.00%	\$ 19.72	\$ 29.08
Food Related Services	Cashiers	\$ 10.60	\$ 15.64	37.27%	\$ 14.56	\$ 21.46	24.00%	\$ 19.72	\$ 29.08
Food Related Services	Dishwasher	\$ 9.64	\$ 12.53	37.27%	\$ 13.23	\$ 17.20	24.00%	\$ 17.93	\$ 23.31
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	37.27%	\$ 19.77	\$ 24.16	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	37.27%	\$ 13.59	\$ 16.61	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.55	\$ 13.98	37.27%	\$ 13.11	\$ 19.19	24.00%	\$ 17.77	\$ 26.00
Food Related Services	Food Operations Manager Assistant	\$ 14.02	\$ 16.41	37.27%	\$ 19.24	\$ 22.52	24.00%	\$ 26.07	\$ 30.52
Food Related Services	Food Production Worker	\$ 7.69	\$ 12.59	37.27%	\$ 10.56	\$ 17.28	24.00%	\$ 14.31	\$ 23.42
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	37.27%	\$ 19.15	\$ 23.40	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	37.27%	\$ 14.83	\$ 18.12	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	37.27%	\$ 17.30	\$ 21.14	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.66	\$ 12.35	37.27%	\$ 10.52	\$ 16.95	24.00%	\$ 14.25	\$ 22.97
Food Related Services	Second Cook Senior	\$ 12.25	\$ 16.12	49.01%	\$ 18.26	\$ 24.02	24.00%	\$ 22.79	\$ 29.98
Food Related Services	Server	\$ 7.36	\$ 10.04	37.27%	\$ 10.10	\$ 13.79	24.00%	\$ 13.68	\$ 18.68
General Administrative	Administrative Assistant I	\$ 10.53	\$ 14.16	30.75%	\$ 13.76	\$ 18.52	24.00%	\$ 19.58	\$ 26.34
General Administrative	Administrative Assistant II	\$ 14.17	\$ 15.33	30.75%	\$ 18.53	\$ 20.04	24.00%	\$ 26.36	\$ 28.51

Georgia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 15.34	\$ 16.64	30.75%	\$ 20.05	\$ 21.76	24.00%	\$ 28.53	\$ 30.95
General Administrative	Administrative Assistant IV	\$ 16.65	\$ 18.42	30.75%	\$ 21.77	\$ 24.09	24.00%	\$ 30.97	\$ 34.27
General Administrative	Administrative Assistant V	\$ 18.44	\$ 20.77	30.75%	\$ 24.11	\$ 27.16	24.00%	\$ 34.30	\$ 38.64
General Administrative	Administrative Staff Assistant	\$ 20.44	\$ 23.37	30.75%	\$ 26.72	\$ 30.55	24.00%	\$ 38.01	\$ 43.46
General Administrative	Administrative Staff Specialist	\$ 23.38	\$ 28.90	30.75%	\$ 30.57	\$ 37.79	24.00%	\$ 43.48	\$ 53.76
General Administrative	Administrative Staff Specialist Senior	\$ 28.91	\$ 22.58	30.75%	\$ 37.80	\$ 29.52	24.00%	\$ 53.77	\$ 41.99
General Administrative	Agency Management Analyst	\$ 18.86	\$ 24.75	30.75%	\$ 24.65	\$ 32.36	24.00%	\$ 35.07	\$ 46.03
General Administrative	Agency Management Analyst Lead	\$ 24.76	\$ 28.76	30.75%	\$ 32.37	\$ 37.60	24.00%	\$ 46.05	\$ 53.49
General Administrative	Agency Management Analyst Senior	\$ 28.81	\$ 44.84	30.75%	\$ 37.67	\$ 58.62	24.00%	\$ 53.59	\$ 83.39
General Administrative	Clerk	\$ 9.30	\$ 10.75	30.75%	\$ 12.16	\$ 14.06	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	30.75%	\$ 10.79	\$ 12.09	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	30.75%	\$ 14.12	\$ 16.34	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.57	\$ 12.03	30.75%	\$ 11.21	\$ 15.73	24.00%	\$ 15.94	\$ 22.38
General Administrative	Data Entry Operator Senior	\$ 12.06	\$ 17.31	30.75%	\$ 15.77	\$ 22.64	24.00%	\$ 22.43	\$ 32.20
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	30.75%	\$ 13.40	\$ 19.61	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.19	\$ 18.88	30.75%	\$ 19.86	\$ 24.69	24.00%	\$ 28.26	\$ 35.13
General Administrative	Executive Secretary Senior	\$ 18.91	\$ 28.01	30.75%	\$ 24.73	\$ 36.63	24.00%	\$ 35.18	\$ 52.11
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	30.75%	\$ 22.88	\$ 27.13	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	30.75%	\$ 19.61	\$ 23.54	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.01	\$ 14.08	30.75%	\$ 15.71	\$ 18.42	24.00%	\$ 22.34	\$ 26.20
General Administrative	Legal Assistant Senior	\$ 14.11	\$ 35.58	30.75%	\$ 18.45	\$ 46.52	24.00%	\$ 26.25	\$ 66.18
General Administrative	Library Assistant	\$ 8.57	\$ 16.88	30.75%	\$ 11.21	\$ 22.07	24.00%	\$ 15.94	\$ 31.40
General Administrative	Medical Assistant I	\$ 11.51	\$ 13.43	30.75%	\$ 15.05	\$ 17.56	24.00%	\$ 21.41	\$ 24.98
General Administrative	Medical Assistant II	\$ 13.47	\$ 19.15	30.75%	\$ 17.61	\$ 25.03	24.00%	\$ 25.05	\$ 35.61
General Administrative	Medical Biller I	\$ 10.04	\$ 12.32	30.75%	\$ 13.12	\$ 16.11	24.00%	\$ 18.67	\$ 22.92
General Administrative	Medical Biller II	\$ 12.35	\$ 19.18	30.75%	\$ 16.15	\$ 25.08	24.00%	\$ 22.97	\$ 35.68
General Administrative	Medical Records Clerk I	\$ 12.06	\$ 17.56	30.75%	\$ 15.77	\$ 22.97	24.00%	\$ 22.43	\$ 32.67
General Administrative	Medical Records Clerk II	\$ 13.02	\$ 18.84	30.75%	\$ 17.03	\$ 24.63	24.00%	\$ 24.22	\$ 35.04
General Administrative	Office Manager	\$ 20.29	\$ 30.89	30.75%	\$ 26.53	\$ 40.38	24.00%	\$ 37.74	\$ 57.45
General Administrative	Office Services Aide	\$ 11.23	\$ 15.47	30.75%	\$ 14.68	\$ 20.23	24.00%	\$ 20.89	\$ 28.78
General Administrative	Office Services Assistant	\$ 12.04	\$ 16.34	30.75%	\$ 15.74	\$ 21.36	24.00%	\$ 22.40	\$ 30.39
General Administrative	Office Services Specialist	\$ 12.69	\$ 17.10	30.75%	\$ 16.59	\$ 22.36	24.00%	\$ 23.60	\$ 31.81
General Administrative	Office Services Supervisor	\$ 13.27	\$ 17.48	30.75%	\$ 17.36	\$ 22.85	24.00%	\$ 24.69	\$ 32.51
General Administrative	Office Services Supervisor Senior	\$ 15.39	\$ 19.61	30.75%	\$ 20.12	\$ 25.64	24.00%	\$ 28.62	\$ 36.47
General Administrative	Operator I	\$ 8.34	\$ 11.99	30.75%	\$ 10.90	\$ 15.68	24.00%	\$ 15.51	\$ 22.31
General Administrative	Operator II	\$ 12.01	\$ 14.02	30.75%	\$ 15.71	\$ 18.33	24.00%	\$ 22.34	\$ 26.07
General Administrative	Operator III (Key Disc Operator)	\$ 14.06	\$ 15.92	30.75%	\$ 18.38	\$ 20.81	24.00%	\$ 26.14	\$ 29.60
General Administrative	Operator IV (Key Disc Operator)	\$ 15.93	\$ 18.45	30.75%	\$ 20.82	\$ 24.12	24.00%	\$ 29.62	\$ 34.32
General Administrative	Paralegal	\$ 14.00	\$ 23.50	30.75%	\$ 18.31	\$ 30.73	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.69	\$ 14.31	30.75%	\$ 13.98	\$ 18.70	24.00%	\$ 19.88	\$ 26.61

Georgia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 14.32	\$ 15.26	30.75%	\$ 18.72	\$ 19.95	24.00%	\$ 26.63	\$ 28.38
General Administrative	Photocopy Supervisor	\$ 11.56	\$ 16.05	30.75%	\$ 15.11	\$ 20.99	24.00%	\$ 21.50	\$ 29.85
General Administrative	Photocopy Technician	\$ 10.44	\$ 14.76	30.75%	\$ 13.65	\$ 19.30	24.00%	\$ 19.42	\$ 27.45
General Administrative	Photo-Typesetting Specialist	\$ 13.59	\$ 19.57	30.75%	\$ 17.77	\$ 25.59	24.00%	\$ 25.28	\$ 36.40
General Administrative	Photo-Typesetting Supervisor	\$ 14.52	\$ 21.25	30.75%	\$ 18.98	\$ 27.78	24.00%	\$ 27.00	\$ 39.52
General Administrative	Postal Aide	\$ 7.63	\$ 10.44	30.75%	\$ 9.97	\$ 13.65	24.00%	\$ 14.18	\$ 19.42
General Administrative	Postal Aide Senior	\$ 10.49	\$ 16.50	30.75%	\$ 13.71	\$ 21.58	24.00%	\$ 19.51	\$ 30.70
General Administrative	Postal Assistant	\$ 16.56	\$ 18.40	30.75%	\$ 21.65	\$ 24.06	24.00%	\$ 30.80	\$ 34.23
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	30.75%	\$ 39.23	\$ 58.84	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	30.75%	\$ 26.15	\$ 32.69	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.25	\$ 16.18	30.75%	\$ 16.02	\$ 21.15	24.00%	\$ 22.79	\$ 30.09
General Administrative	Public Relations Specialist	\$ 17.02	\$ 29.11	30.75%	\$ 22.26	\$ 38.07	24.00%	\$ 31.67	\$ 54.15
General Administrative	Public Relations Specialist Assistant	\$ 12.25	\$ 17.00	30.75%	\$ 16.02	\$ 22.22	24.00%	\$ 22.79	\$ 31.61
General Administrative	Receptionist	\$ 8.56	\$ 11.02	30.75%	\$ 11.19	\$ 14.41	24.00%	\$ 15.92	\$ 20.49
General Administrative	Receptionist Senior	\$ 11.03	\$ 17.39	30.75%	\$ 14.42	\$ 22.74	24.00%	\$ 20.51	\$ 32.35
General Administrative	Secretary	\$ 9.05	\$ 12.10	30.75%	\$ 11.84	\$ 15.82	24.00%	\$ 16.84	\$ 22.50
General Administrative	Secretary Senior	\$ 12.15	\$ 21.44	30.75%	\$ 15.88	\$ 28.03	24.00%	\$ 22.59	\$ 39.88
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00	30.75%	\$ 19.94	\$ 23.54	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.53	\$ 25.72	30.75%	\$ 13.76	\$ 33.63	24.00%	\$ 19.58	\$ 47.84
Human Resources	Claims Representative	\$ 20.00	\$ 26.49	30.75%	\$ 26.15	\$ 34.64	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 18.87	\$ 23.27	30.75%	\$ 24.67	\$ 30.43	24.00%	\$ 35.09	\$ 43.28
Human Resources	Classification / Compensation Analyst Senior	\$ 23.32	\$ 30.89	30.75%	\$ 30.49	\$ 40.38	24.00%	\$ 43.37	\$ 57.45
Human Resources	Classification / Compensation Consultant	\$ 30.91	\$ 41.39	30.75%	\$ 40.41	\$ 54.12	24.00%	\$ 57.49	\$ 76.99
Human Resources	EEO Program Analyst	\$ 18.22	\$ 29.08	30.75%	\$ 23.82	\$ 38.03	24.00%	\$ 33.89	\$ 54.10
Human Resources	EEO Program Specialist	\$ 20.09	\$ 31.73	30.75%	\$ 26.27	\$ 41.48	24.00%	\$ 37.37	\$ 59.01
Human Resources	Employee Relations Analyst	\$ 16.41	\$ 20.77	30.75%	\$ 21.45	\$ 27.16	24.00%	\$ 30.52	\$ 38.64
Human Resources	Employee Relations Analyst Senior	\$ 20.82	\$ 36.75	30.75%	\$ 27.23	\$ 48.05	24.00%	\$ 38.73	\$ 68.35
Human Resources	Human Resources Assistant	\$ 12.59	\$ 18.13	30.75%	\$ 16.46	\$ 23.71	24.00%	\$ 23.42	\$ 33.73
Human Resources	Human Resources Generalist	\$ 14.60	\$ 18.57	30.75%	\$ 19.08	\$ 24.28	24.00%	\$ 27.15	\$ 34.53
Human Resources	Human Resources Generalist Senior	\$ 18.67	\$ 32.61	30.75%	\$ 24.41	\$ 42.64	24.00%	\$ 34.73	\$ 60.66
Human Resources	Personnel Analyst	\$ 14.45	\$ 18.37	30.75%	\$ 18.89	\$ 24.02	24.00%	\$ 26.88	\$ 34.18
Human Resources	Personnel Analyst Senior	\$ 18.42	\$ 22.29	30.75%	\$ 24.09	\$ 29.14	24.00%	\$ 34.27	\$ 41.46
Human Resources	Personnel Practices Analyst	\$ 22.35	\$ 26.32	30.75%	\$ 29.22	\$ 34.41	24.00%	\$ 41.56	\$ 48.95
Human Resources	Personnel Practices Analyst Senior	\$ 26.37	\$ 33.57	30.75%	\$ 34.47	\$ 43.89	24.00%	\$ 49.04	\$ 62.43
Human Resources	Personnel Practices Manager	\$ 33.03	\$ 41.09	30.75%	\$ 43.18	\$ 53.72	24.00%	\$ 61.43	\$ 76.42
Human Services	Social Worker	\$ 16.09	\$ 27.25	30.75%	\$ 21.04	\$ 35.63	24.00%	\$ 29.93	\$ 50.69
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	30.75%	\$ 29.42	\$ 40.53	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.20	\$ 16.85	30.75%	\$ 15.96	\$ 22.03	24.00%	\$ 22.70	\$ 31.34
Human Services	Support Enforcement Specialist Senior	\$ 16.91	\$ 19.95	30.75%	\$ 22.11	\$ 26.08	24.00%	\$ 31.45	\$ 37.10
Human Services	Utilization Review Analyst	\$ 16.91	\$ 24.25	30.75%	\$ 22.11	\$ 31.71	24.00%	\$ 31.45	\$ 45.11

Georgia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 24.30	\$ 38.98	30.75%	\$ 31.78	\$ 50.97	24.00%	\$ 45.20	\$ 72.51
Insurance	Claims Adjuster I	\$ 13.97	\$ 16.91	30.75%	\$ 18.26	\$ 22.11	24.00%	\$ 25.98	\$ 31.45
Insurance	Claims Adjuster II	\$ 16.96	\$ 24.25	30.75%	\$ 22.17	\$ 31.71	24.00%	\$ 31.54	\$ 45.11
Insurance	Claims Specialist	\$ 24.30	\$ 30.63	30.75%	\$ 31.78	\$ 40.04	24.00%	\$ 45.20	\$ 56.97
Insurance	Worker's Compensation Specialist	\$ 22.96	\$ 34.35	30.75%	\$ 30.02	\$ 44.91	24.00%	\$ 42.71	\$ 63.89
Laborer/Industrial	CDL Driver	\$ 12.25	\$ 17.58	30.75%	\$ 16.02	\$ 22.99	24.00%	\$ 22.79	\$ 32.71
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	30.75%	\$ 28.11	\$ 36.90	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	30.75%	\$ 36.54	\$ 43.42	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	30.75%	\$ 39.55	\$ 45.76	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	30.75%	\$ 32.36	\$ 39.23	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	30.75%	\$ 32.36	\$ 38.57	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	30.75%	\$ 41.19	\$ 49.36	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	30.75%	\$ 34.65	\$ 43.87	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.15	\$ 18.85	30.75%	\$ 17.19	\$ 24.64	24.00%	\$ 24.46	\$ 35.05
Laborer/Industrial	Forklift Operator	\$ 10.25	\$ 14.28	30.75%	\$ 13.40	\$ 18.67	24.00%	\$ 19.06	\$ 26.56
Laborer/Industrial	Forklift Operator Senior	\$ 14.31	\$ 20.82	30.75%	\$ 18.70	\$ 27.23	24.00%	\$ 26.61	\$ 38.73
Laborer/Industrial	Grounds Worker	\$ 8.30	\$ 11.51	30.75%	\$ 10.85	\$ 15.05	24.00%	\$ 15.44	\$ 21.41
Laborer/Industrial	Grounds Worker Lead	\$ 11.56	\$ 15.43	30.75%	\$ 15.11	\$ 20.18	24.00%	\$ 21.50	\$ 28.71
Laborer/Industrial	Grounds Worker Senior	\$ 12.34	\$ 15.34	30.75%	\$ 16.13	\$ 20.05	24.00%	\$ 22.95	\$ 28.53
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.57	\$ 12.01	30.75%	\$ 11.21	\$ 15.71	24.00%	\$ 15.94	\$ 22.34
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.02	\$ 15.34	30.75%	\$ 15.72	\$ 20.05	24.00%	\$ 22.36	\$ 28.53
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.50	\$ 11.54	30.75%	\$ 9.81	\$ 15.09	24.00%	\$ 13.95	\$ 21.46
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.50	\$ 11.54	30.75%	\$ 9.81	\$ 15.09	24.00%	\$ 13.95	\$ 21.46
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.50	\$ 11.54	30.75%	\$ 9.81	\$ 15.09	24.00%	\$ 13.95	\$ 21.46
Laborer/Industrial	Housekeeping Supervisor	\$ 10.25	\$ 14.23	30.75%	\$ 13.40	\$ 18.60	24.00%	\$ 19.06	\$ 26.47
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.26	\$ 22.06	30.75%	\$ 18.64	\$ 28.84	24.00%	\$ 26.52	\$ 41.03
Laborer/Industrial	Housekeeping Worker	\$ 7.60	\$ 11.62	30.75%	\$ 9.93	\$ 15.19	24.00%	\$ 14.13	\$ 21.61
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.66	\$ 14.89	30.75%	\$ 15.25	\$ 19.47	24.00%	\$ 21.70	\$ 27.70
Laborer/Industrial	Inventory Worker Light	\$ 9.07	\$ 14.21	30.75%	\$ 11.86	\$ 18.58	24.00%	\$ 16.87	\$ 26.43
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.30	\$ 15.94	30.75%	\$ 10.85	\$ 20.85	24.00%	\$ 15.44	\$ 29.66
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.09	\$ 11.03	30.75%	\$ 10.58	\$ 14.42	24.00%	\$ 15.04	\$ 20.51
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.08	\$ 17.88	30.75%	\$ 14.48	\$ 23.38	24.00%	\$ 20.60	\$ 33.26
Laborer/Industrial	Packer	\$ 7.50	\$ 11.54	30.75%	\$ 9.81	\$ 15.09	24.00%	\$ 13.95	\$ 21.46
Laborer/Industrial	Warehouse Specialist I	\$ 8.30	\$ 11.54	30.75%	\$ 10.85	\$ 15.09	24.00%	\$ 15.44	\$ 21.46
Laborer/Industrial	Warehouse Specialist II	\$ 11.56	\$ 14.45	30.75%	\$ 15.11	\$ 18.89	24.00%	\$ 21.50	\$ 26.88
Laborer/Industrial	Warehouse Specialist III	\$ 14.50	\$ 18.47	30.75%	\$ 18.96	\$ 24.15	24.00%	\$ 26.97	\$ 34.35
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	30.75%	\$ 11.77	\$ 14.38	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.50	\$ 11.54	30.75%	\$ 9.81	\$ 15.09	24.00%	\$ 13.95	\$ 21.46
Laborer/Industrial	Warehouse Worker II	\$ 11.56	\$ 14.45	30.75%	\$ 15.11	\$ 18.89	24.00%	\$ 21.50	\$ 26.88
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	37.27%	\$ 33.56	\$ 43.93	24.00%	\$ 45.48	\$ 59.52

Georgia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	37.27%	\$ 33.56	\$ 40.49	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	37.27%	\$ 33.56	\$ 40.49	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.03	\$ 14.23	37.27%	\$ 15.14	\$ 19.53	24.00%	\$ 20.51	\$ 26.47
Media	Audio Visual Technician Senior	\$ 14.26	\$ 23.63	37.27%	\$ 19.57	\$ 32.43	24.00%	\$ 26.52	\$ 43.95
Media	Graphic Artist	\$ 12.99	\$ 15.50	37.27%	\$ 17.82	\$ 21.28	24.00%	\$ 24.15	\$ 28.83
Media	Graphic Artist Senior	\$ 15.50	\$ 21.81	37.27%	\$ 21.28	\$ 29.93	24.00%	\$ 28.83	\$ 40.56
Media	Graphic Designer	\$ 12.99	\$ 15.50	37.27%	\$ 17.82	\$ 21.28	24.00%	\$ 24.15	\$ 28.83
Media	Graphic Designer Senior	\$ 15.53	\$ 21.81	37.27%	\$ 21.32	\$ 29.93	24.00%	\$ 28.89	\$ 40.56
Media	Photographer	\$ 8.57	\$ 11.35	37.27%	\$ 11.76	\$ 15.58	24.00%	\$ 15.94	\$ 21.10
Media	Photographer Senior	\$ 11.37	\$ 18.18	37.27%	\$ 15.60	\$ 24.96	24.00%	\$ 21.14	\$ 33.82
Media	TV / Video Production Specialist	\$ 17.15	\$ 22.07	37.27%	\$ 23.54	\$ 30.29	24.00%	\$ 31.90	\$ 41.04
Media	TV / Video Production Technician	\$ 22.10	\$ 29.89	37.27%	\$ 30.33	\$ 41.04	24.00%	\$ 41.10	\$ 55.60
Security	Armed Security Officer	\$ 13.73	\$ 18.37	46.59%	\$ 20.12	\$ 26.93	24.00%	\$ 25.53	\$ 34.18
Security	<u>Captain</u>	\$ 19.28	\$ 27.47	46.59%	\$ 28.26	\$ 40.27	24.00%	\$ 35.86	\$ 51.10
Security	Dispatcher/Police	\$ 13.30	\$ 22.67	46.59%	\$ 19.50	\$ 33.24	24.00%	\$ 24.74	\$ 42.17
Security	<u>Lieutenant</u>	\$ 17.35	\$ 24.10	46.59%	\$ 25.44	\$ 35.33	24.00%	\$ 32.27	\$ 44.83
Security	<u>Sergeant</u>	\$ 15.91	\$ 22.17	46.59%	\$ 23.32	\$ 32.50	24.00%	\$ 29.59	\$ 41.24
Security	Unarmed Security Guard	\$ 9.27	\$ 18.12	46.59%	\$ 13.59	\$ 26.57	24.00%	\$ 17.25	\$ 33.71
Tax	Data Entry Clerk	\$ 8.57	\$ 11.03	30.75%	\$ 11.21	\$ 14.42	24.00%	\$ 15.94	\$ 20.51
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.08	\$ 17.39	30.75%	\$ 14.48	\$ 22.74	24.00%	\$ 20.60	\$ 32.35
Tax	Error Resolution and Document Processor	\$ 14.41	\$ 20.02	30.75%	\$ 18.84	\$ 26.18	24.00%	\$ 26.81	\$ 37.24
Tax	General Clerical	\$ 8.34	\$ 12.33	30.75%	\$ 10.90	\$ 16.12	24.00%	\$ 15.51	\$ 22.93
Tax	On-Site Administrator (Day)	\$ 9.75	\$ 21.07	30.75%	\$ 12.74	\$ 27.55	24.00%	\$ 18.13	\$ 39.20
Tax	On-Site Administrator (Evening)	\$ 9.75	\$ 21.07	30.75%	\$ 12.74	\$ 27.55	24.00%	\$ 18.13	\$ 39.20
Tax	Remittance Processor	\$ 17.32	\$ 25.67	30.75%	\$ 22.65	\$ 33.57	24.00%	\$ 32.22	\$ 47.75
Tax	Taxpayer Information & Assistance Agent	\$ 15.35	\$ 22.05	30.75%	\$ 20.07	\$ 28.83	24.00%	\$ 28.55	\$ 41.01
Technical	Agricultural Technician	\$ 15.78	\$ 25.61	36.00%	\$ 21.46	\$ 34.83	24.00%	\$ 29.35	\$ 47.64
Technical	Agricultural Technician Lead	\$ 17.70	\$ 28.28	36.00%	\$ 24.07	\$ 38.47	24.00%	\$ 32.92	\$ 52.61
Technical	Agricultural Technician Supervisor	\$ 21.26	\$ 34.08	36.00%	\$ 28.91	\$ 46.35	24.00%	\$ 39.54	\$ 63.38
Technical	Analytical Chemist	\$ 16.73	\$ 28.28	36.00%	\$ 22.75	\$ 38.47	24.00%	\$ 31.11	\$ 52.61
Technical	Analytical Chemist Assistant	\$ 19.54	\$ 32.18	36.00%	\$ 26.57	\$ 43.76	24.00%	\$ 36.35	\$ 59.85
Technical	Analytical Chemist Senior	\$ 24.66	\$ 40.25	36.00%	\$ 33.54	\$ 54.74	24.00%	\$ 45.87	\$ 74.86
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	36.00%	\$ 26.92	\$ 42.20	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	36.00%	\$ 39.29	\$ 50.93	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 17.66	\$ 26.56	36.00%	\$ 24.02	\$ 36.12	24.00%	\$ 32.85	\$ 49.40
Technical	Bridge Design Drafter Senior	\$ 18.84	\$ 28.72	36.00%	\$ 25.62	\$ 39.06	24.00%	\$ 35.04	\$ 53.42
Technical	Cartographic Drafter	\$ 22.20	\$ 31.27	36.00%	\$ 30.19	\$ 42.53	24.00%	\$ 41.29	\$ 58.17
Technical	Cartographic Drafter Assistant	\$ 17.40	\$ 26.17	36.00%	\$ 23.66	\$ 35.60	24.00%	\$ 32.36	\$ 48.68
Technical	Cartographic Supervisor	\$ 30.29	\$ 40.72	36.00%	\$ 41.19	\$ 55.38	24.00%	\$ 56.34	\$ 75.74
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	36.00%	\$ 21.76	\$ 26.52	24.00%	\$ 29.76	\$ 36.27

Georgia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	36.00%	\$ 53.84	\$ 65.48	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 26.70	\$ 37.80	36.00%	\$ 36.32	\$ 51.41	24.00%	\$ 49.67	\$ 70.31
Technical	Engineering Design Drafting Supervisor	\$ 31.07	\$ 43.31	36.00%	\$ 42.26	\$ 58.91	24.00%	\$ 57.79	\$ 80.56
Technical	Engineering Design Drafting Technician	\$ 15.00	\$ 19.86	36.00%	\$ 20.40	\$ 27.01	24.00%	\$ 27.90	\$ 36.94
Technical	Engineering Drafting Technician	\$ 15.03	\$ 19.86	36.00%	\$ 20.44	\$ 27.01	24.00%	\$ 27.95	\$ 36.94
Technical	Engineering Drafting Technician Senior	\$ 17.42	\$ 25.32	36.00%	\$ 23.69	\$ 34.44	24.00%	\$ 32.40	\$ 47.10
Technical	Environmental Engineer	\$ 24.67	\$ 38.97	36.00%	\$ 33.55	\$ 53.01	24.00%	\$ 45.88	\$ 72.49
Technical	Environmental Engineer Senior	\$ 26.57	\$ 42.64	36.00%	\$ 36.13	\$ 57.99	24.00%	\$ 49.42	\$ 79.31
Technical	Environmental Program Analyst	\$ 20.93	\$ 30.93	36.00%	\$ 28.46	\$ 42.06	24.00%	\$ 38.93	\$ 57.52
Technical	Environmental Program Planner	\$ 22.36	\$ 33.41	36.00%	\$ 30.42	\$ 45.44	24.00%	\$ 41.60	\$ 62.15
Technical	Environmental Program Specialist	\$ 24.04	\$ 30.19	36.00%	\$ 32.70	\$ 41.06	24.00%	\$ 44.72	\$ 56.16
Technical	Environmental Specialist - Field	\$ 22.36	\$ 32.64	36.00%	\$ 30.42	\$ 44.39	24.00%	\$ 41.60	\$ 60.71
Technical	Environmental Specialist Senior - Field	\$ 23.00	\$ 34.16	36.00%	\$ 31.28	\$ 46.46	24.00%	\$ 42.78	\$ 63.55
Technical	Environmental Technician	\$ 20.93	\$ 30.93	36.00%	\$ 28.46	\$ 42.06	24.00%	\$ 38.93	\$ 57.52
Technical	Environmental Technician Senior	\$ 22.36	\$ 33.41	36.00%	\$ 30.42	\$ 45.44	24.00%	\$ 41.60	\$ 62.15
Technical	Help Desk Support	\$ 15.50	\$ 25.00	36.00%	\$ 21.08	\$ 34.00	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	36.00%	\$ 23.46	\$ 32.64	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 19.07	\$ 23.31	36.00%	\$ 25.93	\$ 31.70	24.00%	\$ 35.47	\$ 43.35
Technical	Laboratory Technician	\$ 15.97	\$ 23.93	36.00%	\$ 21.72	\$ 32.54	24.00%	\$ 29.71	\$ 44.50
Technical	Laboratory Technician Senior	\$ 16.96	\$ 25.80	36.00%	\$ 23.06	\$ 35.08	24.00%	\$ 31.54	\$ 47.98
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	36.00%	\$ 29.92	\$ 36.04	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 25.42	\$ 33.90	36.00%	\$ 34.58	\$ 46.10	24.00%	\$ 47.29	\$ 63.05
Technical	Residential Plan Reviewer	\$ 18.54	\$ 28.96	36.00%	\$ 25.21	\$ 39.38	24.00%	\$ 34.48	\$ 53.86
Technical	Right of Way Technician	\$ 26.31	\$ 41.60	36.00%	\$ 35.78	\$ 56.57	24.00%	\$ 48.93	\$ 77.37
Technical	Right of Way Technician Supervisor	\$ 28.40	\$ 45.67	36.00%	\$ 38.62	\$ 62.10	24.00%	\$ 52.82	\$ 84.94
Technical	Safety Engineer	\$ 25.92	\$ 40.65	36.00%	\$ 35.25	\$ 55.29	24.00%	\$ 48.22	\$ 75.61
Technical	Safety Engineer Senior	\$ 29.47	\$ 46.51	36.00%	\$ 40.08	\$ 63.26	24.00%	\$ 54.81	\$ 86.51
Technical	Title Examiner	\$ 18.06	\$ 25.39	36.00%	\$ 24.56	\$ 34.53	24.00%	\$ 33.58	\$ 47.23
Technical	Traffic Controller	\$ 21.85	\$ 35.33	36.00%	\$ 29.72	\$ 48.05	24.00%	\$ 40.65	\$ 65.72
Technical	Traffic Controller Senior	\$ 26.31	\$ 41.60	36.00%	\$ 35.78	\$ 56.57	24.00%	\$ 48.93	\$ 77.37
Technical	Transportation Data Analyst	\$ 21.85	\$ 35.33	36.00%	\$ 29.72	\$ 48.05	24.00%	\$ 40.65	\$ 65.72
Technical	Transportation Data Analyst Senior	\$ 26.31	\$ 41.60	36.00%	\$ 35.78	\$ 56.57	24.00%	\$ 48.93	\$ 77.37
Technical	Transportation Data Analyst Supervisor	\$ 26.31	\$ 41.60	36.00%	\$ 35.78	\$ 56.57	24.00%	\$ 48.93	\$ 77.37
Technical	Transportation Data Technician	\$ 21.85	\$ 35.33	36.00%	\$ 29.72	\$ 48.05	24.00%	\$ 40.65	\$ 65.72
Technical	Transportation District Utilities Specialist	\$ 25.82	\$ 41.59	36.00%	\$ 35.11	\$ 56.56	24.00%	\$ 48.02	\$ 77.35
Technical	Transportation Engineering Technician -Survey	\$ 26.81	\$ 45.50	36.00%	\$ 36.46	\$ 61.88	24.00%	\$ 49.86	\$ 84.63
Technical	Transportation Engineering Technician -Survey Senior	\$ 29.60	\$ 47.61	36.00%	\$ 40.25	\$ 64.75	24.00%	\$ 55.05	\$ 88.56
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 31.24	\$ 50.86	36.00%	\$ 42.49	\$ 69.17	24.00%	\$ 58.11	\$ 94.60
Technical	Transportation Materials Technician	\$ 12.55	\$ 18.06	36.00%	\$ 17.07	\$ 24.56	24.00%	\$ 23.35	\$ 33.58
Technical	Transportation Materials Technician Senior	\$ 13.39	\$ 19.58	36.00%	\$ 18.21	\$ 26.63	24.00%	\$ 24.91	\$ 36.42

Georgia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 26.81	\$ 44.52	36.00%	\$ 36.46	\$ 60.54	24.00%	\$ 49.86	\$ 82.80
Technical	Transportation Materials Technician Supervisor	\$ 31.24	\$ 50.86	36.00%	\$ 42.49	\$ 69.17	24.00%	\$ 58.11	\$ 94.60
Technical	Transportation Planning Specialist	\$ 25.82	\$ 41.59	36.00%	\$ 35.11	\$ 56.56	24.00%	\$ 48.02	\$ 77.35
Technical	Transportation Planning Specialist Senior	\$ 29.60	\$ 47.61	36.00%	\$ 40.25	\$ 64.75	24.00%	\$ 55.05	\$ 88.56
Technical	Transportation Technical Program Coordinator	\$ 25.82	\$ 41.59	36.00%	\$ 35.11	\$ 56.56	24.00%	\$ 48.02	\$ 77.35
Technical	Transportation Technical Support Coordinator	\$ 25.82	\$ 41.59	36.00%	\$ 35.11	\$ 56.56	24.00%	\$ 48.02	\$ 77.35
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	36.00%	\$ 51.00	\$ 61.20	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 14.93	\$ 18.37	43.38%	\$ 21.41	\$ 26.34	24.00%	\$ 27.77	\$ 34.18
Trades	Boiler Operator II	\$ 18.42	\$ 21.15	43.38%	\$ 26.41	\$ 30.33	24.00%	\$ 34.27	\$ 39.34
Trades	Boiler Operator Senior I	\$ 21.17	\$ 23.11	43.38%	\$ 30.35	\$ 33.13	24.00%	\$ 39.38	\$ 42.98
Trades	Boiler Operator Senior II	\$ 23.13	\$ 31.66	43.38%	\$ 33.16	\$ 45.39	24.00%	\$ 43.02	\$ 58.88
Trades	Carpenter Assistant	\$ 9.95	\$ 13.46	43.38%	\$ 14.26	\$ 19.30	24.00%	\$ 18.50	\$ 25.03
Trades	Carpenter	\$ 13.47	\$ 18.87	43.38%	\$ 19.31	\$ 27.05	24.00%	\$ 25.05	\$ 35.09
Trades	Carpenter Senior	\$ 19.92	\$ 26.91	43.38%	\$ 28.56	\$ 38.58	24.00%	\$ 37.04	\$ 50.04
Trades	Electrician	\$ 21.24	\$ 35.34	43.38%	\$ 30.45	\$ 50.67	24.00%	\$ 39.50	\$ 65.73
Trades	Electrician Assistant	\$ 11.33	\$ 13.98	43.38%	\$ 16.24	\$ 20.04	24.00%	\$ 21.07	\$ 26.00
Trades	Electrician Senior	\$ 16.40	\$ 18.91	43.38%	\$ 23.51	\$ 27.12	24.00%	\$ 30.50	\$ 35.18
Trades	Electrician Supervisor Senior	\$ 18.96	\$ 33.34	43.38%	\$ 27.19	\$ 47.80	24.00%	\$ 35.27	\$ 62.00
Trades	Electronic Equipment Install & Repair Supervisor	\$ 20.69	\$ 30.75	43.38%	\$ 29.66	\$ 44.09	24.00%	\$ 38.48	\$ 57.20
Trades	Electronic Equipment Install & Repair Technician	\$ 16.42	\$ 20.58	43.38%	\$ 23.54	\$ 29.51	24.00%	\$ 30.54	\$ 38.28
Trades	Electronic Technician	\$ 12.49	\$ 15.88	43.38%	\$ 17.91	\$ 22.76	24.00%	\$ 23.24	\$ 29.53
Trades	Electronic Technician Senior	\$ 15.93	\$ 28.17	43.38%	\$ 22.83	\$ 40.39	24.00%	\$ 29.62	\$ 52.39
Trades	Equipment Repair Supervisor	\$ 22.64	\$ 26.51	43.38%	\$ 32.47	\$ 38.01	24.00%	\$ 42.12	\$ 49.31
Trades	Equipment Repair Technician	\$ 12.49	\$ 15.88	43.38%	\$ 17.91	\$ 22.76	24.00%	\$ 23.24	\$ 29.53
Trades	Equipment Repair Technician Senior	\$ 15.93	\$ 22.59	43.38%	\$ 22.83	\$ 32.38	24.00%	\$ 29.62	\$ 42.01
Trades	HVAC Installation & Repair Assistant	\$ 9.75	\$ 15.55	43.38%	\$ 13.97	\$ 22.29	24.00%	\$ 18.13	\$ 28.92
Trades	HVAC Installation & Repair Assistant Senior	\$ 15.55	\$ 26.51	43.38%	\$ 22.29	\$ 38.01	24.00%	\$ 28.92	\$ 49.31
Trades	Laboratory Mechanic	\$ 12.50	\$ 16.96	43.38%	\$ 17.93	\$ 24.31	24.00%	\$ 23.26	\$ 31.54
Trades	Laboratory Mechanic Senior	\$ 16.96	\$ 25.80	43.38%	\$ 24.31	\$ 36.99	24.00%	\$ 31.54	\$ 47.98
Trades	Locksmith	\$ 15.34	\$ 22.56	43.38%	\$ 21.99	\$ 32.34	24.00%	\$ 28.53	\$ 41.96
Trades	Maintenance Field Worker	\$ 12.49	\$ 15.97	43.38%	\$ 17.91	\$ 22.90	24.00%	\$ 23.24	\$ 29.71
Trades	Mason Plasterer	\$ 15.43	\$ 17.79	43.38%	\$ 22.13	\$ 25.50	24.00%	\$ 28.71	\$ 33.08
Trades	Mason Plasterer Assistant	\$ 17.82	\$ 26.37	43.38%	\$ 25.56	\$ 37.80	24.00%	\$ 33.15	\$ 49.04
Trades	Mechanic	\$ 10.04	\$ 22.61	43.38%	\$ 14.40	\$ 32.41	24.00%	\$ 18.68	\$ 42.05
Trades	Painter	\$ 9.66	\$ 21.44	43.38%	\$ 13.85	\$ 30.74	24.00%	\$ 17.97	\$ 39.88
Trades	Plumber / Steamfitter	\$ 20.95	\$ 31.85	43.38%	\$ 30.04	\$ 45.67	24.00%	\$ 38.96	\$ 59.24
Trades	Plumber / Steamfitter Assistant	\$ 12.49	\$ 20.88	43.38%	\$ 17.91	\$ 29.94	24.00%	\$ 23.24	\$ 38.84
Trades	Printing Press Operator B	\$ 20.45	\$ 30.03	43.38%	\$ 29.32	\$ 43.06	24.00%	\$ 38.03	\$ 55.85
Trades	Production Supervisor	\$ 24.24	\$ 37.13	43.38%	\$ 34.76	\$ 53.24	24.00%	\$ 45.10	\$ 69.07
Trades	Radio Specialist	\$ 14.45	\$ 18.53	43.38%	\$ 20.72	\$ 26.57	24.00%	\$ 26.88	\$ 34.46

Georgia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 18.56	\$ 24.25	43.38%	\$ 26.61	\$ 34.78	24.00%	\$ 34.52	\$ 45.11
Trades	Sheet Metal Worker	\$ 13.75	\$ 17.69	43.38%	\$ 19.71	\$ 25.36	24.00%	\$ 25.57	\$ 32.90
Trades	Sheet Metal Worker Assistant	\$ 10.44	\$ 13.97	43.38%	\$ 14.97	\$ 20.03	24.00%	\$ 19.42	\$ 25.98
Trades	Sheet Metal Worker Lead	\$ 17.74	\$ 24.26	43.38%	\$ 25.43	\$ 34.79	24.00%	\$ 32.99	\$ 45.13
Trades	Shipping / Receiving Clerk	\$ 13.82	\$ 18.95	43.38%	\$ 19.82	\$ 27.17	24.00%	\$ 25.71	\$ 35.25
Trades	Storekeeper Assistant I	\$ 10.28	\$ 15.04	43.38%	\$ 14.73	\$ 21.56	24.00%	\$ 19.11	\$ 27.97
Trades	Storekeeper Assistant II	\$ 11.18	\$ 16.17	43.38%	\$ 16.03	\$ 23.18	24.00%	\$ 20.80	\$ 30.07
Trades	Storekeeper I	\$ 7.31	\$ 10.04	43.38%	\$ 10.48	\$ 14.40	24.00%	\$ 13.59	\$ 18.68
Trades	Storekeeper II	\$ 10.10	\$ 12.25	43.38%	\$ 14.49	\$ 17.57	24.00%	\$ 18.79	\$ 22.79
Trades	Storekeeper III	\$ 12.29	\$ 15.04	43.38%	\$ 17.62	\$ 21.56	24.00%	\$ 22.86	\$ 27.97
Trades	Storekeeper Senior	\$ 15.06	\$ 17.56	43.38%	\$ 21.59	\$ 25.18	24.00%	\$ 28.01	\$ 32.67
Trades	Tool Room Assistant	\$ 8.09	\$ 12.25	43.38%	\$ 11.60	\$ 17.57	24.00%	\$ 15.04	\$ 22.79
Trades	Tool Room Assistant Senior	\$ 12.25	\$ 17.10	43.38%	\$ 17.57	\$ 24.52	24.00%	\$ 22.79	\$ 31.81
Trades	Trades Utilities Worker Senior	\$ 12.50	\$ 18.32	43.38%	\$ 17.93	\$ 26.26	24.00%	\$ 23.26	\$ 34.07
Trades	Trades Utility Worker	\$ 9.55	\$ 12.45	43.38%	\$ 13.70	\$ 17.86	24.00%	\$ 17.77	\$ 23.17
Trades	Tradesman Helper	\$ 9.55	\$ 15.39	43.38%	\$ 13.70	\$ 22.06	24.00%	\$ 17.77	\$ 28.62
Trades	Tradesman Helper Senior	\$ 15.39	\$ 19.17	43.38%	\$ 22.06	\$ 27.49	24.00%	\$ 28.62	\$ 35.66
Trades	Welder	\$ 10.53	\$ 17.44	43.38%	\$ 15.09	\$ 25.00	24.00%	\$ 19.58	\$ 32.44
Trades	Welder Senior	\$ 17.49	\$ 20.97	43.38%	\$ 25.07	\$ 30.06	24.00%	\$ 32.53	\$ 39.00
Trades	Work Zone Safety Officer	\$ 21.85	\$ 35.33	43.38%	\$ 31.33	\$ 50.66	24.00%	\$ 40.65	\$ 65.72

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	31.89%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	30.75%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	49.01%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	30.75%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	30.75%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	30.75%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	37.27%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	46.59%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	30.75%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	36.00%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	43.38%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Hawaii (2017 HOURLY MINIMUM WAGE = \$9.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 16.36	\$ 23.23	41.44%	\$ 23.14	\$ 32.86	24.00%	\$ 30.43	\$ 43.22
Accounting/Finance	Accountant JR	\$ 9.25	\$ 13.97	41.44%	\$ 13.08	\$ 19.76	24.00%	\$ 17.21	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 23.25	\$ 32.26	41.44%	\$ 32.88	\$ 45.63	24.00%	\$ 43.24	\$ 60.01
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	41.44%	\$ 29.28	\$ 36.60	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	41.44%	\$ 21.96	\$ 28.18	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	41.44%	\$ 13.91	\$ 17.57	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 21.30	\$ 24.37	41.44%	\$ 30.13	\$ 34.48	24.00%	\$ 39.62	\$ 45.34
Accounting/Finance	Accounting Manager B	\$ 24.31	\$ 29.83	41.44%	\$ 34.38	\$ 42.19	24.00%	\$ 45.21	\$ 55.48
Accounting/Finance	Accounting Manager C	\$ 29.88	\$ 37.77	41.44%	\$ 42.27	\$ 53.43	24.00%	\$ 55.58	\$ 70.26
Accounting/Finance	Auditing - External Auditor	\$ 21.02	\$ 26.59	41.44%	\$ 29.73	\$ 37.60	24.00%	\$ 39.10	\$ 49.45
Accounting/Finance	Auditing - External Auditor Senior	\$ 26.61	\$ 37.77	41.44%	\$ 37.64	\$ 53.43	24.00%	\$ 49.49	\$ 70.26
Accounting/Finance	Auditing - Internal Auditor	\$ 21.02	\$ 26.59	41.44%	\$ 29.73	\$ 37.60	24.00%	\$ 39.10	\$ 49.45
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 26.64	\$ 37.77	41.44%	\$ 37.68	\$ 53.43	24.00%	\$ 49.56	\$ 70.26
Accounting/Finance	Bookkeeper	\$ 11.06	\$ 16.74	41.44%	\$ 15.65	\$ 23.68	24.00%	\$ 20.57	\$ 31.14
Accounting/Finance	Budget Analyst	\$ 20.62	\$ 26.98	41.44%	\$ 29.16	\$ 38.16	24.00%	\$ 38.35	\$ 50.18
Accounting/Finance	Budget Analyst Senior	\$ 26.99	\$ 41.89	41.44%	\$ 38.17	\$ 59.24	24.00%	\$ 50.20	\$ 77.91
Accounting/Finance	Closure/Disbursement Specialists	\$ 34.38	\$ 38.27	41.44%	\$ 48.63	\$ 54.12	24.00%	\$ 63.95	\$ 71.17
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 32.29	\$ 41.85	41.44%	\$ 45.67	\$ 59.20	24.00%	\$ 60.05	\$ 77.85
Accounting/Finance	CPA	\$ 33.48	\$ 44.25	41.44%	\$ 47.36	\$ 62.58	24.00%	\$ 62.28	\$ 82.30
Accounting/Finance	Fiscal Assistant	\$ 11.65	\$ 17.89	41.44%	\$ 16.47	\$ 25.31	24.00%	\$ 21.66	\$ 33.28
Accounting/Finance	Fiscal Technical Senior	\$ 15.60	\$ 22.25	41.44%	\$ 22.07	\$ 31.47	24.00%	\$ 29.02	\$ 41.39
Accounting/Finance	Fiscal Technician	\$ 17.95	\$ 21.94	41.44%	\$ 25.39	\$ 31.03	24.00%	\$ 33.38	\$ 40.80
Accounting/Finance	Payroll Assistant	\$ 17.04	\$ 21.53	41.44%	\$ 24.10	\$ 30.44	24.00%	\$ 31.70	\$ 40.04
Accounting/Finance	Purchasing / Procurement	\$ 21.53	\$ 31.99	41.44%	\$ 30.44	\$ 45.24	24.00%	\$ 40.04	\$ 59.50
Accounting/Finance	Sr. Compliance Officer	\$ 41.56	\$ 47.24	41.44%	\$ 58.78	\$ 66.81	24.00%	\$ 77.29	\$ 87.86
Accounting/Finance	Supervising Auditor	\$ 41.56	\$ 47.83	41.44%	\$ 58.78	\$ 67.66	24.00%	\$ 77.29	\$ 88.97
Call Center/Customer Service	Customer Service Inbound I	\$ 10.96	\$ 16.13	41.67%	\$ 15.53	\$ 22.85	24.00%	\$ 20.39	\$ 30.00
Call Center/Customer Service	Customer Service Inbound II	\$ 16.19	\$ 26.07	41.67%	\$ 22.94	\$ 36.94	24.00%	\$ 30.12	\$ 48.50

Hawaii (2017 HOURLY MINIMUM WAGE = \$9.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 10.96	\$ 16.13	41.67%	\$ 15.53	\$ 22.85	24.00%	\$ 20.39	\$ 30.00
Call Center/Customer Service	Customer Service Outbound II	\$ 16.19	\$ 26.07	41.67%	\$ 22.94	\$ 36.94	24.00%	\$ 30.12	\$ 48.50
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.76	\$ 18.24	41.67%	\$ 15.25	\$ 25.84	24.00%	\$ 20.02	\$ 33.92
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	41.67%	\$ 29.33	\$ 36.66	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 11.18	\$ 17.10	41.67%	\$ 15.83	\$ 24.22	24.00%	\$ 20.79	\$ 31.80
Call Center/Customer Service	Detailing Representative II	\$ 12.16	\$ 19.67	41.67%	\$ 17.23	\$ 27.87	24.00%	\$ 22.62	\$ 36.58
Call Center/Customer Service	Help Desk Analyst	\$ 14.48	\$ 32.15	41.67%	\$ 20.52	\$ 45.55	24.00%	\$ 26.94	\$ 59.80
Call Center/Customer Service	Market Research Inbound	\$ 21.25	\$ 25.51	41.67%	\$ 30.10	\$ 36.15	24.00%	\$ 39.52	\$ 47.46
Call Center/Customer Service	Market Research Outbound	\$ 25.54	\$ 38.88	41.67%	\$ 36.18	\$ 55.08	24.00%	\$ 47.50	\$ 72.32
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.94	\$ 14.20	41.67%	\$ 14.08	\$ 20.12	24.00%	\$ 18.48	\$ 26.42
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 14.38	\$ 20.55	41.67%	\$ 20.38	\$ 29.12	24.00%	\$ 26.75	\$ 38.23
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.94	\$ 14.20	41.67%	\$ 14.08	\$ 20.12	24.00%	\$ 18.48	\$ 26.42
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 14.38	\$ 20.55	41.67%	\$ 20.38	\$ 29.12	24.00%	\$ 26.75	\$ 38.23
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.94	\$ 13.93	41.67%	\$ 14.08	\$ 19.73	24.00%	\$ 18.48	\$ 25.90
Call Center/Customer Service	Sales Inbound I	\$ 10.52	\$ 18.17	41.67%	\$ 14.90	\$ 25.74	24.00%	\$ 19.56	\$ 33.80
Call Center/Customer Service	Sales Inbound II	\$ 14.38	\$ 20.55	41.67%	\$ 20.38	\$ 29.12	24.00%	\$ 26.75	\$ 38.23
Call Center/Customer Service	Sales Outbound I	\$ 13.03	\$ 18.28	41.67%	\$ 18.46	\$ 25.90	24.00%	\$ 24.24	\$ 34.01
Call Center/Customer Service	Sales Outbound II	\$ 14.38	\$ 20.55	41.67%	\$ 20.38	\$ 29.12	24.00%	\$ 26.75	\$ 38.23
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 9.25	\$ 14.24	41.67%	\$ 13.10	\$ 20.17	24.00%	\$ 17.21	\$ 26.48
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 14.25	\$ 18.46	41.67%	\$ 20.19	\$ 26.16	24.00%	\$ 26.50	\$ 34.34
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 10.49	\$ 14.03	41.67%	\$ 14.87	\$ 19.87	24.00%	\$ 19.52	\$ 26.09
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 14.08	\$ 24.79	41.67%	\$ 19.95	\$ 35.12	24.00%	\$ 26.19	\$ 46.11
Food Related Services	Barista (misc)	\$ 12.29	\$ 18.13	53.59%	\$ 18.88	\$ 27.84	24.00%	\$ 22.87	\$ 33.72
Food Related Services	Building Attendant (misc)	\$ 12.29	\$ 18.13	40.75%	\$ 17.30	\$ 25.51	24.00%	\$ 22.87	\$ 33.72
Food Related Services	Busser	\$ 12.29	\$ 18.13	40.75%	\$ 17.30	\$ 25.51	24.00%	\$ 22.87	\$ 33.72
Food Related Services	Cashiers	\$ 12.29	\$ 18.13	40.75%	\$ 17.30	\$ 25.51	24.00%	\$ 22.87	\$ 33.72
Food Related Services	Dishwasher	\$ 11.18	\$ 14.53	40.75%	\$ 15.73	\$ 20.45	24.00%	\$ 20.79	\$ 27.02
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	40.75%	\$ 20.27	\$ 24.77	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	40.75%	\$ 13.93	\$ 17.03	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 11.08	\$ 16.20	40.75%	\$ 15.59	\$ 22.81	24.00%	\$ 20.60	\$ 30.14
Food Related Services	Food Operations Manager Assistant	\$ 16.25	\$ 19.02	40.75%	\$ 22.87	\$ 26.77	24.00%	\$ 30.22	\$ 35.38
Food Related Services	Food Production Worker	\$ 9.25	\$ 14.60	40.75%	\$ 13.02	\$ 20.54	24.00%	\$ 17.21	\$ 27.15
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	40.75%	\$ 19.63	\$ 24.00	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	40.75%	\$ 15.20	\$ 18.58	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	40.75%	\$ 17.73	\$ 21.68	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 9.25	\$ 14.32	40.75%	\$ 13.02	\$ 20.15	24.00%	\$ 17.21	\$ 26.63
Food Related Services	Second Cook Senior	\$ 14.20	\$ 18.69	53.59%	\$ 21.82	\$ 28.70	24.00%	\$ 26.42	\$ 34.76
Food Related Services	Server	\$ 9.25	\$ 11.65	40.75%	\$ 13.02	\$ 16.39	24.00%	\$ 17.21	\$ 21.66
General Administrative	Administrative Assistant I	\$ 12.20	\$ 16.42	41.67%	\$ 17.29	\$ 23.26	24.00%	\$ 22.70	\$ 30.54
General Administrative	Administrative Assistant II	\$ 16.43	\$ 17.77	41.67%	\$ 23.27	\$ 25.17	24.00%	\$ 30.56	\$ 33.05

Hawaii (2017 HOURLY MINIMUM WAGE = \$9.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 17.78	\$ 19.29	41.67%	\$ 25.19	\$ 27.33	24.00%	\$ 33.07	\$ 35.88
General Administrative	Administrative Assistant IV	\$ 19.30	\$ 21.36	41.67%	\$ 27.34	\$ 30.26	24.00%	\$ 35.90	\$ 39.72
General Administrative	Administrative Assistant V	\$ 21.38	\$ 24.08	41.67%	\$ 30.29	\$ 34.12	24.00%	\$ 39.77	\$ 44.80
General Administrative	Administrative Staff Assistant	\$ 23.69	\$ 27.09	41.67%	\$ 33.57	\$ 38.38	24.00%	\$ 44.07	\$ 50.39
General Administrative	Administrative Staff Specialist	\$ 27.10	\$ 33.50	41.67%	\$ 38.39	\$ 47.47	24.00%	\$ 50.41	\$ 62.32
General Administrative	Administrative Staff Specialist Senior	\$ 33.52	\$ 26.17	41.67%	\$ 47.48	\$ 37.08	24.00%	\$ 62.34	\$ 48.68
General Administrative	Agency Management Analyst	\$ 21.86	\$ 28.69	41.67%	\$ 30.97	\$ 40.64	24.00%	\$ 40.66	\$ 53.36
General Administrative	Agency Management Analyst Lead	\$ 28.70	\$ 33.34	41.67%	\$ 40.66	\$ 47.23	24.00%	\$ 53.38	\$ 62.01
General Administrative	Agency Management Analyst Senior	\$ 33.40	\$ 51.98	41.67%	\$ 47.32	\$ 73.64	24.00%	\$ 62.13	\$ 96.68
General Administrative	Clerk	\$ 10.42	\$ 12.05	41.67%	\$ 14.76	\$ 17.07	24.00%	\$ 19.38	\$ 22.41
General Administrative	Clerk Jr	\$ 9.25	\$ 10.37	41.67%	\$ 13.10	\$ 14.69	24.00%	\$ 17.21	\$ 19.29
General Administrative	Clerk Sr	\$ 12.10	\$ 14.00	41.67%	\$ 17.14	\$ 19.83	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.94	\$ 13.95	41.67%	\$ 14.08	\$ 19.76	24.00%	\$ 18.48	\$ 25.94
General Administrative	Data Entry Operator Senior	\$ 13.98	\$ 20.07	41.67%	\$ 19.81	\$ 28.44	24.00%	\$ 26.00	\$ 37.33
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	41.67%	\$ 14.52	\$ 21.25	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 17.61	\$ 21.89	41.67%	\$ 24.95	\$ 31.02	24.00%	\$ 32.76	\$ 40.72
General Administrative	Executive Secretary Senior	\$ 21.93	\$ 32.48	41.67%	\$ 31.06	\$ 46.01	24.00%	\$ 40.78	\$ 60.41
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	41.67%	\$ 24.79	\$ 29.40	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	41.67%	\$ 21.25	\$ 25.50	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 13.93	\$ 16.33	41.67%	\$ 19.73	\$ 23.13	24.00%	\$ 25.90	\$ 30.37
General Administrative	Legal Assistant Senior	\$ 16.36	\$ 41.25	41.67%	\$ 23.18	\$ 58.44	24.00%	\$ 30.43	\$ 76.72
General Administrative	Library Assistant	\$ 9.94	\$ 19.57	41.67%	\$ 14.08	\$ 27.72	24.00%	\$ 18.48	\$ 36.40
General Administrative	Medical Assistant I	\$ 13.34	\$ 15.57	41.67%	\$ 18.90	\$ 22.05	24.00%	\$ 24.82	\$ 28.96
General Administrative	Medical Assistant II	\$ 15.61	\$ 22.20	41.67%	\$ 22.12	\$ 31.44	24.00%	\$ 29.04	\$ 41.28
General Administrative	Medical Biller I	\$ 11.63	\$ 14.28	41.67%	\$ 16.48	\$ 20.23	24.00%	\$ 21.64	\$ 26.57
General Administrative	Medical Biller II	\$ 14.32	\$ 22.24	41.67%	\$ 20.28	\$ 31.51	24.00%	\$ 26.63	\$ 41.37
General Administrative	Medical Records Clerk I	\$ 13.98	\$ 20.36	41.67%	\$ 19.81	\$ 28.85	24.00%	\$ 26.00	\$ 37.87
General Administrative	Medical Records Clerk II	\$ 15.10	\$ 21.84	41.67%	\$ 21.39	\$ 30.94	24.00%	\$ 28.08	\$ 40.62
General Administrative	Office Manager	\$ 23.52	\$ 35.81	41.67%	\$ 33.33	\$ 50.73	24.00%	\$ 43.76	\$ 66.60
General Administrative	Office Services Aide	\$ 13.02	\$ 17.94	41.67%	\$ 18.45	\$ 25.41	24.00%	\$ 24.22	\$ 33.36
General Administrative	Office Services Assistant	\$ 13.96	\$ 18.94	41.67%	\$ 19.78	\$ 26.84	24.00%	\$ 25.96	\$ 35.23
General Administrative	Office Services Specialist	\$ 14.71	\$ 19.83	41.67%	\$ 20.84	\$ 28.09	24.00%	\$ 27.36	\$ 36.88
General Administrative	Office Services Supervisor	\$ 15.39	\$ 20.26	41.67%	\$ 21.80	\$ 28.70	24.00%	\$ 28.62	\$ 37.69
General Administrative	Office Services Supervisor Senior	\$ 17.84	\$ 22.73	41.67%	\$ 25.27	\$ 32.20	24.00%	\$ 33.18	\$ 42.28
General Administrative	Operator I	\$ 9.67	\$ 13.90	41.67%	\$ 13.70	\$ 19.70	24.00%	\$ 17.98	\$ 25.86
General Administrative	Operator II	\$ 13.93	\$ 16.25	41.67%	\$ 19.73	\$ 23.02	24.00%	\$ 25.90	\$ 30.22
General Administrative	Operator III (Key Disc Operator)	\$ 16.29	\$ 18.45	41.67%	\$ 23.08	\$ 26.14	24.00%	\$ 30.31	\$ 34.32
General Administrative	Operator IV (Key Disc Operator)	\$ 18.46	\$ 21.39	41.67%	\$ 26.16	\$ 30.30	24.00%	\$ 34.34	\$ 39.79
General Administrative	Paralegal	\$ 14.00	\$ 23.50	41.67%	\$ 19.83	\$ 33.29	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 12.39	\$ 16.58	41.67%	\$ 17.56	\$ 23.50	24.00%	\$ 23.05	\$ 30.85

Hawaii (2017 HOURLY MINIMUM WAGE = \$9.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 16.60	\$ 17.69	41.67%	\$ 23.51	\$ 25.06	24.00%	\$ 30.87	\$ 32.91
General Administrative	Photocopy Supervisor	\$ 13.40	\$ 18.61	41.67%	\$ 18.98	\$ 26.36	24.00%	\$ 24.92	\$ 34.61
General Administrative	Photocopy Technician	\$ 12.10	\$ 17.11	41.67%	\$ 17.15	\$ 24.24	24.00%	\$ 22.51	\$ 31.82
General Administrative	Photo-Typesetting Specialist	\$ 15.76	\$ 22.69	41.67%	\$ 22.32	\$ 32.14	24.00%	\$ 29.31	\$ 42.20
General Administrative	Photo-Typesetting Supervisor	\$ 16.83	\$ 24.63	41.67%	\$ 23.84	\$ 34.90	24.00%	\$ 31.31	\$ 45.81
General Administrative	Postal Aide	\$ 9.25	\$ 12.10	41.67%	\$ 13.10	\$ 17.15	24.00%	\$ 17.21	\$ 22.51
General Administrative	Postal Aide Senior	\$ 12.16	\$ 19.13	41.67%	\$ 17.23	\$ 27.11	24.00%	\$ 22.62	\$ 35.59
General Administrative	Postal Assistant	\$ 19.20	\$ 21.33	41.67%	\$ 27.20	\$ 30.22	24.00%	\$ 35.71	\$ 39.68
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	41.67%	\$ 42.50	\$ 63.75	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	41.67%	\$ 28.33	\$ 35.42	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 14.20	\$ 18.75	41.67%	\$ 20.12	\$ 26.57	24.00%	\$ 26.42	\$ 34.88
General Administrative	Public Relations Specialist	\$ 19.74	\$ 33.75	41.67%	\$ 27.96	\$ 47.81	24.00%	\$ 36.71	\$ 62.78
General Administrative	Public Relations Specialist Assistant	\$ 14.20	\$ 19.70	41.67%	\$ 20.12	\$ 27.91	24.00%	\$ 26.42	\$ 36.65
General Administrative	Receptionist	\$ 9.92	\$ 12.77	41.67%	\$ 14.06	\$ 18.10	24.00%	\$ 18.46	\$ 23.76
General Administrative	Receptionist Senior	\$ 12.79	\$ 20.16	41.67%	\$ 18.11	\$ 28.56	24.00%	\$ 23.78	\$ 37.50
General Administrative	Secretary	\$ 10.49	\$ 14.03	41.67%	\$ 14.87	\$ 19.87	24.00%	\$ 19.52	\$ 26.09
General Administrative	Secretary Senior	\$ 14.08	\$ 24.85	41.67%	\$ 19.95	\$ 35.21	24.00%	\$ 26.19	\$ 46.23
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	41.67%	\$ 21.60	\$ 25.50	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 12.20	\$ 29.82	41.67%	\$ 17.29	\$ 42.24	24.00%	\$ 22.70	\$ 55.46
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	41.67%	\$ 28.33	\$ 37.53	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 21.87	\$ 26.98	41.67%	\$ 30.98	\$ 38.22	24.00%	\$ 40.68	\$ 50.18
Human Resources	Classification / Compensation Analyst Senior	\$ 27.03	\$ 35.81	41.67%	\$ 38.30	\$ 50.73	24.00%	\$ 50.28	\$ 66.60
Human Resources	Classification / Compensation Consultant	\$ 35.83	\$ 47.99	41.67%	\$ 50.76	\$ 67.99	24.00%	\$ 66.64	\$ 89.26
Human Resources	EEO Program Analyst	\$ 21.12	\$ 33.72	41.67%	\$ 29.92	\$ 47.77	24.00%	\$ 39.29	\$ 62.71
Human Resources	EEO Program Specialist	\$ 23.29	\$ 36.78	41.67%	\$ 33.00	\$ 52.11	24.00%	\$ 43.32	\$ 68.41
Human Resources	Employee Relations Analyst	\$ 19.02	\$ 24.08	41.67%	\$ 26.95	\$ 34.12	24.00%	\$ 35.38	\$ 44.80
Human Resources	Employee Relations Analyst Senior	\$ 24.14	\$ 42.60	41.67%	\$ 34.20	\$ 60.35	24.00%	\$ 44.90	\$ 79.24
Human Resources	Human Resources Assistant	\$ 14.60	\$ 21.02	41.67%	\$ 20.68	\$ 29.78	24.00%	\$ 27.15	\$ 39.10
Human Resources	Human Resources Generalist	\$ 16.92	\$ 21.52	41.67%	\$ 23.97	\$ 30.49	24.00%	\$ 31.47	\$ 40.04
Human Resources	Human Resources Generalist Senior	\$ 21.65	\$ 37.81	41.67%	\$ 30.67	\$ 53.56	24.00%	\$ 40.26	\$ 70.32
Human Resources	Personnel Analyst	\$ 16.75	\$ 21.30	41.67%	\$ 23.73	\$ 30.18	24.00%	\$ 31.16	\$ 39.62
Human Resources	Personnel Analyst Senior	\$ 21.36	\$ 25.84	41.67%	\$ 30.26	\$ 36.61	24.00%	\$ 39.72	\$ 48.06
Human Resources	Personnel Practices Analyst	\$ 25.91	\$ 30.51	41.67%	\$ 36.70	\$ 43.22	24.00%	\$ 48.18	\$ 56.75
Human Resources	Personnel Practices Analyst Senior	\$ 30.57	\$ 38.91	41.67%	\$ 43.30	\$ 55.13	24.00%	\$ 56.85	\$ 72.38
Human Resources	Personnel Practices Manager	\$ 38.29	\$ 47.63	41.67%	\$ 54.24	\$ 67.48	24.00%	\$ 71.22	\$ 88.59
Human Services	Social Worker	\$ 18.65	\$ 31.59	41.67%	\$ 26.42	\$ 44.76	24.00%	\$ 34.69	\$ 58.76
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	41.67%	\$ 31.88	\$ 43.92	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 14.15	\$ 19.54	41.67%	\$ 20.04	\$ 27.68	24.00%	\$ 26.32	\$ 36.34
Human Services	Support Enforcement Specialist Senior	\$ 19.60	\$ 23.12	41.67%	\$ 27.77	\$ 32.76	24.00%	\$ 36.46	\$ 43.01
Human Services	Utilization Review Analyst	\$ 19.60	\$ 28.12	41.67%	\$ 27.77	\$ 39.84	24.00%	\$ 36.46	\$ 52.30

Hawaii (2017 HOURLY MINIMUM WAGE = \$9.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 28.17	\$ 45.19	41.67%	\$ 39.91	\$ 64.03	24.00%	\$ 52.40	\$ 84.06
Insurance	Claims Adjuster I	\$ 16.19	\$ 19.60	41.67%	\$ 22.94	\$ 27.77	24.00%	\$ 30.12	\$ 36.46
Insurance	Claims Adjuster II	\$ 19.66	\$ 28.12	41.67%	\$ 27.85	\$ 39.84	24.00%	\$ 36.56	\$ 52.30
Insurance	Claims Specialist	\$ 28.17	\$ 35.51	41.67%	\$ 39.91	\$ 50.30	24.00%	\$ 52.40	\$ 66.04
Insurance	Worker's Compensation Specialist	\$ 26.62	\$ 39.82	41.67%	\$ 37.71	\$ 56.41	24.00%	\$ 49.51	\$ 74.06
Laborer/Industrial	CDL Driver	\$ 14.20	\$ 20.38	45.35%	\$ 20.65	\$ 29.63	24.00%	\$ 26.42	\$ 37.92
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	45.35%	\$ 31.25	\$ 41.02	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	45.35%	\$ 40.63	\$ 48.27	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	45.35%	\$ 43.97	\$ 50.87	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	45.35%	\$ 35.97	\$ 43.61	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	45.35%	\$ 35.97	\$ 42.88	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	45.35%	\$ 45.79	\$ 54.87	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	45.35%	\$ 38.52	\$ 48.76	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 15.24	\$ 21.85	45.35%	\$ 22.16	\$ 31.76	24.00%	\$ 28.35	\$ 40.64
Laborer/Industrial	Forklift Operator	\$ 11.88	\$ 16.55	45.35%	\$ 17.27	\$ 24.06	24.00%	\$ 22.10	\$ 30.79
Laborer/Industrial	Forklift Operator Senior	\$ 16.58	\$ 24.14	45.35%	\$ 24.11	\$ 35.09	24.00%	\$ 30.85	\$ 44.90
Laborer/Industrial	Grounds Worker	\$ 9.62	\$ 13.34	45.35%	\$ 13.99	\$ 19.40	24.00%	\$ 17.90	\$ 24.82
Laborer/Industrial	Grounds Worker Lead	\$ 13.40	\$ 17.89	45.35%	\$ 19.48	\$ 26.01	24.00%	\$ 24.92	\$ 33.28
Laborer/Industrial	Grounds Worker Senior	\$ 14.30	\$ 17.78	45.35%	\$ 20.79	\$ 25.84	24.00%	\$ 26.61	\$ 33.07
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.94	\$ 13.93	45.35%	\$ 14.44	\$ 20.24	24.00%	\$ 18.48	\$ 25.90
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 13.94	\$ 17.78	45.35%	\$ 20.26	\$ 25.84	24.00%	\$ 25.92	\$ 33.07
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 9.25	\$ 13.38	45.35%	\$ 13.44	\$ 19.44	24.00%	\$ 17.21	\$ 24.88
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 9.25	\$ 13.38	45.35%	\$ 13.44	\$ 19.44	24.00%	\$ 17.21	\$ 24.88
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 9.25	\$ 13.38	45.35%	\$ 13.44	\$ 19.44	24.00%	\$ 17.21	\$ 24.88
Laborer/Industrial	Housekeeping Supervisor	\$ 11.88	\$ 16.50	45.35%	\$ 17.27	\$ 23.98	24.00%	\$ 22.10	\$ 30.68
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 16.53	\$ 25.57	45.35%	\$ 24.02	\$ 37.17	24.00%	\$ 30.74	\$ 47.56
Laborer/Industrial	Housekeeping Worker	\$ 9.25	\$ 13.47	45.35%	\$ 13.44	\$ 19.57	24.00%	\$ 17.21	\$ 25.05
Laborer/Industrial	Housekeeping Worker Senior	\$ 13.52	\$ 17.27	45.35%	\$ 19.66	\$ 25.10	24.00%	\$ 25.15	\$ 32.12
Laborer/Industrial	Inventory Worker Light	\$ 10.52	\$ 16.47	45.35%	\$ 15.29	\$ 23.94	24.00%	\$ 19.56	\$ 30.64
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 9.62	\$ 18.48	45.35%	\$ 13.99	\$ 26.87	24.00%	\$ 17.90	\$ 34.38
Laborer/Industrial	Motor Vehicle Operator A	\$ 9.38	\$ 12.79	45.35%	\$ 13.63	\$ 18.58	24.00%	\$ 17.44	\$ 23.78
Laborer/Industrial	Motor Vehicle Operator B	\$ 12.84	\$ 20.73	45.35%	\$ 18.66	\$ 30.13	24.00%	\$ 23.88	\$ 38.56
Laborer/Industrial	Packer	\$ 9.25	\$ 13.38	45.35%	\$ 13.44	\$ 19.44	24.00%	\$ 17.21	\$ 24.88
Laborer/Industrial	Warehouse Specialist I	\$ 9.62	\$ 13.38	45.35%	\$ 13.99	\$ 19.44	24.00%	\$ 17.90	\$ 24.88
Laborer/Industrial	Warehouse Specialist II	\$ 13.40	\$ 16.75	45.35%	\$ 19.48	\$ 24.35	24.00%	\$ 24.92	\$ 31.16
Laborer/Industrial	Warehouse Specialist III	\$ 16.81	\$ 21.41	45.35%	\$ 24.43	\$ 31.12	24.00%	\$ 31.26	\$ 39.83
Laborer/Industrial	Warehouse worker (included)	\$ 9.25	\$ 11.00	45.35%	\$ 13.44	\$ 15.99	24.00%	\$ 17.21	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 9.25	\$ 13.38	45.35%	\$ 13.44	\$ 19.44	24.00%	\$ 17.21	\$ 24.88
Laborer/Industrial	Warehouse Worker II	\$ 13.40	\$ 16.75	45.35%	\$ 19.48	\$ 24.35	24.00%	\$ 24.92	\$ 31.16
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	45.35%	\$ 35.54	\$ 46.51	24.00%	\$ 45.48	\$ 59.52

Hawaii (2017 HOURLY MINIMUM WAGE = \$9.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	45.35%	\$ 35.54	\$ 42.88	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	45.35%	\$ 35.54	\$ 42.88	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 12.79	\$ 16.50	41.58%	\$ 18.10	\$ 23.35	24.00%	\$ 23.78	\$ 30.68
Media	Audio Visual Technician Senior	\$ 16.53	\$ 27.39	41.58%	\$ 23.40	\$ 38.78	24.00%	\$ 30.74	\$ 50.95
Media	Graphic Artist	\$ 15.05	\$ 17.97	41.58%	\$ 21.31	\$ 25.44	24.00%	\$ 28.00	\$ 33.43
Media	Graphic Artist Senior	\$ 17.97	\$ 25.28	41.58%	\$ 25.44	\$ 35.79	24.00%	\$ 33.43	\$ 47.02
Media	Graphic Designer	\$ 15.05	\$ 17.97	41.58%	\$ 21.31	\$ 25.44	24.00%	\$ 28.00	\$ 33.43
Media	Graphic Designer Senior	\$ 18.00	\$ 25.28	41.58%	\$ 25.49	\$ 35.79	24.00%	\$ 33.49	\$ 47.02
Media	Photographer	\$ 9.94	\$ 13.15	41.58%	\$ 14.07	\$ 18.62	24.00%	\$ 18.48	\$ 24.47
Media	Photographer Senior	\$ 13.18	\$ 21.08	41.58%	\$ 18.65	\$ 29.84	24.00%	\$ 24.51	\$ 39.20
Media	TV / Video Production Specialist	\$ 19.88	\$ 25.58	41.58%	\$ 28.15	\$ 36.22	24.00%	\$ 36.98	\$ 47.58
Media	TV / Video Production Technician	\$ 25.61	\$ 34.66	41.58%	\$ 36.27	\$ 49.07	24.00%	\$ 47.64	\$ 64.46
Security	Armed Security Officer	\$ 15.91	\$ 21.30	56.68%	\$ 24.93	\$ 33.37	24.00%	\$ 29.60	\$ 39.62
Security	<u>Captain</u>	\$ 22.35	\$ 31.85	56.68%	\$ 35.02	\$ 49.90	24.00%	\$ 41.57	\$ 59.24
Security	Dispatcher/Police	\$ 15.42	\$ 26.29	56.68%	\$ 24.16	\$ 41.18	24.00%	\$ 28.69	\$ 48.89
Security	<u>Lieutenant</u>	\$ 20.12	\$ 27.94	56.68%	\$ 31.52	\$ 43.78	24.00%	\$ 37.42	\$ 51.97
Security	<u>Sergeant</u>	\$ 18.44	\$ 25.70	56.68%	\$ 28.89	\$ 40.27	24.00%	\$ 34.30	\$ 47.81
Security	Unarmed Security Guard	\$ 10.75	\$ 21.01	56.68%	\$ 16.84	\$ 32.92	24.00%	\$ 20.00	\$ 39.08
Tax	Data Entry Clerk	\$ 9.94	\$ 12.79	41.67%	\$ 14.08	\$ 18.11	24.00%	\$ 18.48	\$ 23.78
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 12.84	\$ 20.16	41.67%	\$ 18.19	\$ 28.56	24.00%	\$ 23.88	\$ 37.50
Tax	Error Resolution and Document Processor	\$ 16.71	\$ 23.21	41.67%	\$ 23.67	\$ 32.88	24.00%	\$ 31.08	\$ 43.17
Tax	General Clerical	\$ 9.67	\$ 14.29	41.67%	\$ 13.70	\$ 20.25	24.00%	\$ 17.98	\$ 26.59
Tax	On-Site Administrator (Day)	\$ 11.30	\$ 24.43	41.67%	\$ 16.01	\$ 34.61	24.00%	\$ 21.02	\$ 45.44
Tax	On-Site Administrator (Evening)	\$ 11.30	\$ 24.43	41.67%	\$ 16.01	\$ 34.61	24.00%	\$ 21.02	\$ 45.44
Tax	Remittance Processor	\$ 20.08	\$ 29.76	41.67%	\$ 28.45	\$ 42.16	24.00%	\$ 37.35	\$ 55.36
Tax	Taxpayer Information & Assistance Agent	\$ 17.79	\$ 25.56	41.67%	\$ 25.21	\$ 36.21	24.00%	\$ 33.09	\$ 47.54
Technical	Agricultural Technician	\$ 18.29	\$ 29.69	45.57%	\$ 26.63	\$ 43.23	24.00%	\$ 34.03	\$ 55.23
Technical	Agricultural Technician Lead	\$ 20.52	\$ 32.79	45.57%	\$ 29.87	\$ 47.73	24.00%	\$ 38.16	\$ 60.99
Technical	Agricultural Technician Supervisor	\$ 24.64	\$ 39.51	45.57%	\$ 35.87	\$ 57.51	24.00%	\$ 45.84	\$ 73.48
Technical	Analytical Chemist	\$ 19.39	\$ 32.79	45.57%	\$ 28.23	\$ 47.73	24.00%	\$ 36.07	\$ 60.99
Technical	Analytical Chemist Assistant	\$ 22.65	\$ 37.30	45.57%	\$ 32.98	\$ 54.30	24.00%	\$ 42.14	\$ 69.39
Technical	Analytical Chemist Senior	\$ 28.59	\$ 46.66	45.57%	\$ 41.61	\$ 67.92	24.00%	\$ 53.17	\$ 86.79
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	45.57%	\$ 28.82	\$ 45.17	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	45.57%	\$ 42.06	\$ 54.52	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 20.47	\$ 30.79	45.57%	\$ 29.80	\$ 44.82	24.00%	\$ 38.08	\$ 57.27
Technical	Bridge Design Drafter Senior	\$ 21.84	\$ 33.29	45.57%	\$ 31.79	\$ 48.46	24.00%	\$ 40.62	\$ 61.92
Technical	Cartographic Drafter	\$ 25.74	\$ 36.25	45.57%	\$ 37.47	\$ 52.78	24.00%	\$ 47.87	\$ 67.43
Technical	Cartographic Drafter Assistant	\$ 20.17	\$ 30.34	45.57%	\$ 29.36	\$ 44.17	24.00%	\$ 37.52	\$ 56.44
Technical	Cartographic Supervisor	\$ 35.11	\$ 47.21	45.57%	\$ 51.12	\$ 68.72	24.00%	\$ 65.31	\$ 87.80
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	45.57%	\$ 23.29	\$ 28.39	24.00%	\$ 29.76	\$ 36.27

Hawaii (2017 HOURLY MINIMUM WAGE = \$9.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	45.57%	\$ 57.63	\$ 70.09	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 30.96	\$ 43.82	45.57%	\$ 45.06	\$ 63.79	24.00%	\$ 57.58	\$ 81.51
Technical	Engineering Design Drafting Supervisor	\$ 36.02	\$ 50.21	45.57%	\$ 52.43	\$ 73.09	24.00%	\$ 67.00	\$ 93.40
Technical	Engineering Design Drafting Technician	\$ 17.39	\$ 23.02	45.57%	\$ 25.31	\$ 33.51	24.00%	\$ 32.34	\$ 42.82
Technical	Engineering Drafting Technician	\$ 17.42	\$ 23.02	45.57%	\$ 25.36	\$ 33.51	24.00%	\$ 32.41	\$ 42.82
Technical	Engineering Drafting Technician Senior	\$ 20.19	\$ 29.36	45.57%	\$ 29.40	\$ 42.74	24.00%	\$ 37.56	\$ 54.61
Technical	Environmental Engineer	\$ 28.60	\$ 45.18	45.57%	\$ 41.63	\$ 65.77	24.00%	\$ 53.19	\$ 84.04
Technical	Environmental Engineer Senior	\$ 30.80	\$ 49.43	45.57%	\$ 44.84	\$ 71.96	24.00%	\$ 57.29	\$ 91.94
Technical	Environmental Program Analyst	\$ 24.26	\$ 35.85	45.57%	\$ 35.32	\$ 52.19	24.00%	\$ 45.13	\$ 66.68
Technical	Environmental Program Planner	\$ 25.93	\$ 38.74	45.57%	\$ 37.74	\$ 56.39	24.00%	\$ 48.23	\$ 72.05
Technical	Environmental Program Specialist	\$ 27.87	\$ 35.00	45.57%	\$ 40.57	\$ 50.95	24.00%	\$ 51.84	\$ 65.10
Technical	Environmental Specialist - Field	\$ 25.93	\$ 37.84	45.57%	\$ 37.74	\$ 55.09	24.00%	\$ 48.23	\$ 70.38
Technical	Environmental Specialist Senior - Field	\$ 26.67	\$ 39.61	45.57%	\$ 38.82	\$ 57.66	24.00%	\$ 49.60	\$ 73.67
Technical	Environmental Technician	\$ 24.26	\$ 35.85	45.57%	\$ 35.32	\$ 52.19	24.00%	\$ 45.13	\$ 66.68
Technical	Environmental Technician Senior	\$ 25.93	\$ 38.74	45.57%	\$ 37.74	\$ 56.39	24.00%	\$ 48.23	\$ 72.05
Technical	Help Desk Support	\$ 15.50	\$ 25.00	45.57%	\$ 22.56	\$ 36.39	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	45.57%	\$ 25.11	\$ 34.94	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 22.11	\$ 27.02	45.57%	\$ 32.18	\$ 39.33	24.00%	\$ 41.12	\$ 50.25
Technical	Laboratory Technician	\$ 18.52	\$ 27.74	45.57%	\$ 26.96	\$ 40.38	24.00%	\$ 34.44	\$ 51.59
Technical	Laboratory Technician Senior	\$ 19.66	\$ 29.91	45.57%	\$ 28.62	\$ 43.53	24.00%	\$ 36.56	\$ 55.63
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	45.57%	\$ 32.03	\$ 38.58	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 29.47	\$ 39.30	45.57%	\$ 42.91	\$ 57.21	24.00%	\$ 54.82	\$ 73.10
Technical	Residential Plan Reviewer	\$ 21.49	\$ 33.57	45.57%	\$ 31.28	\$ 48.87	24.00%	\$ 39.97	\$ 62.44
Technical	Right of Way Technician	\$ 30.50	\$ 48.22	45.57%	\$ 44.40	\$ 70.20	24.00%	\$ 56.73	\$ 89.70
Technical	Right of Way Technician Supervisor	\$ 32.92	\$ 52.94	45.57%	\$ 47.93	\$ 77.06	24.00%	\$ 61.24	\$ 98.47
Technical	Safety Engineer	\$ 30.05	\$ 47.13	45.57%	\$ 43.75	\$ 68.60	24.00%	\$ 55.90	\$ 87.66
Technical	Safety Engineer Senior	\$ 34.16	\$ 53.92	45.57%	\$ 49.73	\$ 78.50	24.00%	\$ 63.55	\$ 100.30
Technical	Title Examiner	\$ 20.93	\$ 29.44	45.57%	\$ 30.47	\$ 42.85	24.00%	\$ 38.93	\$ 54.75
Technical	Traffic Controller	\$ 25.34	\$ 40.96	45.57%	\$ 36.88	\$ 59.62	24.00%	\$ 47.12	\$ 76.18
Technical	Traffic Controller Senior	\$ 30.50	\$ 48.22	45.57%	\$ 44.40	\$ 70.20	24.00%	\$ 56.73	\$ 89.70
Technical	Transportation Data Analyst	\$ 25.34	\$ 40.96	45.57%	\$ 36.88	\$ 59.62	24.00%	\$ 47.12	\$ 76.18
Technical	Transportation Data Analyst Senior	\$ 30.50	\$ 48.22	45.57%	\$ 44.40	\$ 70.20	24.00%	\$ 56.73	\$ 89.70
Technical	Transportation Data Analyst Supervisor	\$ 30.50	\$ 48.22	45.57%	\$ 44.40	\$ 70.20	24.00%	\$ 56.73	\$ 89.70
Technical	Transportation Data Technician	\$ 25.34	\$ 40.96	45.57%	\$ 36.88	\$ 59.62	24.00%	\$ 47.12	\$ 76.18
Technical	Transportation District Utilities Specialist	\$ 29.93	\$ 48.21	45.57%	\$ 43.57	\$ 70.18	24.00%	\$ 55.67	\$ 89.67
Technical	Transportation Engineering Technician -Survey	\$ 31.08	\$ 52.75	45.57%	\$ 45.24	\$ 76.79	24.00%	\$ 57.81	\$ 98.11
Technical	Transportation Engineering Technician -Survey Senior	\$ 34.31	\$ 55.20	45.57%	\$ 49.94	\$ 80.35	24.00%	\$ 63.82	\$ 102.67
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 36.22	\$ 58.96	45.57%	\$ 52.73	\$ 85.83	24.00%	\$ 67.37	\$ 109.67
Technical	Transportation Materials Technician	\$ 14.55	\$ 20.93	45.57%	\$ 21.18	\$ 30.47	24.00%	\$ 27.06	\$ 38.93
Technical	Transportation Materials Technician Senior	\$ 15.52	\$ 22.70	45.57%	\$ 22.60	\$ 33.04	24.00%	\$ 28.87	\$ 42.22

Hawaii (2017 HOURLY MINIMUM WAGE = \$9.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 31.08	\$ 51.61	45.57%	\$ 45.24	\$ 75.13	24.00%	\$ 57.81	\$ 95.99
Technical	Transportation Materials Technician Supervisor	\$ 36.22	\$ 58.96	45.57%	\$ 52.73	\$ 85.83	24.00%	\$ 67.37	\$ 109.67
Technical	Transportation Planning Specialist	\$ 29.93	\$ 48.21	45.57%	\$ 43.57	\$ 70.18	24.00%	\$ 55.67	\$ 89.67
Technical	Transportation Planning Specialist Senior	\$ 34.31	\$ 55.20	45.57%	\$ 49.94	\$ 80.35	24.00%	\$ 63.82	\$ 102.67
Technical	Transportation Technical Program Coordinator	\$ 29.93	\$ 48.21	45.57%	\$ 43.57	\$ 70.18	24.00%	\$ 55.67	\$ 89.67
Technical	Transportation Technical Support Coordinator	\$ 29.93	\$ 48.21	45.57%	\$ 43.57	\$ 70.18	24.00%	\$ 55.67	\$ 89.67
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	45.57%	\$ 54.59	\$ 65.51	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 17.31	\$ 21.30	52.76%	\$ 26.44	\$ 32.54	24.00%	\$ 32.20	\$ 39.62
Trades	Boiler Operator II	\$ 21.36	\$ 24.52	52.76%	\$ 32.62	\$ 37.46	24.00%	\$ 39.72	\$ 45.61
Trades	Boiler Operator Senior I	\$ 24.54	\$ 26.79	52.76%	\$ 37.49	\$ 40.92	24.00%	\$ 45.65	\$ 49.83
Trades	Boiler Operator Senior II	\$ 26.81	\$ 36.70	52.76%	\$ 40.96	\$ 56.06	24.00%	\$ 49.87	\$ 68.26
Trades	Carpenter Assistant	\$ 11.53	\$ 15.60	52.76%	\$ 17.62	\$ 23.83	24.00%	\$ 21.45	\$ 29.02
Trades	Carpenter	\$ 15.61	\$ 21.87	52.76%	\$ 23.85	\$ 33.41	24.00%	\$ 29.04	\$ 40.68
Trades	Carpenter Senior	\$ 23.09	\$ 31.19	52.76%	\$ 35.27	\$ 47.65	24.00%	\$ 42.95	\$ 58.02
Trades	Electrician	\$ 24.62	\$ 40.97	52.76%	\$ 37.61	\$ 62.59	24.00%	\$ 45.79	\$ 76.20
Trades	Electrician Assistant	\$ 13.13	\$ 16.20	52.76%	\$ 20.06	\$ 24.75	24.00%	\$ 24.42	\$ 30.14
Trades	Electrician Senior	\$ 19.01	\$ 21.93	52.76%	\$ 29.04	\$ 33.50	24.00%	\$ 35.36	\$ 40.78
Trades	Electrician Supervisor Senior	\$ 21.98	\$ 38.65	52.76%	\$ 33.58	\$ 59.04	24.00%	\$ 40.89	\$ 71.88
Trades	Electronic Equipment Install & Repair Supervisor	\$ 23.98	\$ 35.65	52.76%	\$ 36.64	\$ 54.46	24.00%	\$ 44.61	\$ 66.31
Trades	Electronic Equipment Install & Repair Technician	\$ 19.03	\$ 23.86	52.76%	\$ 29.07	\$ 36.45	24.00%	\$ 35.40	\$ 44.38
Trades	Electronic Technician	\$ 14.48	\$ 18.41	52.76%	\$ 22.13	\$ 28.12	24.00%	\$ 26.94	\$ 34.24
Trades	Electronic Technician Senior	\$ 18.46	\$ 32.66	52.76%	\$ 28.20	\$ 49.88	24.00%	\$ 34.34	\$ 60.74
Trades	Equipment Repair Supervisor	\$ 26.25	\$ 30.73	52.76%	\$ 40.10	\$ 46.95	24.00%	\$ 48.83	\$ 57.16
Trades	Equipment Repair Technician	\$ 14.48	\$ 18.41	52.76%	\$ 22.13	\$ 28.12	24.00%	\$ 26.94	\$ 34.24
Trades	Equipment Repair Technician Senior	\$ 18.46	\$ 26.18	52.76%	\$ 28.20	\$ 40.00	24.00%	\$ 34.34	\$ 48.70
Trades	HVAC Installation & Repair Assistant	\$ 11.30	\$ 18.03	52.76%	\$ 17.26	\$ 27.54	24.00%	\$ 21.02	\$ 33.53
Trades	HVAC Installation & Repair Assistant Senior	\$ 18.03	\$ 30.73	52.76%	\$ 27.54	\$ 46.95	24.00%	\$ 33.53	\$ 57.16
Trades	Laboratory Mechanic	\$ 14.49	\$ 19.66	52.76%	\$ 22.14	\$ 30.03	24.00%	\$ 26.96	\$ 36.56
Trades	Laboratory Mechanic Senior	\$ 19.66	\$ 29.91	52.76%	\$ 30.03	\$ 45.68	24.00%	\$ 36.56	\$ 55.63
Trades	Locksmith	\$ 17.78	\$ 26.15	52.76%	\$ 27.16	\$ 39.95	24.00%	\$ 33.07	\$ 48.64
Trades	Maintenance Field Worker	\$ 14.48	\$ 18.52	52.76%	\$ 22.13	\$ 28.29	24.00%	\$ 26.94	\$ 34.44
Trades	Mason Plasterer	\$ 17.89	\$ 20.62	52.76%	\$ 27.33	\$ 31.50	24.00%	\$ 33.28	\$ 38.35
Trades	Mason Plasterer Assistant	\$ 20.66	\$ 30.57	52.76%	\$ 31.57	\$ 46.69	24.00%	\$ 38.44	\$ 56.85
Trades	Mechanic	\$ 11.65	\$ 26.21	52.76%	\$ 17.79	\$ 40.03	24.00%	\$ 21.66	\$ 48.75
Trades	Painter	\$ 11.20	\$ 24.85	52.76%	\$ 17.11	\$ 37.97	24.00%	\$ 20.83	\$ 46.23
Trades	Plumber / Steamfitter	\$ 24.28	\$ 36.92	52.76%	\$ 37.10	\$ 56.41	24.00%	\$ 45.17	\$ 68.68
Trades	Plumber / Steamfitter Assistant	\$ 14.48	\$ 24.21	52.76%	\$ 22.13	\$ 36.98	24.00%	\$ 26.94	\$ 45.02
Trades	Printing Press Operator B	\$ 23.70	\$ 34.81	52.76%	\$ 36.21	\$ 53.18	24.00%	\$ 44.09	\$ 64.75
Trades	Production Supervisor	\$ 28.11	\$ 43.05	52.76%	\$ 42.94	\$ 65.76	24.00%	\$ 52.28	\$ 80.07
Trades	Radio Specialist	\$ 16.75	\$ 21.48	52.76%	\$ 25.59	\$ 32.81	24.00%	\$ 31.16	\$ 39.95

Hawaii (2017 HOURLY MINIMUM WAGE = \$9.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 21.51	\$ 28.12	52.76%	\$ 32.86	\$ 42.95	24.00%	\$ 40.01	\$ 52.30
Trades	Sheet Metal Worker	\$ 15.94	\$ 20.51	52.76%	\$ 24.34	\$ 31.33	24.00%	\$ 29.64	\$ 38.14
Trades	Sheet Metal Worker Assistant	\$ 12.10	\$ 16.19	52.76%	\$ 18.49	\$ 24.74	24.00%	\$ 22.51	\$ 30.12
Trades	Sheet Metal Worker Lead	\$ 20.56	\$ 28.13	52.76%	\$ 31.41	\$ 42.97	24.00%	\$ 38.25	\$ 52.32
Trades	Shipping / Receiving Clerk	\$ 16.03	\$ 21.97	52.76%	\$ 24.48	\$ 33.56	24.00%	\$ 29.81	\$ 40.87
Trades	Storekeeper Assistant I	\$ 11.91	\$ 17.43	52.76%	\$ 18.20	\$ 26.63	24.00%	\$ 22.16	\$ 32.43
Trades	Storekeeper Assistant II	\$ 12.96	\$ 18.74	52.76%	\$ 19.80	\$ 28.63	24.00%	\$ 24.11	\$ 34.86
Trades	Storekeeper I	\$ 9.25	\$ 11.65	52.76%	\$ 14.13	\$ 17.79	24.00%	\$ 17.21	\$ 21.66
Trades	Storekeeper II	\$ 11.71	\$ 14.20	52.76%	\$ 17.89	\$ 21.70	24.00%	\$ 21.78	\$ 26.42
Trades	Storekeeper III	\$ 14.25	\$ 17.43	52.76%	\$ 21.77	\$ 26.63	24.00%	\$ 26.50	\$ 32.43
Trades	Storekeeper Senior	\$ 17.46	\$ 20.36	52.76%	\$ 26.67	\$ 31.11	24.00%	\$ 32.47	\$ 37.87
Trades	Tool Room Assistant	\$ 9.38	\$ 14.20	52.76%	\$ 14.32	\$ 21.70	24.00%	\$ 17.44	\$ 26.42
Trades	Tool Room Assistant Senior	\$ 14.20	\$ 19.83	52.76%	\$ 21.70	\$ 30.29	24.00%	\$ 26.42	\$ 36.88
Trades	Trades Utilities Worker Senior	\$ 14.49	\$ 21.23	52.76%	\$ 22.14	\$ 32.44	24.00%	\$ 26.96	\$ 39.50
Trades	Trades Utility Worker	\$ 11.08	\$ 14.44	52.76%	\$ 16.92	\$ 22.06	24.00%	\$ 20.60	\$ 26.86
Trades	Tradesman Helper	\$ 11.08	\$ 17.84	52.76%	\$ 16.92	\$ 27.25	24.00%	\$ 20.60	\$ 33.18
Trades	Tradesman Helper Senior	\$ 17.84	\$ 22.23	52.76%	\$ 27.25	\$ 33.96	24.00%	\$ 33.18	\$ 41.35
Trades	Welder	\$ 12.20	\$ 20.22	52.76%	\$ 18.64	\$ 30.88	24.00%	\$ 22.70	\$ 37.60
Trades	Welder Senior	\$ 20.27	\$ 24.31	52.76%	\$ 30.97	\$ 37.13	24.00%	\$ 37.71	\$ 45.21
Trades	Work Zone Safety Officer	\$ 25.34	\$ 40.96	52.76%	\$ 38.70	\$ 62.57	24.00%	\$ 47.12	\$ 76.18

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	41.44%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	41.67%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	53.59%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	41.67%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	41.67%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	45.35%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	41.58%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	56.68%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	41.67%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	45.57%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	52.76%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Idaho (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 13.45	\$ 19.11	33.09%	\$ 17.91	\$ 25.43	24.00%	\$ 25.03	\$ 35.54
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	33.09%	\$ 11.36	\$ 18.60	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 19.12	\$ 26.53	33.09%	\$ 25.44	\$ 35.31	24.00%	\$ 35.55	\$ 49.35
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	33.09%	\$ 27.55	\$ 34.44	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	33.09%	\$ 20.66	\$ 26.52	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	33.09%	\$ 13.09	\$ 16.53	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 17.52	\$ 20.04	33.09%	\$ 23.31	\$ 26.68	24.00%	\$ 32.58	\$ 37.28
Accounting/Finance	Accounting Manager B	\$ 19.99	\$ 24.53	33.09%	\$ 26.60	\$ 32.65	24.00%	\$ 37.18	\$ 45.62
Accounting/Finance	Accounting Manager C	\$ 24.57	\$ 31.06	33.09%	\$ 32.71	\$ 41.34	24.00%	\$ 45.71	\$ 57.78
Accounting/Finance	Auditing - External Auditor	\$ 17.29	\$ 21.86	33.09%	\$ 23.01	\$ 29.10	24.00%	\$ 32.15	\$ 40.67
Accounting/Finance	Auditing - External Auditor Senior	\$ 21.88	\$ 31.06	33.09%	\$ 29.12	\$ 41.34	24.00%	\$ 40.70	\$ 57.78
Accounting/Finance	Auditing - Internal Auditor	\$ 17.29	\$ 21.86	33.09%	\$ 23.01	\$ 29.10	24.00%	\$ 32.15	\$ 40.67
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 21.91	\$ 31.06	33.09%	\$ 29.16	\$ 41.34	24.00%	\$ 40.75	\$ 57.78
Accounting/Finance	Bookkeeper	\$ 9.10	\$ 13.77	33.09%	\$ 12.11	\$ 18.32	24.00%	\$ 16.92	\$ 25.61
Accounting/Finance	Budget Analyst	\$ 16.96	\$ 22.19	33.09%	\$ 22.57	\$ 29.53	24.00%	\$ 31.54	\$ 41.26
Accounting/Finance	Budget Analyst Senior	\$ 22.19	\$ 34.44	33.09%	\$ 29.54	\$ 45.84	24.00%	\$ 41.28	\$ 64.07
Accounting/Finance	Closure/Disbursement Specialists	\$ 28.27	\$ 31.47	33.09%	\$ 37.63	\$ 41.88	24.00%	\$ 52.58	\$ 58.53
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 26.55	\$ 34.42	33.09%	\$ 35.34	\$ 45.81	24.00%	\$ 49.38	\$ 64.02
Accounting/Finance	CPA	\$ 27.53	\$ 36.38	33.09%	\$ 36.65	\$ 48.42	24.00%	\$ 51.21	\$ 67.68
Accounting/Finance	Fiscal Assistant	\$ 9.58	\$ 14.71	33.09%	\$ 12.74	\$ 19.58	24.00%	\$ 17.81	\$ 27.37
Accounting/Finance	Fiscal Technical Senior	\$ 12.83	\$ 18.30	33.09%	\$ 17.07	\$ 24.35	24.00%	\$ 23.86	\$ 34.03
Accounting/Finance	Fiscal Technician	\$ 14.76	\$ 18.04	33.09%	\$ 19.64	\$ 24.01	24.00%	\$ 27.45	\$ 33.55
Accounting/Finance	Payroll Assistant	\$ 14.01	\$ 17.70	33.09%	\$ 18.65	\$ 23.56	24.00%	\$ 26.06	\$ 32.92
Accounting/Finance	Purchasing / Procurement	\$ 17.70	\$ 26.31	33.09%	\$ 23.56	\$ 35.01	24.00%	\$ 32.92	\$ 48.93
Accounting/Finance	Sr. Compliance Officer	\$ 34.17	\$ 38.84	33.09%	\$ 45.48	\$ 51.70	24.00%	\$ 63.56	\$ 72.25
Accounting/Finance	Supervising Auditor	\$ 34.17	\$ 39.33	33.09%	\$ 45.48	\$ 52.35	24.00%	\$ 63.56	\$ 73.16
Call Center/Customer Service	Customer Service Inbound I	\$ 9.02	\$ 13.26	34.73%	\$ 12.15	\$ 17.87	24.00%	\$ 16.77	\$ 24.67
Call Center/Customer Service	Customer Service Inbound II	\$ 13.32	\$ 21.44	34.73%	\$ 17.94	\$ 28.89	24.00%	\$ 24.77	\$ 39.88

Idaho (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.02	\$ 13.26	34.73%	\$ 12.15	\$ 17.87	24.00%	\$ 16.77	\$ 24.67
Call Center/Customer Service	Customer Service Outbound II	\$ 13.32	\$ 21.44	34.73%	\$ 17.94	\$ 28.89	24.00%	\$ 24.77	\$ 39.88
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 8.85	\$ 15.00	34.73%	\$ 11.92	\$ 20.20	24.00%	\$ 16.46	\$ 27.89
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	34.73%	\$ 27.89	\$ 34.86	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.19	\$ 14.06	34.73%	\$ 12.38	\$ 18.94	24.00%	\$ 17.09	\$ 26.15
Call Center/Customer Service	Detailing Representative II	\$ 10.00	\$ 16.17	34.73%	\$ 13.47	\$ 21.79	24.00%	\$ 18.60	\$ 30.08
Call Center/Customer Service	Help Desk Analyst	\$ 11.91	\$ 26.44	34.73%	\$ 16.05	\$ 35.62	24.00%	\$ 22.15	\$ 49.18
Call Center/Customer Service	Market Research Inbound	\$ 17.47	\$ 20.98	34.73%	\$ 23.54	\$ 28.27	24.00%	\$ 32.50	\$ 39.02
Call Center/Customer Service	Market Research Outbound	\$ 21.00	\$ 31.97	34.73%	\$ 28.29	\$ 43.08	24.00%	\$ 39.06	\$ 59.47
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.17	\$ 11.68	34.73%	\$ 11.01	\$ 15.74	24.00%	\$ 15.20	\$ 21.73
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 11.83	\$ 16.90	34.73%	\$ 15.94	\$ 22.77	24.00%	\$ 22.00	\$ 31.44
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.17	\$ 11.68	34.73%	\$ 11.01	\$ 15.74	24.00%	\$ 15.20	\$ 21.73
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 11.83	\$ 16.90	34.73%	\$ 15.94	\$ 22.77	24.00%	\$ 22.00	\$ 31.44
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.17	\$ 11.45	34.73%	\$ 11.01	\$ 15.43	24.00%	\$ 15.20	\$ 21.30
Call Center/Customer Service	Sales Inbound I	\$ 8.65	\$ 14.94	34.73%	\$ 11.65	\$ 20.13	24.00%	\$ 16.09	\$ 27.79
Call Center/Customer Service	Sales Inbound II	\$ 11.83	\$ 16.90	34.73%	\$ 15.94	\$ 22.77	24.00%	\$ 22.00	\$ 31.44
Call Center/Customer Service	Sales Outbound I	\$ 10.72	\$ 15.04	34.73%	\$ 14.44	\$ 20.26	24.00%	\$ 19.93	\$ 27.97
Call Center/Customer Service	Sales Outbound II	\$ 11.83	\$ 16.90	34.73%	\$ 15.94	\$ 22.77	24.00%	\$ 22.00	\$ 31.44
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.25	\$ 11.71	34.73%	\$ 9.77	\$ 15.77	24.00%	\$ 13.49	\$ 21.78
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 11.72	\$ 15.18	34.73%	\$ 15.79	\$ 20.45	24.00%	\$ 21.79	\$ 28.24
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.63	\$ 11.53	34.73%	\$ 11.63	\$ 15.54	24.00%	\$ 16.05	\$ 21.45
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 11.58	\$ 20.38	34.73%	\$ 15.60	\$ 27.46	24.00%	\$ 21.54	\$ 37.91
Food Related Services	Barista (misc)	\$ 10.11	\$ 14.91	48.00%	\$ 14.96	\$ 22.06	24.00%	\$ 18.80	\$ 27.73
Food Related Services	Building Attendant (misc)	\$ 10.11	\$ 14.91	36.50%	\$ 13.80	\$ 20.35	24.00%	\$ 18.80	\$ 27.73
Food Related Services	Busser	\$ 10.11	\$ 14.91	36.50%	\$ 13.80	\$ 20.35	24.00%	\$ 18.80	\$ 27.73
Food Related Services	Cashiers	\$ 10.11	\$ 14.91	36.50%	\$ 13.80	\$ 20.35	24.00%	\$ 18.80	\$ 27.73
Food Related Services	Dishwasher	\$ 9.19	\$ 11.95	36.50%	\$ 12.54	\$ 16.31	24.00%	\$ 17.09	\$ 22.22
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	36.50%	\$ 19.66	\$ 24.02	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	36.50%	\$ 13.51	\$ 16.52	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.11	\$ 13.33	36.50%	\$ 12.43	\$ 18.19	24.00%	\$ 16.94	\$ 24.79
Food Related Services	Food Operations Manager Assistant	\$ 13.36	\$ 15.64	36.50%	\$ 18.24	\$ 21.35	24.00%	\$ 24.85	\$ 29.09
Food Related Services	Food Production Worker	\$ 7.33	\$ 12.00	36.50%	\$ 10.01	\$ 16.38	24.00%	\$ 13.64	\$ 22.32
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	36.50%	\$ 19.04	\$ 23.27	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	36.50%	\$ 14.74	\$ 18.02	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	36.50%	\$ 17.20	\$ 21.02	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.31	\$ 11.77	36.50%	\$ 9.97	\$ 16.07	24.00%	\$ 13.59	\$ 21.90
Food Related Services	Second Cook Senior	\$ 11.68	\$ 15.37	48.00%	\$ 17.29	\$ 22.74	24.00%	\$ 21.73	\$ 28.58
Food Related Services	Server	\$ 7.25	\$ 9.58	36.50%	\$ 9.90	\$ 13.07	24.00%	\$ 13.49	\$ 17.81
General Administrative	Administrative Assistant I	\$ 10.04	\$ 13.50	34.73%	\$ 13.52	\$ 18.19	24.00%	\$ 18.67	\$ 25.11
General Administrative	Administrative Assistant II	\$ 13.51	\$ 14.61	34.73%	\$ 18.20	\$ 19.69	24.00%	\$ 25.13	\$ 27.18

Idaho (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 14.62	\$ 15.86	34.73%	\$ 19.70	\$ 21.37	24.00%	\$ 27.20	\$ 29.50
General Administrative	Administrative Assistant IV	\$ 15.87	\$ 17.56	34.73%	\$ 21.38	\$ 23.66	24.00%	\$ 29.52	\$ 32.67
General Administrative	Administrative Assistant V	\$ 17.58	\$ 19.80	34.73%	\$ 23.69	\$ 26.68	24.00%	\$ 32.70	\$ 36.84
General Administrative	Administrative Staff Assistant	\$ 19.48	\$ 22.28	34.73%	\$ 26.25	\$ 30.01	24.00%	\$ 36.24	\$ 41.44
General Administrative	Administrative Staff Specialist	\$ 22.29	\$ 27.55	34.73%	\$ 30.03	\$ 37.12	24.00%	\$ 41.45	\$ 51.25
General Administrative	Administrative Staff Specialist Senior	\$ 27.56	\$ 21.52	34.73%	\$ 37.13	\$ 29.00	24.00%	\$ 51.26	\$ 40.03
General Administrative	Agency Management Analyst	\$ 17.98	\$ 23.59	34.73%	\$ 24.22	\$ 31.78	24.00%	\$ 33.44	\$ 43.88
General Administrative	Agency Management Analyst Lead	\$ 23.60	\$ 27.41	34.73%	\$ 31.80	\$ 36.94	24.00%	\$ 43.90	\$ 50.99
General Administrative	Agency Management Analyst Senior	\$ 27.47	\$ 42.74	34.73%	\$ 37.01	\$ 57.59	24.00%	\$ 51.09	\$ 79.50
General Administrative	Clerk	\$ 9.30	\$ 10.75	34.73%	\$ 12.53	\$ 14.48	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	34.73%	\$ 11.12	\$ 12.46	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	34.73%	\$ 14.55	\$ 16.84	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.17	\$ 11.47	34.73%	\$ 11.01	\$ 15.45	24.00%	\$ 15.20	\$ 21.33
General Administrative	Data Entry Operator Senior	\$ 11.50	\$ 16.51	34.73%	\$ 15.49	\$ 22.24	24.00%	\$ 21.38	\$ 30.70
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	34.73%	\$ 13.81	\$ 20.21	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 14.48	\$ 18.00	34.73%	\$ 19.51	\$ 24.26	24.00%	\$ 26.94	\$ 33.49
General Administrative	Executive Secretary Senior	\$ 18.03	\$ 26.71	34.73%	\$ 24.29	\$ 35.98	24.00%	\$ 33.54	\$ 49.67
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	34.73%	\$ 23.58	\$ 27.96	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	34.73%	\$ 20.21	\$ 24.25	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 11.45	\$ 13.43	34.73%	\$ 15.43	\$ 18.09	24.00%	\$ 21.30	\$ 24.97
General Administrative	Legal Assistant Senior	\$ 13.45	\$ 33.92	34.73%	\$ 18.13	\$ 45.70	24.00%	\$ 25.03	\$ 63.09
General Administrative	Library Assistant	\$ 8.17	\$ 16.09	34.73%	\$ 11.01	\$ 21.68	24.00%	\$ 15.20	\$ 29.93
General Administrative	Medical Assistant I	\$ 10.97	\$ 12.80	34.73%	\$ 14.78	\$ 17.25	24.00%	\$ 20.41	\$ 23.81
General Administrative	Medical Assistant II	\$ 12.84	\$ 18.25	34.73%	\$ 17.30	\$ 24.59	24.00%	\$ 23.88	\$ 33.95
General Administrative	Medical Biller I	\$ 9.57	\$ 11.75	34.73%	\$ 12.89	\$ 15.82	24.00%	\$ 17.79	\$ 21.85
General Administrative	Medical Biller II	\$ 11.77	\$ 18.29	34.73%	\$ 15.86	\$ 24.64	24.00%	\$ 21.90	\$ 34.02
General Administrative	Medical Records Clerk I	\$ 11.50	\$ 16.74	34.73%	\$ 15.49	\$ 22.56	24.00%	\$ 21.38	\$ 31.14
General Administrative	Medical Records Clerk II	\$ 12.42	\$ 17.96	34.73%	\$ 16.73	\$ 24.19	24.00%	\$ 23.09	\$ 33.40
General Administrative	Office Manager	\$ 19.35	\$ 29.45	34.73%	\$ 26.06	\$ 39.67	24.00%	\$ 35.98	\$ 54.77
General Administrative	Office Services Aide	\$ 10.71	\$ 14.75	34.73%	\$ 14.42	\$ 19.87	24.00%	\$ 19.91	\$ 27.44
General Administrative	Office Services Assistant	\$ 11.48	\$ 15.58	34.73%	\$ 15.46	\$ 20.99	24.00%	\$ 21.35	\$ 28.97
General Administrative	Office Services Specialist	\$ 12.09	\$ 16.30	34.73%	\$ 16.29	\$ 21.97	24.00%	\$ 22.50	\$ 30.32
General Administrative	Office Services Supervisor	\$ 12.65	\$ 16.66	34.73%	\$ 17.05	\$ 22.45	24.00%	\$ 23.54	\$ 30.99
General Administrative	Office Services Supervisor Senior	\$ 14.67	\$ 18.69	34.73%	\$ 19.76	\$ 25.18	24.00%	\$ 27.28	\$ 34.77
General Administrative	Operator I	\$ 7.95	\$ 11.43	34.73%	\$ 10.71	\$ 15.40	24.00%	\$ 14.79	\$ 21.26
General Administrative	Operator II	\$ 11.45	\$ 13.36	34.73%	\$ 15.43	\$ 18.00	24.00%	\$ 21.30	\$ 24.85
General Administrative	Operator III (Key Disc Operator)	\$ 13.40	\$ 15.17	34.73%	\$ 18.05	\$ 20.44	24.00%	\$ 24.92	\$ 28.22
General Administrative	Operator IV (Key Disc Operator)	\$ 15.18	\$ 17.59	34.73%	\$ 20.45	\$ 23.70	24.00%	\$ 28.24	\$ 32.72
General Administrative	Paralegal	\$ 14.00	\$ 23.50	34.73%	\$ 18.86	\$ 31.66	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.19	\$ 13.64	34.73%	\$ 13.73	\$ 18.37	24.00%	\$ 18.96	\$ 25.37

Idaho (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 13.65	\$ 14.55	34.73%	\$ 18.39	\$ 19.60	24.00%	\$ 25.38	\$ 27.06
General Administrative	Photocopy Supervisor	\$ 11.02	\$ 15.30	34.73%	\$ 14.85	\$ 20.62	24.00%	\$ 20.50	\$ 28.46
General Administrative	Photocopy Technician	\$ 9.95	\$ 14.07	34.73%	\$ 13.41	\$ 18.96	24.00%	\$ 18.51	\$ 26.17
General Administrative	Photo-Typesetting Specialist	\$ 12.96	\$ 18.66	34.73%	\$ 17.46	\$ 25.14	24.00%	\$ 24.10	\$ 34.70
General Administrative	Photo-Typesetting Supervisor	\$ 13.84	\$ 20.26	34.73%	\$ 18.65	\$ 27.29	24.00%	\$ 25.74	\$ 37.67
General Administrative	Postal Aide	\$ 7.27	\$ 9.95	34.73%	\$ 9.79	\$ 13.41	24.00%	\$ 13.52	\$ 18.51
General Administrative	Postal Aide Senior	\$ 10.00	\$ 15.73	34.73%	\$ 13.47	\$ 21.20	24.00%	\$ 18.60	\$ 29.26
General Administrative	Postal Assistant	\$ 15.79	\$ 17.54	34.73%	\$ 21.27	\$ 23.64	24.00%	\$ 29.37	\$ 32.63
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	34.73%	\$ 40.42	\$ 60.63	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	34.73%	\$ 26.95	\$ 33.68	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 11.68	\$ 15.42	34.73%	\$ 15.74	\$ 20.78	24.00%	\$ 21.73	\$ 28.68
General Administrative	Public Relations Specialist	\$ 16.23	\$ 27.75	34.73%	\$ 21.87	\$ 37.39	24.00%	\$ 30.19	\$ 51.62
General Administrative	Public Relations Specialist Assistant	\$ 11.68	\$ 16.20	34.73%	\$ 15.74	\$ 21.83	24.00%	\$ 21.73	\$ 30.14
General Administrative	Receptionist	\$ 8.16	\$ 10.50	34.73%	\$ 11.00	\$ 14.15	24.00%	\$ 15.18	\$ 19.54
General Administrative	Receptionist Senior	\$ 10.51	\$ 16.58	34.73%	\$ 14.16	\$ 22.34	24.00%	\$ 19.56	\$ 30.84
General Administrative	Secretary	\$ 8.63	\$ 11.53	34.73%	\$ 11.63	\$ 15.54	24.00%	\$ 16.05	\$ 21.45
General Administrative	Secretary Senior	\$ 11.58	\$ 20.44	34.73%	\$ 15.60	\$ 27.54	24.00%	\$ 21.54	\$ 38.02
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	34.73%	\$ 20.55	\$ 24.25	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.04	\$ 24.52	34.73%	\$ 13.52	\$ 33.03	24.00%	\$ 18.67	\$ 45.61
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	34.73%	\$ 26.95	\$ 35.69	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 17.99	\$ 22.19	34.73%	\$ 24.23	\$ 29.89	24.00%	\$ 33.45	\$ 41.26
Human Resources	Classification / Compensation Analyst Senior	\$ 22.23	\$ 29.45	34.73%	\$ 29.95	\$ 39.67	24.00%	\$ 41.35	\$ 54.77
Human Resources	Classification / Compensation Consultant	\$ 29.46	\$ 39.46	34.73%	\$ 39.70	\$ 53.17	24.00%	\$ 54.80	\$ 73.40
Human Resources	EEO Program Analyst	\$ 17.37	\$ 27.73	34.73%	\$ 23.40	\$ 37.36	24.00%	\$ 32.31	\$ 51.57
Human Resources	EEO Program Specialist	\$ 19.15	\$ 30.24	34.73%	\$ 25.80	\$ 40.75	24.00%	\$ 35.62	\$ 56.26
Human Resources	Employee Relations Analyst	\$ 15.64	\$ 19.80	34.73%	\$ 21.07	\$ 26.68	24.00%	\$ 29.09	\$ 36.84
Human Resources	Employee Relations Analyst Senior	\$ 19.85	\$ 35.03	34.73%	\$ 26.74	\$ 47.20	24.00%	\$ 36.92	\$ 65.16
Human Resources	Human Resources Assistant	\$ 12.00	\$ 17.29	34.73%	\$ 16.17	\$ 23.29	24.00%	\$ 22.32	\$ 32.15
Human Resources	Human Resources Generalist	\$ 13.91	\$ 17.70	34.73%	\$ 18.75	\$ 23.85	24.00%	\$ 25.88	\$ 32.92
Human Resources	Human Resources Generalist Senior	\$ 17.80	\$ 31.09	34.73%	\$ 23.98	\$ 41.89	24.00%	\$ 33.11	\$ 57.83
Human Resources	Personnel Analyst	\$ 13.78	\$ 17.52	34.73%	\$ 18.56	\$ 23.60	24.00%	\$ 25.62	\$ 32.58
Human Resources	Personnel Analyst Senior	\$ 17.56	\$ 21.25	34.73%	\$ 23.66	\$ 28.63	24.00%	\$ 32.67	\$ 39.52
Human Resources	Personnel Practices Analyst	\$ 21.30	\$ 25.09	34.73%	\$ 28.70	\$ 33.80	24.00%	\$ 39.62	\$ 46.67
Human Resources	Personnel Practices Analyst Senior	\$ 25.14	\$ 32.00	34.73%	\$ 33.86	\$ 43.11	24.00%	\$ 46.75	\$ 59.52
Human Resources	Personnel Practices Manager	\$ 31.49	\$ 39.17	34.73%	\$ 42.42	\$ 52.77	24.00%	\$ 58.56	\$ 72.85
Human Services	Social Worker	\$ 15.34	\$ 25.98	34.73%	\$ 20.67	\$ 35.00	24.00%	\$ 28.53	\$ 48.32
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	34.73%	\$ 30.31	\$ 41.77	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 11.63	\$ 16.06	34.73%	\$ 15.68	\$ 21.64	24.00%	\$ 21.64	\$ 29.88
Human Services	Support Enforcement Specialist Senior	\$ 16.12	\$ 19.01	34.73%	\$ 21.72	\$ 25.62	24.00%	\$ 29.98	\$ 35.37
Human Services	Utilization Review Analyst	\$ 16.12	\$ 23.12	34.73%	\$ 21.72	\$ 31.15	24.00%	\$ 29.98	\$ 43.01

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 23.17	\$ 37.17	34.73%	\$ 31.21	\$ 50.07	24.00%	\$ 43.09	\$ 69.13
Insurance	Claims Adjuster I	\$ 13.32	\$ 16.12	34.73%	\$ 17.94	\$ 21.72	24.00%	\$ 24.77	\$ 29.98
Insurance	Claims Adjuster II	\$ 16.17	\$ 23.12	34.73%	\$ 21.78	\$ 31.15	24.00%	\$ 30.07	\$ 43.01
Insurance	Claims Specialist	\$ 23.17	\$ 29.20	34.73%	\$ 31.21	\$ 39.34	24.00%	\$ 43.09	\$ 54.31
Insurance	Worker's Compensation Specialist	\$ 21.89	\$ 32.74	34.73%	\$ 29.49	\$ 44.12	24.00%	\$ 40.72	\$ 60.90
Laborer/Industrial	CDL Driver	\$ 11.68	\$ 16.76	38.26%	\$ 16.15	\$ 23.18	24.00%	\$ 21.73	\$ 31.18
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	38.26%	\$ 29.73	\$ 39.02	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	38.26%	\$ 38.64	\$ 45.92	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	38.26%	\$ 41.82	\$ 48.39	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	38.26%	\$ 34.22	\$ 41.48	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	38.26%	\$ 34.22	\$ 40.79	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	38.26%	\$ 43.55	\$ 52.19	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	38.26%	\$ 36.64	\$ 46.39	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 12.54	\$ 17.97	38.26%	\$ 17.33	\$ 24.84	24.00%	\$ 23.32	\$ 33.42
Laborer/Industrial	Forklift Operator	\$ 9.77	\$ 13.61	38.26%	\$ 13.51	\$ 18.82	24.00%	\$ 18.17	\$ 25.32
Laborer/Industrial	Forklift Operator Senior	\$ 13.64	\$ 19.85	38.26%	\$ 18.86	\$ 27.45	24.00%	\$ 25.37	\$ 36.92
Laborer/Industrial	Grounds Worker	\$ 7.91	\$ 10.97	38.26%	\$ 10.94	\$ 15.17	24.00%	\$ 14.72	\$ 20.41
Laborer/Industrial	Grounds Worker Lead	\$ 11.02	\$ 14.71	38.26%	\$ 15.23	\$ 20.34	24.00%	\$ 20.50	\$ 27.37
Laborer/Industrial	Grounds Worker Senior	\$ 11.76	\$ 14.62	38.26%	\$ 16.26	\$ 20.22	24.00%	\$ 21.88	\$ 27.20
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.17	\$ 11.45	38.26%	\$ 11.30	\$ 15.83	24.00%	\$ 15.20	\$ 21.30
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 11.46	\$ 14.62	38.26%	\$ 15.84	\$ 20.22	24.00%	\$ 21.32	\$ 27.20
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.25	\$ 11.00	38.26%	\$ 10.02	\$ 15.21	24.00%	\$ 13.49	\$ 20.46
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.25	\$ 11.00	38.26%	\$ 10.02	\$ 15.21	24.00%	\$ 13.49	\$ 20.46
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.25	\$ 11.00	38.26%	\$ 10.02	\$ 15.21	24.00%	\$ 13.49	\$ 20.46
Laborer/Industrial	Housekeeping Supervisor	\$ 9.77	\$ 13.56	38.26%	\$ 13.51	\$ 18.75	24.00%	\$ 18.17	\$ 25.23
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 13.59	\$ 21.03	38.26%	\$ 18.79	\$ 29.07	24.00%	\$ 25.28	\$ 39.11
Laborer/Industrial	Housekeeping Worker	\$ 7.25	\$ 11.07	38.26%	\$ 10.02	\$ 15.31	24.00%	\$ 13.49	\$ 20.60
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.12	\$ 14.20	38.26%	\$ 15.37	\$ 19.63	24.00%	\$ 20.68	\$ 26.41
Laborer/Industrial	Inventory Worker Light	\$ 8.65	\$ 13.55	38.26%	\$ 11.96	\$ 18.73	24.00%	\$ 16.09	\$ 25.20
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 7.91	\$ 15.20	38.26%	\$ 10.94	\$ 21.02	24.00%	\$ 14.72	\$ 28.27
Laborer/Industrial	Motor Vehicle Operator A	\$ 7.71	\$ 10.51	38.26%	\$ 10.66	\$ 14.54	24.00%	\$ 14.34	\$ 19.56
Laborer/Industrial	Motor Vehicle Operator B	\$ 10.56	\$ 17.05	38.26%	\$ 14.60	\$ 23.57	24.00%	\$ 19.64	\$ 31.71
Laborer/Industrial	Packer	\$ 7.25	\$ 11.00	38.26%	\$ 10.02	\$ 15.21	24.00%	\$ 13.49	\$ 20.46
Laborer/Industrial	Warehouse Specialist I	\$ 7.91	\$ 11.00	38.26%	\$ 10.94	\$ 15.21	24.00%	\$ 14.72	\$ 20.46
Laborer/Industrial	Warehouse Specialist II	\$ 11.02	\$ 13.78	38.26%	\$ 15.23	\$ 19.05	24.00%	\$ 20.50	\$ 25.62
Laborer/Industrial	Warehouse Specialist III	\$ 13.82	\$ 17.61	38.26%	\$ 19.11	\$ 24.35	24.00%	\$ 25.71	\$ 32.75
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	38.26%	\$ 12.44	\$ 15.21	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.25	\$ 11.00	38.26%	\$ 10.02	\$ 15.21	24.00%	\$ 13.49	\$ 20.46
Laborer/Industrial	Warehouse Worker II	\$ 11.02	\$ 13.78	38.26%	\$ 15.23	\$ 19.05	24.00%	\$ 20.50	\$ 25.62
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	38.26%	\$ 33.80	\$ 44.24	24.00%	\$ 45.48	\$ 59.52

Idaho (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	38.26%	\$ 33.80	\$ 40.79	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	38.26%	\$ 33.80	\$ 40.79	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 10.51	\$ 13.56	38.26%	\$ 14.54	\$ 18.75	24.00%	\$ 19.56	\$ 25.23
Media	Audio Visual Technician Senior	\$ 13.59	\$ 22.53	38.26%	\$ 18.79	\$ 31.14	24.00%	\$ 25.28	\$ 41.90
Media	Graphic Artist	\$ 12.38	\$ 14.78	38.26%	\$ 17.12	\$ 20.43	24.00%	\$ 23.03	\$ 27.49
Media	Graphic Artist Senior	\$ 14.78	\$ 20.79	38.26%	\$ 20.43	\$ 28.74	24.00%	\$ 27.49	\$ 38.67
Media	Graphic Designer	\$ 12.38	\$ 14.78	38.26%	\$ 17.12	\$ 20.43	24.00%	\$ 23.03	\$ 27.49
Media	Graphic Designer Senior	\$ 14.81	\$ 20.79	38.26%	\$ 20.47	\$ 28.74	24.00%	\$ 27.54	\$ 38.67
Media	Photographer	\$ 8.17	\$ 10.82	38.26%	\$ 11.30	\$ 14.96	24.00%	\$ 15.20	\$ 20.12
Media	Photographer Senior	\$ 10.84	\$ 17.33	38.26%	\$ 14.98	\$ 23.96	24.00%	\$ 20.15	\$ 32.24
Media	TV / Video Production Specialist	\$ 16.35	\$ 21.04	38.26%	\$ 22.60	\$ 29.08	24.00%	\$ 30.41	\$ 39.13
Media	TV / Video Production Technician	\$ 21.06	\$ 28.50	38.26%	\$ 29.12	\$ 39.40	24.00%	\$ 39.18	\$ 53.01
Security	Armed Security Officer	\$ 13.09	\$ 17.52	47.83%	\$ 19.35	\$ 25.89	24.00%	\$ 24.34	\$ 32.58
Security	<u>Captain</u>	\$ 18.38	\$ 26.19	47.83%	\$ 27.17	\$ 38.72	24.00%	\$ 34.19	\$ 48.72
Security	Dispatcher/Police	\$ 12.68	\$ 21.62	47.83%	\$ 18.75	\$ 31.95	24.00%	\$ 23.59	\$ 40.20
Security	<u>Lieutenant</u>	\$ 16.54	\$ 22.98	47.83%	\$ 24.45	\$ 33.96	24.00%	\$ 30.77	\$ 42.73
Security	<u>Sergeant</u>	\$ 15.16	\$ 21.14	47.83%	\$ 22.42	\$ 31.25	24.00%	\$ 28.20	\$ 39.32
Security	Unarmed Security Guard	\$ 8.84	\$ 17.28	47.83%	\$ 13.07	\$ 25.54	24.00%	\$ 16.44	\$ 32.14
Tax	Data Entry Clerk	\$ 8.17	\$ 10.51	34.73%	\$ 11.01	\$ 14.16	24.00%	\$ 15.20	\$ 19.56
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 10.56	\$ 16.58	34.73%	\$ 14.23	\$ 22.34	24.00%	\$ 19.64	\$ 30.84
Tax	Error Resolution and Document Processor	\$ 13.74	\$ 19.09	34.73%	\$ 18.51	\$ 25.72	24.00%	\$ 25.56	\$ 35.50
Tax	General Clerical	\$ 7.95	\$ 11.75	34.73%	\$ 10.71	\$ 15.84	24.00%	\$ 14.79	\$ 21.86
Tax	On-Site Administrator (Day)	\$ 9.29	\$ 20.09	34.73%	\$ 12.52	\$ 27.07	24.00%	\$ 17.28	\$ 37.37
Tax	On-Site Administrator (Evening)	\$ 9.29	\$ 20.09	34.73%	\$ 12.52	\$ 27.07	24.00%	\$ 17.28	\$ 37.37
Tax	Remittance Processor	\$ 16.51	\$ 24.47	34.73%	\$ 22.25	\$ 32.97	24.00%	\$ 30.72	\$ 45.52
Tax	Taxpayer Information & Assistance Agent	\$ 14.63	\$ 21.02	34.73%	\$ 19.71	\$ 28.32	24.00%	\$ 27.21	\$ 39.09
Technical	Agricultural Technician	\$ 15.04	\$ 24.42	37.34%	\$ 20.66	\$ 33.54	24.00%	\$ 27.98	\$ 45.42
Technical	Agricultural Technician Lead	\$ 16.87	\$ 26.96	37.34%	\$ 23.17	\$ 37.03	24.00%	\$ 31.38	\$ 50.15
Technical	Agricultural Technician Supervisor	\$ 20.26	\$ 32.49	37.34%	\$ 27.83	\$ 44.62	24.00%	\$ 37.69	\$ 60.43
Technical	Analytical Chemist	\$ 15.94	\$ 26.96	37.34%	\$ 21.90	\$ 37.03	24.00%	\$ 29.66	\$ 50.15
Technical	Analytical Chemist Assistant	\$ 18.63	\$ 30.68	37.34%	\$ 25.58	\$ 42.13	24.00%	\$ 34.65	\$ 57.06
Technical	Analytical Chemist Senior	\$ 23.51	\$ 38.37	37.34%	\$ 32.29	\$ 52.70	24.00%	\$ 43.73	\$ 71.37
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	37.34%	\$ 27.19	\$ 42.62	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	37.34%	\$ 39.68	\$ 51.43	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 16.84	\$ 25.32	37.34%	\$ 23.12	\$ 34.77	24.00%	\$ 31.32	\$ 47.09
Technical	Bridge Design Drafter Senior	\$ 17.96	\$ 27.38	37.34%	\$ 24.66	\$ 37.60	24.00%	\$ 33.40	\$ 50.92
Technical	Cartographic Drafter	\$ 21.16	\$ 29.81	37.34%	\$ 29.07	\$ 40.95	24.00%	\$ 39.37	\$ 55.45
Technical	Cartographic Drafter Assistant	\$ 16.59	\$ 24.95	37.34%	\$ 22.78	\$ 34.27	24.00%	\$ 30.85	\$ 46.41
Technical	Cartographic Supervisor	\$ 28.88	\$ 38.82	37.34%	\$ 39.66	\$ 53.31	24.00%	\$ 53.71	\$ 72.20
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	37.34%	\$ 21.97	\$ 26.78	24.00%	\$ 29.76	\$ 36.27

Idaho (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	37.34%	\$ 54.37	\$ 66.13	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 25.46	\$ 36.03	37.34%	\$ 34.96	\$ 49.49	24.00%	\$ 47.35	\$ 67.02
Technical	Engineering Design Drafting Supervisor	\$ 29.62	\$ 41.29	37.34%	\$ 40.68	\$ 56.71	24.00%	\$ 55.09	\$ 76.80
Technical	Engineering Design Drafting Technician	\$ 14.30	\$ 18.93	37.34%	\$ 19.64	\$ 26.00	24.00%	\$ 26.60	\$ 35.21
Technical	Engineering Drafting Technician	\$ 14.33	\$ 18.93	37.34%	\$ 19.68	\$ 26.00	24.00%	\$ 26.65	\$ 35.21
Technical	Engineering Drafting Technician Senior	\$ 16.61	\$ 24.14	37.34%	\$ 22.81	\$ 33.16	24.00%	\$ 30.89	\$ 44.91
Technical	Environmental Engineer	\$ 23.52	\$ 37.16	37.34%	\$ 32.30	\$ 51.03	24.00%	\$ 43.74	\$ 69.11
Technical	Environmental Engineer Senior	\$ 25.33	\$ 40.65	37.34%	\$ 34.79	\$ 55.83	24.00%	\$ 47.11	\$ 75.61
Technical	Environmental Program Analyst	\$ 19.95	\$ 29.48	37.34%	\$ 27.40	\$ 40.49	24.00%	\$ 37.11	\$ 54.84
Technical	Environmental Program Planner	\$ 21.32	\$ 31.85	37.34%	\$ 29.28	\$ 43.75	24.00%	\$ 39.66	\$ 59.25
Technical	Environmental Program Specialist	\$ 22.92	\$ 28.78	37.34%	\$ 31.48	\$ 39.53	24.00%	\$ 42.63	\$ 53.54
Technical	Environmental Specialist - Field	\$ 21.32	\$ 31.12	37.34%	\$ 29.28	\$ 42.74	24.00%	\$ 39.66	\$ 57.88
Technical	Environmental Specialist Senior - Field	\$ 21.93	\$ 32.57	37.34%	\$ 30.12	\$ 44.73	24.00%	\$ 40.79	\$ 60.58
Technical	Environmental Technician	\$ 19.95	\$ 29.48	37.34%	\$ 27.40	\$ 40.49	24.00%	\$ 37.11	\$ 54.84
Technical	Environmental Technician Senior	\$ 21.32	\$ 31.85	37.34%	\$ 29.28	\$ 43.75	24.00%	\$ 39.66	\$ 59.25
Technical	Help Desk Support	\$ 15.50	\$ 25.00	37.34%	\$ 21.29	\$ 34.34	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	37.34%	\$ 23.69	\$ 32.96	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 18.18	\$ 22.22	37.34%	\$ 24.97	\$ 30.51	24.00%	\$ 33.81	\$ 41.32
Technical	Laboratory Technician	\$ 15.23	\$ 22.81	37.34%	\$ 20.91	\$ 31.33	24.00%	\$ 28.32	\$ 42.43
Technical	Laboratory Technician Senior	\$ 16.17	\$ 24.59	37.34%	\$ 22.20	\$ 33.78	24.00%	\$ 30.07	\$ 45.74
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	37.34%	\$ 30.21	\$ 36.40	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 24.24	\$ 32.32	37.34%	\$ 33.29	\$ 44.38	24.00%	\$ 45.08	\$ 60.11
Technical	Residential Plan Reviewer	\$ 17.67	\$ 27.61	37.34%	\$ 24.27	\$ 37.92	24.00%	\$ 32.87	\$ 51.35
Technical	Right of Way Technician	\$ 25.08	\$ 39.66	37.34%	\$ 34.44	\$ 54.46	24.00%	\$ 46.65	\$ 73.76
Technical	Right of Way Technician Supervisor	\$ 27.07	\$ 43.53	37.34%	\$ 37.18	\$ 59.79	24.00%	\$ 50.36	\$ 80.97
Technical	Safety Engineer	\$ 24.71	\$ 38.75	37.34%	\$ 33.94	\$ 53.23	24.00%	\$ 45.96	\$ 72.08
Technical	Safety Engineer Senior	\$ 28.09	\$ 44.34	37.34%	\$ 38.58	\$ 60.90	24.00%	\$ 52.26	\$ 82.48
Technical	Title Examiner	\$ 17.21	\$ 24.21	37.34%	\$ 23.64	\$ 33.25	24.00%	\$ 32.02	\$ 45.02
Technical	Traffic Controller	\$ 20.83	\$ 33.68	37.34%	\$ 28.61	\$ 46.26	24.00%	\$ 38.75	\$ 62.65
Technical	Traffic Controller Senior	\$ 25.08	\$ 39.66	37.34%	\$ 34.44	\$ 54.46	24.00%	\$ 46.65	\$ 73.76
Technical	Transportation Data Analyst	\$ 20.83	\$ 33.68	37.34%	\$ 28.61	\$ 46.26	24.00%	\$ 38.75	\$ 62.65
Technical	Transportation Data Analyst Senior	\$ 25.08	\$ 39.66	37.34%	\$ 34.44	\$ 54.46	24.00%	\$ 46.65	\$ 73.76
Technical	Transportation Data Analyst Supervisor	\$ 25.08	\$ 39.66	37.34%	\$ 34.44	\$ 54.46	24.00%	\$ 46.65	\$ 73.76
Technical	Transportation Data Technician	\$ 20.83	\$ 33.68	37.34%	\$ 28.61	\$ 46.26	24.00%	\$ 38.75	\$ 62.65
Technical	Transportation District Utilities Specialist	\$ 24.61	\$ 39.65	37.34%	\$ 33.80	\$ 54.45	24.00%	\$ 45.78	\$ 73.74
Technical	Transportation Engineering Technician -Survey	\$ 25.56	\$ 43.38	37.34%	\$ 35.10	\$ 59.57	24.00%	\$ 47.54	\$ 80.68
Technical	Transportation Engineering Technician -Survey Senior	\$ 28.21	\$ 45.39	37.34%	\$ 38.75	\$ 62.34	24.00%	\$ 52.48	\$ 84.43
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 29.79	\$ 48.49	37.34%	\$ 40.91	\$ 66.59	24.00%	\$ 55.40	\$ 90.19
Technical	Transportation Materials Technician	\$ 11.97	\$ 17.21	37.34%	\$ 16.43	\$ 23.64	24.00%	\$ 22.26	\$ 32.02
Technical	Transportation Materials Technician Senior	\$ 12.77	\$ 18.67	37.34%	\$ 17.53	\$ 25.63	24.00%	\$ 23.74	\$ 34.72

Idaho (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 25.56	\$ 42.44	37.34%	\$ 35.10	\$ 58.29	24.00%	\$ 47.54	\$ 78.94
Technical	Transportation Materials Technician Supervisor	\$ 29.79	\$ 48.49	37.34%	\$ 40.91	\$ 66.59	24.00%	\$ 55.40	\$ 90.19
Technical	Transportation Planning Specialist	\$ 24.61	\$ 39.65	37.34%	\$ 33.80	\$ 54.45	24.00%	\$ 45.78	\$ 73.74
Technical	Transportation Planning Specialist Senior	\$ 28.21	\$ 45.39	37.34%	\$ 38.75	\$ 62.34	24.00%	\$ 52.48	\$ 84.43
Technical	Transportation Technical Program Coordinator	\$ 24.61	\$ 39.65	37.34%	\$ 33.80	\$ 54.45	24.00%	\$ 45.78	\$ 73.74
Technical	Transportation Technical Support Coordinator	\$ 24.61	\$ 39.65	37.34%	\$ 33.80	\$ 54.45	24.00%	\$ 45.78	\$ 73.74
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	37.34%	\$ 51.50	\$ 61.80	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 14.24	\$ 17.52	45.20%	\$ 20.67	\$ 25.43	24.00%	\$ 26.48	\$ 32.58
Trades	Boiler Operator II	\$ 17.56	\$ 20.16	45.20%	\$ 25.50	\$ 29.28	24.00%	\$ 32.67	\$ 37.50
Trades	Boiler Operator Senior I	\$ 20.18	\$ 22.03	45.20%	\$ 29.30	\$ 31.99	24.00%	\$ 37.54	\$ 40.97
Trades	Boiler Operator Senior II	\$ 22.05	\$ 30.18	45.20%	\$ 32.01	\$ 43.82	24.00%	\$ 41.01	\$ 56.14
Trades	Carpenter Assistant	\$ 9.48	\$ 12.83	45.20%	\$ 13.77	\$ 18.63	24.00%	\$ 17.64	\$ 23.86
Trades	Carpenter	\$ 12.84	\$ 17.99	45.20%	\$ 18.64	\$ 26.11	24.00%	\$ 23.88	\$ 33.45
Trades	Carpenter Senior	\$ 18.99	\$ 25.65	45.20%	\$ 27.57	\$ 37.24	24.00%	\$ 35.32	\$ 47.71
Trades	Electrician	\$ 20.25	\$ 33.69	45.20%	\$ 29.40	\$ 48.92	24.00%	\$ 37.66	\$ 62.67
Trades	Electrician Assistant	\$ 10.80	\$ 13.33	45.20%	\$ 15.68	\$ 19.35	24.00%	\$ 20.09	\$ 24.79
Trades	Electrician Senior	\$ 15.63	\$ 18.03	45.20%	\$ 22.70	\$ 26.18	24.00%	\$ 29.08	\$ 33.54
Trades	Electrician Supervisor Senior	\$ 18.08	\$ 31.78	45.20%	\$ 26.25	\$ 46.14	24.00%	\$ 33.62	\$ 59.11
Trades	Electronic Equipment Install & Repair Supervisor	\$ 19.72	\$ 29.32	45.20%	\$ 28.64	\$ 42.57	24.00%	\$ 36.68	\$ 54.53
Trades	Electronic Equipment Install & Repair Technician	\$ 15.65	\$ 19.62	45.20%	\$ 22.73	\$ 28.49	24.00%	\$ 29.11	\$ 36.50
Trades	Electronic Technician	\$ 11.91	\$ 15.14	45.20%	\$ 17.29	\$ 21.98	24.00%	\$ 22.15	\$ 28.15
Trades	Electronic Technician Senior	\$ 15.18	\$ 26.85	45.20%	\$ 22.04	\$ 38.99	24.00%	\$ 28.24	\$ 49.95
Trades	Equipment Repair Supervisor	\$ 21.59	\$ 25.27	45.20%	\$ 31.35	\$ 36.70	24.00%	\$ 40.15	\$ 47.01
Trades	Equipment Repair Technician	\$ 11.91	\$ 15.14	45.20%	\$ 17.29	\$ 21.98	24.00%	\$ 22.15	\$ 28.15
Trades	Equipment Repair Technician Senior	\$ 15.18	\$ 21.53	45.20%	\$ 22.04	\$ 31.27	24.00%	\$ 28.24	\$ 40.05
Trades	HVAC Installation & Repair Assistant	\$ 9.29	\$ 14.82	45.20%	\$ 13.49	\$ 21.52	24.00%	\$ 17.28	\$ 27.57
Trades	HVAC Installation & Repair Assistant Senior	\$ 14.82	\$ 25.27	45.20%	\$ 21.52	\$ 36.70	24.00%	\$ 27.57	\$ 47.01
Trades	Laboratory Mechanic	\$ 11.92	\$ 16.17	45.20%	\$ 17.31	\$ 23.47	24.00%	\$ 22.17	\$ 30.07
Trades	Laboratory Mechanic Senior	\$ 16.17	\$ 24.59	45.20%	\$ 23.47	\$ 35.71	24.00%	\$ 30.07	\$ 45.74
Trades	Locksmith	\$ 14.62	\$ 21.50	45.20%	\$ 21.23	\$ 31.23	24.00%	\$ 27.20	\$ 40.00
Trades	Maintenance Field Worker	\$ 11.91	\$ 15.23	45.20%	\$ 17.29	\$ 22.11	24.00%	\$ 22.15	\$ 28.32
Trades	Mason Plasterer	\$ 14.71	\$ 16.96	45.20%	\$ 21.36	\$ 24.62	24.00%	\$ 27.37	\$ 31.54
Trades	Mason Plasterer Assistant	\$ 16.99	\$ 25.14	45.20%	\$ 24.67	\$ 36.50	24.00%	\$ 31.61	\$ 46.75
Trades	Mechanic	\$ 9.58	\$ 21.55	45.20%	\$ 13.90	\$ 31.29	24.00%	\$ 17.81	\$ 40.08
Trades	Painter	\$ 9.21	\$ 20.44	45.20%	\$ 13.37	\$ 29.68	24.00%	\$ 17.13	\$ 38.02
Trades	Plumber / Steamfitter	\$ 19.97	\$ 30.36	45.20%	\$ 29.00	\$ 44.09	24.00%	\$ 37.14	\$ 56.48
Trades	Plumber / Steamfitter Assistant	\$ 11.91	\$ 19.91	45.20%	\$ 17.29	\$ 28.90	24.00%	\$ 22.15	\$ 37.02
Trades	Printing Press Operator B	\$ 19.49	\$ 28.63	45.20%	\$ 28.30	\$ 41.57	24.00%	\$ 36.26	\$ 53.25
Trades	Production Supervisor	\$ 23.11	\$ 35.40	45.20%	\$ 33.56	\$ 51.40	24.00%	\$ 42.99	\$ 65.84
Trades	Radio Specialist	\$ 13.78	\$ 17.66	45.20%	\$ 20.00	\$ 25.65	24.00%	\$ 25.62	\$ 32.85

Idaho (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 17.69	\$ 23.12	45.20%	\$ 25.69	\$ 33.57	24.00%	\$ 32.91	\$ 43.01
Trades	Sheet Metal Worker	\$ 13.11	\$ 16.86	45.20%	\$ 19.03	\$ 24.49	24.00%	\$ 24.38	\$ 31.37
Trades	Sheet Metal Worker Assistant	\$ 9.95	\$ 13.32	45.20%	\$ 14.45	\$ 19.34	24.00%	\$ 18.51	\$ 24.77
Trades	Sheet Metal Worker Lead	\$ 16.91	\$ 23.13	45.20%	\$ 24.55	\$ 33.59	24.00%	\$ 31.45	\$ 43.02
Trades	Shipping / Receiving Clerk	\$ 13.18	\$ 18.07	45.20%	\$ 19.14	\$ 26.23	24.00%	\$ 24.51	\$ 33.61
Trades	Storekeeper Assistant I	\$ 9.80	\$ 14.34	45.20%	\$ 14.22	\$ 20.82	24.00%	\$ 18.22	\$ 26.67
Trades	Storekeeper Assistant II	\$ 10.66	\$ 15.41	45.20%	\$ 15.48	\$ 22.38	24.00%	\$ 19.83	\$ 28.67
Trades	Storekeeper I	\$ 7.25	\$ 9.58	45.20%	\$ 10.53	\$ 13.90	24.00%	\$ 13.49	\$ 17.81
Trades	Storekeeper II	\$ 9.63	\$ 11.68	45.20%	\$ 13.98	\$ 16.96	24.00%	\$ 17.91	\$ 21.73
Trades	Storekeeper III	\$ 11.72	\$ 14.34	45.20%	\$ 17.01	\$ 20.82	24.00%	\$ 21.79	\$ 26.67
Trades	Storekeeper Senior	\$ 14.36	\$ 16.74	45.20%	\$ 20.84	\$ 24.31	24.00%	\$ 26.70	\$ 31.14
Trades	Tool Room Assistant	\$ 7.71	\$ 11.68	45.20%	\$ 11.20	\$ 16.96	24.00%	\$ 14.34	\$ 21.73
Trades	Tool Room Assistant Senior	\$ 11.68	\$ 16.30	45.20%	\$ 16.96	\$ 23.67	24.00%	\$ 21.73	\$ 30.32
Trades	Trades Utilities Worker Senior	\$ 11.92	\$ 17.46	45.20%	\$ 17.31	\$ 25.35	24.00%	\$ 22.17	\$ 32.48
Trades	Trades Utility Worker	\$ 9.11	\$ 11.87	45.20%	\$ 13.22	\$ 17.24	24.00%	\$ 16.94	\$ 22.09
Trades	Tradesman Helper	\$ 9.11	\$ 14.67	45.20%	\$ 13.22	\$ 21.30	24.00%	\$ 16.94	\$ 27.28
Trades	Tradesman Helper Senior	\$ 14.67	\$ 18.28	45.20%	\$ 21.30	\$ 26.54	24.00%	\$ 27.28	\$ 34.00
Trades	Welder	\$ 10.04	\$ 16.63	45.20%	\$ 14.57	\$ 24.14	24.00%	\$ 18.67	\$ 30.92
Trades	Welder Senior	\$ 16.67	\$ 19.99	45.20%	\$ 24.21	\$ 29.02	24.00%	\$ 31.01	\$ 37.18
Trades	Work Zone Safety Officer	\$ 20.83	\$ 33.68	45.20%	\$ 30.25	\$ 48.91	24.00%	\$ 38.75	\$ 62.65

Misc									
Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	33.09%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	34.73%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	48.00%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	34.73%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	34.73%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	38.26%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	38.26%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	47.83%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	34.73%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	37.34%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	45.20%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Illinois (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 15.76	\$ 22.37	32.51%	\$ 20.88	\$ 29.65	24.00%	\$ 29.30	\$ 41.62
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	32.51%	\$ 11.31	\$ 18.51	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 22.38	\$ 31.07	32.51%	\$ 29.66	\$ 41.17	24.00%	\$ 41.64	\$ 57.79
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	32.51%	\$ 27.43	\$ 34.29	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	32.51%	\$ 20.57	\$ 26.40	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	32.51%	\$ 13.03	\$ 16.46	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 20.51	\$ 23.47	32.51%	\$ 27.18	\$ 31.10	24.00%	\$ 38.15	\$ 43.66
Accounting/Finance	Accounting Manager B	\$ 23.41	\$ 28.72	32.51%	\$ 31.02	\$ 38.06	24.00%	\$ 43.54	\$ 53.43
Accounting/Finance	Accounting Manager C	\$ 28.78	\$ 36.38	32.51%	\$ 38.13	\$ 48.20	24.00%	\$ 53.53	\$ 67.66
Accounting/Finance	Auditing - External Auditor	\$ 20.24	\$ 25.60	32.51%	\$ 26.82	\$ 33.93	24.00%	\$ 37.65	\$ 47.62
Accounting/Finance	Auditing - External Auditor Senior	\$ 25.62	\$ 36.38	32.51%	\$ 33.95	\$ 48.20	24.00%	\$ 47.66	\$ 67.66
Accounting/Finance	Auditing - Internal Auditor	\$ 20.24	\$ 25.60	32.51%	\$ 26.82	\$ 33.93	24.00%	\$ 37.65	\$ 47.62
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 25.66	\$ 36.38	32.51%	\$ 34.00	\$ 48.20	24.00%	\$ 47.72	\$ 67.66
Accounting/Finance	Bookkeeper	\$ 10.65	\$ 16.12	32.51%	\$ 14.11	\$ 21.36	24.00%	\$ 19.81	\$ 29.99
Accounting/Finance	Budget Analyst	\$ 19.86	\$ 25.98	32.51%	\$ 26.31	\$ 34.42	24.00%	\$ 36.93	\$ 48.32
Accounting/Finance	Budget Analyst Senior	\$ 25.99	\$ 40.34	32.51%	\$ 34.44	\$ 53.45	24.00%	\$ 48.34	\$ 75.02
Accounting/Finance	Closure/Disbursement Specialists	\$ 33.11	\$ 36.85	32.51%	\$ 43.87	\$ 48.83	24.00%	\$ 61.58	\$ 68.54
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 31.09	\$ 40.30	32.51%	\$ 41.20	\$ 53.41	24.00%	\$ 57.83	\$ 74.96
Accounting/Finance	CPA	\$ 32.24	\$ 42.61	32.51%	\$ 42.73	\$ 56.46	24.00%	\$ 59.97	\$ 79.25
Accounting/Finance	Fiscal Assistant	\$ 11.21	\$ 17.23	32.51%	\$ 14.86	\$ 22.83	24.00%	\$ 20.86	\$ 32.05
Accounting/Finance	Fiscal Technical Senior	\$ 15.02	\$ 21.43	32.51%	\$ 19.91	\$ 28.39	24.00%	\$ 27.94	\$ 39.85
Accounting/Finance	Fiscal Technician	\$ 17.28	\$ 21.13	32.51%	\$ 22.90	\$ 27.99	24.00%	\$ 32.15	\$ 39.29
Accounting/Finance	Payroll Assistant	\$ 16.41	\$ 20.73	32.51%	\$ 21.74	\$ 27.47	24.00%	\$ 30.52	\$ 38.55
Accounting/Finance	Purchasing / Procurement	\$ 20.73	\$ 30.80	32.51%	\$ 27.47	\$ 40.82	24.00%	\$ 38.55	\$ 57.30
Accounting/Finance	Sr. Compliance Officer	\$ 40.02	\$ 45.49	32.51%	\$ 53.03	\$ 60.27	24.00%	\$ 74.43	\$ 84.60
Accounting/Finance	Supervising Auditor	\$ 40.02	\$ 46.06	32.51%	\$ 53.03	\$ 61.04	24.00%	\$ 74.43	\$ 85.67
Call Center/Customer Service	Customer Service Inbound I	\$ 10.56	\$ 15.53	34.09%	\$ 14.16	\$ 20.82	24.00%	\$ 19.64	\$ 28.88
Call Center/Customer Service	Customer Service Inbound II	\$ 15.59	\$ 25.11	34.09%	\$ 20.91	\$ 33.67	24.00%	\$ 29.00	\$ 46.70

Illinois (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 10.56	\$ 15.53	34.09%	\$ 14.16	\$ 20.82	24.00%	\$ 19.64	\$ 28.88
Call Center/Customer Service	Customer Service Outbound II	\$ 15.59	\$ 25.11	34.09%	\$ 20.91	\$ 33.67	24.00%	\$ 29.00	\$ 46.70
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.36	\$ 17.56	34.09%	\$ 13.90	\$ 23.55	24.00%	\$ 19.28	\$ 32.66
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	34.09%	\$ 27.76	\$ 34.70	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 10.76	\$ 16.47	34.09%	\$ 14.43	\$ 22.08	24.00%	\$ 20.02	\$ 30.63
Call Center/Customer Service	Detailing Representative II	\$ 11.71	\$ 18.94	34.09%	\$ 15.70	\$ 25.40	24.00%	\$ 21.78	\$ 35.23
Call Center/Customer Service	Help Desk Analyst	\$ 13.95	\$ 30.96	34.09%	\$ 18.70	\$ 41.52	24.00%	\$ 25.94	\$ 57.59
Call Center/Customer Service	Market Research Inbound	\$ 20.46	\$ 24.57	34.09%	\$ 27.43	\$ 32.94	24.00%	\$ 38.05	\$ 45.70
Call Center/Customer Service	Market Research Outbound	\$ 24.59	\$ 37.44	34.09%	\$ 32.97	\$ 50.20	24.00%	\$ 45.74	\$ 69.64
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.57	\$ 13.68	34.09%	\$ 12.83	\$ 18.34	24.00%	\$ 17.80	\$ 25.44
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 13.85	\$ 19.79	34.09%	\$ 18.57	\$ 26.54	24.00%	\$ 25.76	\$ 36.81
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.57	\$ 13.68	34.09%	\$ 12.83	\$ 18.34	24.00%	\$ 17.80	\$ 25.44
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 13.85	\$ 19.79	34.09%	\$ 18.57	\$ 26.54	24.00%	\$ 25.76	\$ 36.81
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.57	\$ 13.41	34.09%	\$ 12.83	\$ 17.98	24.00%	\$ 17.80	\$ 24.94
Call Center/Customer Service	Sales Inbound I	\$ 10.13	\$ 17.50	34.09%	\$ 13.58	\$ 23.46	24.00%	\$ 18.84	\$ 32.55
Call Center/Customer Service	Sales Inbound II	\$ 13.85	\$ 19.79	34.09%	\$ 18.57	\$ 26.54	24.00%	\$ 25.76	\$ 36.81
Call Center/Customer Service	Sales Outbound I	\$ 12.55	\$ 17.61	34.09%	\$ 16.83	\$ 23.61	24.00%	\$ 23.34	\$ 32.75
Call Center/Customer Service	Sales Outbound II	\$ 13.85	\$ 19.79	34.09%	\$ 18.57	\$ 26.54	24.00%	\$ 25.76	\$ 36.81
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.48	\$ 13.71	34.09%	\$ 11.37	\$ 18.38	24.00%	\$ 15.77	\$ 25.50
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 13.72	\$ 17.78	34.09%	\$ 18.40	\$ 23.84	24.00%	\$ 25.52	\$ 33.07
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 10.11	\$ 13.51	34.09%	\$ 13.55	\$ 18.11	24.00%	\$ 18.80	\$ 25.12
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 13.56	\$ 23.87	34.09%	\$ 18.18	\$ 32.01	24.00%	\$ 25.22	\$ 44.40
Food Related Services	Barista (misc)	\$ 11.84	\$ 17.46	48.00%	\$ 17.52	\$ 25.83	24.00%	\$ 22.02	\$ 32.47
Food Related Services	Building Attendant (misc)	\$ 11.84	\$ 17.46	36.50%	\$ 16.16	\$ 23.83	24.00%	\$ 22.02	\$ 32.47
Food Related Services	Busser	\$ 11.84	\$ 17.46	36.50%	\$ 16.16	\$ 23.83	24.00%	\$ 22.02	\$ 32.47
Food Related Services	Cashiers	\$ 11.84	\$ 17.46	36.50%	\$ 16.16	\$ 23.83	24.00%	\$ 22.02	\$ 32.47
Food Related Services	Dishwasher	\$ 10.76	\$ 13.99	36.50%	\$ 14.69	\$ 19.10	24.00%	\$ 20.02	\$ 26.02
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	36.50%	\$ 19.66	\$ 24.02	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	36.50%	\$ 13.51	\$ 16.52	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 10.66	\$ 15.60	36.50%	\$ 14.56	\$ 21.30	24.00%	\$ 19.84	\$ 29.02
Food Related Services	Food Operations Manager Assistant	\$ 15.65	\$ 18.32	36.50%	\$ 21.36	\$ 25.00	24.00%	\$ 29.10	\$ 34.07
Food Related Services	Food Production Worker	\$ 8.59	\$ 14.05	36.50%	\$ 11.72	\$ 19.19	24.00%	\$ 15.97	\$ 26.14
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	36.50%	\$ 19.04	\$ 23.27	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	36.50%	\$ 14.74	\$ 18.02	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	36.50%	\$ 17.20	\$ 21.02	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.56	\$ 13.79	36.50%	\$ 11.68	\$ 18.82	24.00%	\$ 15.91	\$ 25.64
Food Related Services	Second Cook Senior	\$ 13.68	\$ 17.99	48.00%	\$ 20.24	\$ 26.63	24.00%	\$ 25.44	\$ 33.47
Food Related Services	Server	\$ 8.25	\$ 11.21	36.50%	\$ 11.26	\$ 15.31	24.00%	\$ 15.35	\$ 20.86
General Administrative	Administrative Assistant I	\$ 11.75	\$ 15.81	34.09%	\$ 15.76	\$ 21.20	24.00%	\$ 21.86	\$ 29.41
General Administrative	Administrative Assistant II	\$ 15.82	\$ 17.11	34.09%	\$ 21.21	\$ 22.94	24.00%	\$ 29.43	\$ 31.83

Illinois (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 17.12	\$ 18.57	34.09%	\$ 22.96	\$ 24.91	24.00%	\$ 31.85	\$ 34.55
General Administrative	Administrative Assistant IV	\$ 18.59	\$ 20.57	34.09%	\$ 24.92	\$ 27.58	24.00%	\$ 34.57	\$ 38.25
General Administrative	Administrative Assistant V	\$ 20.59	\$ 23.19	34.09%	\$ 27.61	\$ 31.10	24.00%	\$ 38.29	\$ 43.14
General Administrative	Administrative Staff Assistant	\$ 22.82	\$ 26.09	34.09%	\$ 30.59	\$ 34.98	24.00%	\$ 42.44	\$ 48.52
General Administrative	Administrative Staff Specialist	\$ 26.10	\$ 32.26	34.09%	\$ 34.99	\$ 43.26	24.00%	\$ 48.54	\$ 60.01
General Administrative	Administrative Staff Specialist Senior	\$ 32.27	\$ 25.20	34.09%	\$ 43.28	\$ 33.80	24.00%	\$ 60.03	\$ 46.88
General Administrative	Agency Management Analyst	\$ 21.05	\$ 27.63	34.09%	\$ 28.23	\$ 37.04	24.00%	\$ 39.15	\$ 51.38
General Administrative	Agency Management Analyst Lead	\$ 27.64	\$ 32.10	34.09%	\$ 37.06	\$ 43.05	24.00%	\$ 51.40	\$ 59.71
General Administrative	Agency Management Analyst Senior	\$ 32.17	\$ 50.05	34.09%	\$ 43.13	\$ 67.12	24.00%	\$ 59.83	\$ 93.10
General Administrative	Clerk	\$ 9.30	\$ 10.75	34.09%	\$ 12.47	\$ 14.41	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	34.09%	\$ 11.06	\$ 12.40	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	34.09%	\$ 14.48	\$ 16.76	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.57	\$ 13.43	34.09%	\$ 12.83	\$ 18.01	24.00%	\$ 17.80	\$ 24.98
General Administrative	Data Entry Operator Senior	\$ 13.46	\$ 19.33	34.09%	\$ 18.05	\$ 25.92	24.00%	\$ 25.04	\$ 35.95
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	34.09%	\$ 13.74	\$ 20.11	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 16.96	\$ 21.08	34.09%	\$ 22.74	\$ 28.27	24.00%	\$ 31.55	\$ 39.21
General Administrative	Executive Secretary Senior	\$ 21.11	\$ 31.27	34.09%	\$ 28.31	\$ 41.94	24.00%	\$ 39.27	\$ 58.17
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	34.09%	\$ 23.47	\$ 27.82	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	34.09%	\$ 20.11	\$ 24.14	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 13.41	\$ 15.72	34.09%	\$ 17.98	\$ 21.08	24.00%	\$ 24.94	\$ 29.24
General Administrative	Legal Assistant Senior	\$ 15.76	\$ 39.72	34.09%	\$ 21.13	\$ 53.26	24.00%	\$ 29.30	\$ 73.88
General Administrative	Library Assistant	\$ 9.57	\$ 18.84	34.09%	\$ 12.83	\$ 25.27	24.00%	\$ 17.80	\$ 35.05
General Administrative	Medical Assistant I	\$ 12.85	\$ 14.99	34.09%	\$ 17.23	\$ 20.10	24.00%	\$ 23.90	\$ 27.88
General Administrative	Medical Assistant II	\$ 15.03	\$ 21.37	34.09%	\$ 20.16	\$ 28.66	24.00%	\$ 27.96	\$ 39.75
General Administrative	Medical Biller I	\$ 11.20	\$ 13.75	34.09%	\$ 15.02	\$ 18.44	24.00%	\$ 20.84	\$ 25.58
General Administrative	Medical Biller II	\$ 13.79	\$ 21.42	34.09%	\$ 18.49	\$ 28.72	24.00%	\$ 25.64	\$ 39.83
General Administrative	Medical Records Clerk I	\$ 13.46	\$ 19.61	34.09%	\$ 18.05	\$ 26.29	24.00%	\$ 25.04	\$ 36.47
General Administrative	Medical Records Clerk II	\$ 14.54	\$ 21.03	34.09%	\$ 19.50	\$ 28.20	24.00%	\$ 27.04	\$ 39.11
General Administrative	Office Manager	\$ 22.65	\$ 34.48	34.09%	\$ 30.38	\$ 46.24	24.00%	\$ 42.14	\$ 64.13
General Administrative	Office Services Aide	\$ 12.54	\$ 17.27	34.09%	\$ 16.81	\$ 23.16	24.00%	\$ 23.32	\$ 32.13
General Administrative	Office Services Assistant	\$ 13.44	\$ 18.24	34.09%	\$ 18.02	\$ 24.46	24.00%	\$ 25.00	\$ 33.93
General Administrative	Office Services Specialist	\$ 14.16	\$ 19.09	34.09%	\$ 18.99	\$ 25.60	24.00%	\$ 26.34	\$ 35.51
General Administrative	Office Services Supervisor	\$ 14.82	\$ 19.51	34.09%	\$ 19.87	\$ 26.16	24.00%	\$ 27.56	\$ 36.29
General Administrative	Office Services Supervisor Senior	\$ 17.18	\$ 21.89	34.09%	\$ 23.03	\$ 29.35	24.00%	\$ 31.95	\$ 40.71
General Administrative	Operator I	\$ 9.31	\$ 13.39	34.09%	\$ 12.48	\$ 17.95	24.00%	\$ 17.31	\$ 24.90
General Administrative	Operator II	\$ 13.41	\$ 15.65	34.09%	\$ 17.98	\$ 20.98	24.00%	\$ 24.94	\$ 29.10
General Administrative	Operator III (Key Disc Operator)	\$ 15.69	\$ 17.77	34.09%	\$ 21.04	\$ 23.82	24.00%	\$ 29.18	\$ 33.05
General Administrative	Operator IV (Key Disc Operator)	\$ 17.78	\$ 20.60	34.09%	\$ 23.84	\$ 27.62	24.00%	\$ 33.07	\$ 38.31
General Administrative	Paralegal	\$ 14.00	\$ 23.50	34.09%	\$ 18.77	\$ 31.51	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 11.93	\$ 15.97	34.09%	\$ 16.00	\$ 21.41	24.00%	\$ 22.20	\$ 29.71

Illinois (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 15.98	\$ 17.04	34.09%	\$ 21.43	\$ 22.84	24.00%	\$ 29.73	\$ 31.69
General Administrative	Photocopy Supervisor	\$ 12.90	\$ 17.92	34.09%	\$ 17.30	\$ 24.03	24.00%	\$ 24.00	\$ 33.33
General Administrative	Photocopy Technician	\$ 11.66	\$ 16.48	34.09%	\$ 15.63	\$ 22.09	24.00%	\$ 21.68	\$ 30.65
General Administrative	Photo-Typesetting Specialist	\$ 15.17	\$ 21.85	34.09%	\$ 20.35	\$ 29.29	24.00%	\$ 28.22	\$ 40.63
General Administrative	Photo-Typesetting Supervisor	\$ 16.21	\$ 23.72	34.09%	\$ 21.73	\$ 31.80	24.00%	\$ 30.15	\$ 44.12
General Administrative	Postal Aide	\$ 8.51	\$ 11.66	34.09%	\$ 11.41	\$ 15.63	24.00%	\$ 15.83	\$ 21.68
General Administrative	Postal Aide Senior	\$ 11.71	\$ 18.42	34.09%	\$ 15.70	\$ 24.71	24.00%	\$ 21.78	\$ 34.27
General Administrative	Postal Assistant	\$ 18.49	\$ 20.54	34.09%	\$ 24.79	\$ 27.55	24.00%	\$ 34.39	\$ 38.21
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	34.09%	\$ 40.23	\$ 60.34	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	34.09%	\$ 26.82	\$ 33.52	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 13.68	\$ 18.06	34.09%	\$ 18.34	\$ 24.21	24.00%	\$ 25.44	\$ 33.59
General Administrative	Public Relations Specialist	\$ 19.01	\$ 32.50	34.09%	\$ 25.48	\$ 43.58	24.00%	\$ 35.35	\$ 60.45
General Administrative	Public Relations Specialist Assistant	\$ 13.68	\$ 18.97	34.09%	\$ 18.34	\$ 25.44	24.00%	\$ 25.44	\$ 35.29
General Administrative	Receptionist	\$ 9.56	\$ 12.30	34.09%	\$ 12.81	\$ 16.49	24.00%	\$ 17.78	\$ 22.88
General Administrative	Receptionist Senior	\$ 12.31	\$ 19.41	34.09%	\$ 16.51	\$ 26.03	24.00%	\$ 22.90	\$ 36.11
General Administrative	Secretary	\$ 10.11	\$ 13.51	34.09%	\$ 13.55	\$ 18.11	24.00%	\$ 18.80	\$ 25.12
General Administrative	Secretary Senior	\$ 13.56	\$ 23.93	34.09%	\$ 18.18	\$ 32.09	24.00%	\$ 25.22	\$ 44.52
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	34.09%	\$ 20.45	\$ 24.14	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 11.75	\$ 28.71	34.09%	\$ 15.76	\$ 38.50	24.00%	\$ 21.86	\$ 53.41
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	34.09%	\$ 26.82	\$ 35.52	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 21.06	\$ 25.98	34.09%	\$ 28.24	\$ 34.84	24.00%	\$ 39.17	\$ 48.32
Human Resources	Classification / Compensation Analyst Senior	\$ 26.03	\$ 34.48	34.09%	\$ 34.91	\$ 46.24	24.00%	\$ 48.42	\$ 64.13
Human Resources	Classification / Compensation Consultant	\$ 34.50	\$ 46.21	34.09%	\$ 46.26	\$ 61.96	24.00%	\$ 64.17	\$ 85.95
Human Resources	EEO Program Analyst	\$ 20.34	\$ 32.47	34.09%	\$ 27.27	\$ 43.54	24.00%	\$ 37.83	\$ 60.39
Human Resources	EEO Program Specialist	\$ 22.43	\$ 35.42	34.09%	\$ 30.07	\$ 47.49	24.00%	\$ 41.72	\$ 65.88
Human Resources	Employee Relations Analyst	\$ 18.32	\$ 23.19	34.09%	\$ 24.56	\$ 31.10	24.00%	\$ 34.07	\$ 43.14
Human Resources	Employee Relations Analyst Senior	\$ 23.25	\$ 41.02	34.09%	\$ 31.17	\$ 55.01	24.00%	\$ 43.24	\$ 76.30
Human Resources	Human Resources Assistant	\$ 14.05	\$ 20.24	34.09%	\$ 18.85	\$ 27.14	24.00%	\$ 26.14	\$ 37.65
Human Resources	Human Resources Generalist	\$ 16.29	\$ 20.73	34.09%	\$ 21.85	\$ 27.79	24.00%	\$ 30.31	\$ 38.55
Human Resources	Human Resources Generalist Senior	\$ 20.85	\$ 36.41	34.09%	\$ 27.95	\$ 48.82	24.00%	\$ 38.77	\$ 67.72
Human Resources	Personnel Analyst	\$ 16.13	\$ 20.51	34.09%	\$ 21.63	\$ 27.50	24.00%	\$ 30.01	\$ 38.15
Human Resources	Personnel Analyst Senior	\$ 20.57	\$ 24.88	34.09%	\$ 27.58	\$ 33.36	24.00%	\$ 38.25	\$ 46.28
Human Resources	Personnel Practices Analyst	\$ 24.95	\$ 29.38	34.09%	\$ 33.45	\$ 39.40	24.00%	\$ 46.40	\$ 54.65
Human Resources	Personnel Practices Analyst Senior	\$ 29.43	\$ 37.47	34.09%	\$ 39.47	\$ 50.25	24.00%	\$ 54.75	\$ 69.70
Human Resources	Personnel Practices Manager	\$ 36.87	\$ 45.87	34.09%	\$ 49.44	\$ 61.50	24.00%	\$ 68.58	\$ 85.31
Human Services	Social Worker	\$ 17.96	\$ 30.42	34.09%	\$ 24.08	\$ 40.80	24.00%	\$ 33.41	\$ 56.59
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	34.09%	\$ 30.17	\$ 41.57	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 13.62	\$ 18.81	34.09%	\$ 18.27	\$ 25.22	24.00%	\$ 25.34	\$ 34.99
Human Services	Support Enforcement Specialist Senior	\$ 18.88	\$ 22.27	34.09%	\$ 25.31	\$ 29.86	24.00%	\$ 35.11	\$ 41.42
Human Services	Utilization Review Analyst	\$ 18.88	\$ 27.08	34.09%	\$ 25.31	\$ 36.31	24.00%	\$ 35.11	\$ 50.36

Illinois (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 27.13	\$ 43.52	34.09%	\$ 36.38	\$ 58.36	24.00%	\$ 50.46	\$ 80.95
Insurance	Claims Adjuster I	\$ 15.59	\$ 18.88	34.09%	\$ 20.91	\$ 25.31	24.00%	\$ 29.00	\$ 35.11
Insurance	Claims Adjuster II	\$ 18.93	\$ 27.08	34.09%	\$ 25.38	\$ 36.31	24.00%	\$ 35.21	\$ 50.36
Insurance	Claims Specialist	\$ 27.13	\$ 34.19	34.09%	\$ 36.38	\$ 45.85	24.00%	\$ 50.46	\$ 63.59
Insurance	Worker's Compensation Specialist	\$ 25.63	\$ 38.34	34.09%	\$ 34.37	\$ 51.42	24.00%	\$ 47.68	\$ 71.32
Laborer/Industrial	CDL Driver	\$ 13.68	\$ 19.63	38.68%	\$ 18.97	\$ 27.22	24.00%	\$ 25.44	\$ 36.51
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	38.68%	\$ 29.82	\$ 39.14	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	38.68%	\$ 38.76	\$ 46.06	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	38.68%	\$ 41.95	\$ 48.54	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	38.68%	\$ 34.32	\$ 41.60	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	38.68%	\$ 34.32	\$ 40.91	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	38.68%	\$ 43.68	\$ 52.35	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	38.68%	\$ 36.75	\$ 46.53	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 14.68	\$ 21.04	38.68%	\$ 20.36	\$ 29.18	24.00%	\$ 27.30	\$ 39.13
Laborer/Industrial	Forklift Operator	\$ 11.44	\$ 15.94	38.68%	\$ 15.86	\$ 22.10	24.00%	\$ 21.28	\$ 29.65
Laborer/Industrial	Forklift Operator Senior	\$ 15.97	\$ 23.25	38.68%	\$ 22.15	\$ 32.24	24.00%	\$ 29.71	\$ 43.24
Laborer/Industrial	Grounds Worker	\$ 9.27	\$ 12.85	38.68%	\$ 12.85	\$ 17.82	24.00%	\$ 17.23	\$ 23.90
Laborer/Industrial	Grounds Worker Lead	\$ 12.90	\$ 17.23	38.68%	\$ 17.89	\$ 23.89	24.00%	\$ 24.00	\$ 32.05
Laborer/Industrial	Grounds Worker Senior	\$ 13.78	\$ 17.12	38.68%	\$ 19.10	\$ 23.74	24.00%	\$ 25.62	\$ 31.85
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.57	\$ 13.41	38.68%	\$ 13.27	\$ 18.60	24.00%	\$ 17.80	\$ 24.94
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 13.42	\$ 17.12	38.68%	\$ 18.61	\$ 23.74	24.00%	\$ 24.96	\$ 31.85
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.37	\$ 12.88	38.68%	\$ 11.61	\$ 17.86	24.00%	\$ 15.57	\$ 23.96
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.37	\$ 12.88	38.68%	\$ 11.61	\$ 17.86	24.00%	\$ 15.57	\$ 23.96
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.37	\$ 12.88	38.68%	\$ 11.61	\$ 17.86	24.00%	\$ 15.57	\$ 23.96
Laborer/Industrial	Housekeeping Supervisor	\$ 11.44	\$ 15.88	38.68%	\$ 15.86	\$ 22.03	24.00%	\$ 21.28	\$ 29.55
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 15.92	\$ 24.62	38.68%	\$ 22.07	\$ 34.15	24.00%	\$ 29.61	\$ 45.80
Laborer/Industrial	Housekeeping Worker	\$ 8.48	\$ 12.97	38.68%	\$ 11.76	\$ 17.98	24.00%	\$ 15.77	\$ 24.12
Laborer/Industrial	Housekeeping Worker Senior	\$ 13.02	\$ 16.63	38.68%	\$ 18.06	\$ 23.06	24.00%	\$ 24.22	\$ 30.93
Laborer/Industrial	Inventory Worker Light	\$ 10.13	\$ 15.86	38.68%	\$ 14.04	\$ 22.00	24.00%	\$ 18.84	\$ 29.51
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 9.27	\$ 17.80	38.68%	\$ 12.85	\$ 24.69	24.00%	\$ 17.23	\$ 33.11
Laborer/Industrial	Motor Vehicle Operator A	\$ 9.03	\$ 12.31	38.68%	\$ 12.52	\$ 17.07	24.00%	\$ 16.79	\$ 22.90
Laborer/Industrial	Motor Vehicle Operator B	\$ 12.37	\$ 19.96	38.68%	\$ 17.15	\$ 27.69	24.00%	\$ 23.00	\$ 37.13
Laborer/Industrial	Packer	\$ 8.37	\$ 12.88	38.68%	\$ 11.61	\$ 17.86	24.00%	\$ 15.57	\$ 23.96
Laborer/Industrial	Warehouse Specialist I	\$ 9.27	\$ 12.88	38.68%	\$ 12.85	\$ 17.86	24.00%	\$ 17.23	\$ 23.96
Laborer/Industrial	Warehouse Specialist II	\$ 12.90	\$ 16.13	38.68%	\$ 17.89	\$ 22.37	24.00%	\$ 24.00	\$ 30.01
Laborer/Industrial	Warehouse Specialist III	\$ 16.19	\$ 20.62	38.68%	\$ 22.45	\$ 28.60	24.00%	\$ 30.11	\$ 38.35
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	38.68%	\$ 12.48	\$ 15.25	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.37	\$ 12.88	38.68%	\$ 11.61	\$ 17.86	24.00%	\$ 15.57	\$ 23.96
Laborer/Industrial	Warehouse Worker II	\$ 12.90	\$ 16.13	38.68%	\$ 17.89	\$ 22.37	24.00%	\$ 24.00	\$ 30.01
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	38.68%	\$ 33.91	\$ 44.38	24.00%	\$ 45.48	\$ 59.52

Illinois (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	38.68%	\$ 33.91	\$ 40.91	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	38.68%	\$ 33.91	\$ 40.91	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 12.31	\$ 15.88	38.68%	\$ 17.07	\$ 22.03	24.00%	\$ 22.90	\$ 29.55
Media	Audio Visual Technician Senior	\$ 15.92	\$ 26.38	38.68%	\$ 22.07	\$ 36.58	24.00%	\$ 29.61	\$ 49.06
Media	Graphic Artist	\$ 14.50	\$ 17.31	38.68%	\$ 20.10	\$ 24.00	24.00%	\$ 26.96	\$ 32.19
Media	Graphic Artist Senior	\$ 17.31	\$ 24.34	38.68%	\$ 24.00	\$ 33.76	24.00%	\$ 32.19	\$ 45.28
Media	Graphic Designer	\$ 14.50	\$ 17.31	38.68%	\$ 20.10	\$ 24.00	24.00%	\$ 26.96	\$ 32.19
Media	Graphic Designer Senior	\$ 17.34	\$ 24.34	38.68%	\$ 24.04	\$ 33.76	24.00%	\$ 32.25	\$ 45.28
Media	Photographer	\$ 9.57	\$ 12.67	38.68%	\$ 13.27	\$ 17.57	24.00%	\$ 17.80	\$ 23.56
Media	Photographer Senior	\$ 12.69	\$ 20.30	38.68%	\$ 17.60	\$ 28.15	24.00%	\$ 23.60	\$ 37.75
Media	TV / Video Production Specialist	\$ 19.15	\$ 24.63	38.68%	\$ 26.55	\$ 34.16	24.00%	\$ 35.61	\$ 45.82
Media	TV / Video Production Technician	\$ 24.67	\$ 33.37	38.68%	\$ 34.21	\$ 46.28	24.00%	\$ 45.88	\$ 62.07
Security	Armed Security Officer	\$ 15.32	\$ 20.51	48.35%	\$ 22.73	\$ 30.43	24.00%	\$ 28.50	\$ 38.15
Security	<u>Captain</u>	\$ 21.52	\$ 30.67	48.35%	\$ 31.93	\$ 45.50	24.00%	\$ 40.03	\$ 57.05
Security	Dispatcher/Police	\$ 14.85	\$ 25.31	48.35%	\$ 22.03	\$ 37.55	24.00%	\$ 27.62	\$ 47.08
Security	<u>Lieutenant</u>	\$ 19.37	\$ 26.90	48.35%	\$ 28.74	\$ 39.91	24.00%	\$ 36.03	\$ 50.04
Security	<u>Sergeant</u>	\$ 17.76	\$ 24.75	48.35%	\$ 26.34	\$ 36.72	24.00%	\$ 33.03	\$ 46.04
Security	Unarmed Security Guard	\$ 10.35	\$ 20.23	48.35%	\$ 15.36	\$ 30.01	24.00%	\$ 19.26	\$ 37.63
Tax	Data Entry Clerk	\$ 9.57	\$ 12.31	34.09%	\$ 12.83	\$ 16.51	24.00%	\$ 17.80	\$ 22.90
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 12.37	\$ 19.41	34.09%	\$ 16.58	\$ 26.03	24.00%	\$ 23.00	\$ 36.11
Tax	Error Resolution and Document Processor	\$ 16.09	\$ 22.35	34.09%	\$ 21.57	\$ 29.97	24.00%	\$ 29.93	\$ 41.58
Tax	General Clerical	\$ 9.31	\$ 13.76	34.09%	\$ 12.48	\$ 18.46	24.00%	\$ 17.31	\$ 25.60
Tax	On-Site Administrator (Day)	\$ 10.88	\$ 23.53	34.09%	\$ 14.59	\$ 31.55	24.00%	\$ 20.24	\$ 43.76
Tax	On-Site Administrator (Evening)	\$ 10.88	\$ 23.53	34.09%	\$ 14.59	\$ 31.55	24.00%	\$ 20.24	\$ 43.76
Tax	Remittance Processor	\$ 19.34	\$ 28.66	34.09%	\$ 25.93	\$ 38.43	24.00%	\$ 35.97	\$ 53.31
Tax	Taxpayer Information & Assistance Agent	\$ 17.13	\$ 24.61	34.09%	\$ 22.97	\$ 33.00	24.00%	\$ 31.87	\$ 45.78
Technical	Agricultural Technician	\$ 17.62	\$ 28.59	36.47%	\$ 24.04	\$ 39.02	24.00%	\$ 32.77	\$ 53.19
Technical	Agricultural Technician Lead	\$ 19.76	\$ 31.58	36.47%	\$ 26.96	\$ 43.09	24.00%	\$ 36.75	\$ 58.73
Technical	Agricultural Technician Supervisor	\$ 23.73	\$ 38.04	36.47%	\$ 32.38	\$ 51.92	24.00%	\$ 44.14	\$ 70.76
Technical	Analytical Chemist	\$ 18.67	\$ 31.58	36.47%	\$ 25.48	\$ 43.09	24.00%	\$ 34.73	\$ 58.73
Technical	Analytical Chemist Assistant	\$ 21.81	\$ 35.92	36.47%	\$ 29.77	\$ 49.02	24.00%	\$ 40.57	\$ 66.82
Technical	Analytical Chemist Senior	\$ 27.53	\$ 44.93	36.47%	\$ 37.57	\$ 61.32	24.00%	\$ 51.20	\$ 83.57
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	36.47%	\$ 27.01	\$ 42.35	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	36.47%	\$ 39.43	\$ 51.11	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 19.72	\$ 29.65	36.47%	\$ 26.91	\$ 40.46	24.00%	\$ 36.67	\$ 55.15
Technical	Bridge Design Drafter Senior	\$ 21.03	\$ 32.06	36.47%	\$ 28.70	\$ 43.75	24.00%	\$ 39.11	\$ 59.63
Technical	Cartographic Drafter	\$ 24.78	\$ 34.91	36.47%	\$ 33.82	\$ 47.64	24.00%	\$ 46.10	\$ 64.94
Technical	Cartographic Drafter Assistant	\$ 19.43	\$ 29.22	36.47%	\$ 26.51	\$ 39.87	24.00%	\$ 36.13	\$ 54.35
Technical	Cartographic Supervisor	\$ 33.81	\$ 45.46	36.47%	\$ 46.15	\$ 62.04	24.00%	\$ 62.89	\$ 84.55
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	36.47%	\$ 21.84	\$ 26.61	24.00%	\$ 29.76	\$ 36.27

Illinois (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	36.47%	\$ 54.03	\$ 65.71	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 29.81	\$ 42.20	36.47%	\$ 40.68	\$ 57.59	24.00%	\$ 55.45	\$ 78.49
Technical	Engineering Design Drafting Supervisor	\$ 34.69	\$ 48.35	36.47%	\$ 47.34	\$ 65.99	24.00%	\$ 64.51	\$ 89.94
Technical	Engineering Design Drafting Technician	\$ 16.75	\$ 22.17	36.47%	\$ 22.85	\$ 30.25	24.00%	\$ 31.15	\$ 41.24
Technical	Engineering Drafting Technician	\$ 16.78	\$ 22.17	36.47%	\$ 22.90	\$ 30.25	24.00%	\$ 31.21	\$ 41.24
Technical	Engineering Drafting Technician Senior	\$ 19.45	\$ 28.27	36.47%	\$ 26.54	\$ 38.58	24.00%	\$ 36.17	\$ 52.58
Technical	Environmental Engineer	\$ 27.54	\$ 43.51	36.47%	\$ 37.58	\$ 59.38	24.00%	\$ 51.22	\$ 80.93
Technical	Environmental Engineer Senior	\$ 29.66	\$ 47.60	36.47%	\$ 40.48	\$ 64.96	24.00%	\$ 55.17	\$ 88.54
Technical	Environmental Program Analyst	\$ 23.36	\$ 34.52	36.47%	\$ 31.88	\$ 47.11	24.00%	\$ 43.46	\$ 64.21
Technical	Environmental Program Planner	\$ 24.97	\$ 37.30	36.47%	\$ 34.07	\$ 50.90	24.00%	\$ 46.44	\$ 69.38
Technical	Environmental Program Specialist	\$ 26.84	\$ 33.71	36.47%	\$ 36.63	\$ 46.00	24.00%	\$ 49.92	\$ 62.69
Technical	Environmental Specialist - Field	\$ 24.97	\$ 36.44	36.47%	\$ 34.07	\$ 49.73	24.00%	\$ 46.44	\$ 67.78
Technical	Environmental Specialist Senior - Field	\$ 25.68	\$ 38.14	36.47%	\$ 35.04	\$ 52.05	24.00%	\$ 47.76	\$ 70.94
Technical	Environmental Technician	\$ 23.36	\$ 34.52	36.47%	\$ 31.88	\$ 47.11	24.00%	\$ 43.46	\$ 64.21
Technical	Environmental Technician Senior	\$ 24.97	\$ 37.30	36.47%	\$ 34.07	\$ 50.90	24.00%	\$ 46.44	\$ 69.38
Technical	Help Desk Support	\$ 15.50	\$ 25.00	36.47%	\$ 21.15	\$ 34.12	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	36.47%	\$ 23.54	\$ 32.75	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 21.29	\$ 26.02	36.47%	\$ 29.05	\$ 35.51	24.00%	\$ 39.59	\$ 48.39
Technical	Laboratory Technician	\$ 17.83	\$ 26.71	36.47%	\$ 24.34	\$ 36.45	24.00%	\$ 33.17	\$ 49.68
Technical	Laboratory Technician Senior	\$ 18.93	\$ 28.80	36.47%	\$ 25.83	\$ 39.30	24.00%	\$ 35.21	\$ 53.57
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	36.47%	\$ 30.02	\$ 36.16	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 28.38	\$ 37.84	36.47%	\$ 38.73	\$ 51.64	24.00%	\$ 52.79	\$ 70.39
Technical	Residential Plan Reviewer	\$ 20.70	\$ 32.33	36.47%	\$ 28.24	\$ 44.12	24.00%	\$ 38.49	\$ 60.13
Technical	Right of Way Technician	\$ 29.37	\$ 46.44	36.47%	\$ 40.08	\$ 63.37	24.00%	\$ 54.63	\$ 86.37
Technical	Right of Way Technician Supervisor	\$ 31.70	\$ 50.98	36.47%	\$ 43.27	\$ 69.57	24.00%	\$ 58.97	\$ 94.82
Technical	Safety Engineer	\$ 28.94	\$ 45.38	36.47%	\$ 39.49	\$ 61.93	24.00%	\$ 53.83	\$ 84.41
Technical	Safety Engineer Senior	\$ 32.90	\$ 51.93	36.47%	\$ 44.90	\$ 70.86	24.00%	\$ 61.19	\$ 96.58
Technical	Title Examiner	\$ 20.16	\$ 28.35	36.47%	\$ 27.51	\$ 38.68	24.00%	\$ 37.49	\$ 52.72
Technical	Traffic Controller	\$ 24.40	\$ 39.44	36.47%	\$ 33.29	\$ 53.83	24.00%	\$ 45.38	\$ 73.36
Technical	Traffic Controller Senior	\$ 29.37	\$ 46.44	36.47%	\$ 40.08	\$ 63.37	24.00%	\$ 54.63	\$ 86.37
Technical	Transportation Data Analyst	\$ 24.40	\$ 39.44	36.47%	\$ 33.29	\$ 53.83	24.00%	\$ 45.38	\$ 73.36
Technical	Transportation Data Analyst Senior	\$ 29.37	\$ 46.44	36.47%	\$ 40.08	\$ 63.37	24.00%	\$ 54.63	\$ 86.37
Technical	Transportation Data Analyst Supervisor	\$ 29.37	\$ 46.44	36.47%	\$ 40.08	\$ 63.37	24.00%	\$ 54.63	\$ 86.37
Technical	Transportation Data Technician	\$ 24.40	\$ 39.44	36.47%	\$ 33.29	\$ 53.83	24.00%	\$ 45.38	\$ 73.36
Technical	Transportation District Utilities Specialist	\$ 28.82	\$ 46.43	36.47%	\$ 39.33	\$ 63.36	24.00%	\$ 53.61	\$ 86.35
Technical	Transportation Engineering Technician -Survey	\$ 29.93	\$ 50.80	36.47%	\$ 40.84	\$ 69.32	24.00%	\$ 55.67	\$ 94.48
Technical	Transportation Engineering Technician -Survey Senior	\$ 33.04	\$ 53.15	36.47%	\$ 45.09	\$ 72.54	24.00%	\$ 61.45	\$ 98.86
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 34.88	\$ 56.78	36.47%	\$ 47.60	\$ 77.49	24.00%	\$ 64.88	\$ 105.61
Technical	Transportation Materials Technician	\$ 14.01	\$ 20.16	36.47%	\$ 19.12	\$ 27.51	24.00%	\$ 26.06	\$ 37.49
Technical	Transportation Materials Technician Senior	\$ 14.95	\$ 21.86	36.47%	\$ 20.40	\$ 29.83	24.00%	\$ 27.80	\$ 40.65

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 29.93	\$ 49.70	36.47%	\$ 40.84	\$ 67.82	24.00%	\$ 55.67	\$ 92.44
Technical	Transportation Materials Technician Supervisor	\$ 34.88	\$ 56.78	36.47%	\$ 47.60	\$ 77.49	24.00%	\$ 64.88	\$ 105.61
Technical	Transportation Planning Specialist	\$ 28.82	\$ 46.43	36.47%	\$ 39.33	\$ 63.36	24.00%	\$ 53.61	\$ 86.35
Technical	Transportation Planning Specialist Senior	\$ 33.04	\$ 53.15	36.47%	\$ 45.09	\$ 72.54	24.00%	\$ 61.45	\$ 98.86
Technical	Transportation Technical Program Coordinator	\$ 28.82	\$ 46.43	36.47%	\$ 39.33	\$ 63.36	24.00%	\$ 53.61	\$ 86.35
Technical	Transportation Technical Support Coordinator	\$ 28.82	\$ 46.43	36.47%	\$ 39.33	\$ 63.36	24.00%	\$ 53.61	\$ 86.35
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	36.47%	\$ 51.18	\$ 61.41	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 16.67	\$ 20.51	44.32%	\$ 24.06	\$ 29.60	24.00%	\$ 31.01	\$ 38.15
Trades	Boiler Operator II	\$ 20.57	\$ 23.61	44.32%	\$ 29.68	\$ 34.08	24.00%	\$ 38.25	\$ 43.92
Trades	Boiler Operator Senior I	\$ 23.63	\$ 25.80	44.32%	\$ 34.11	\$ 37.23	24.00%	\$ 43.96	\$ 47.98
Trades	Boiler Operator Senior II	\$ 25.82	\$ 35.34	44.32%	\$ 37.26	\$ 51.01	24.00%	\$ 48.02	\$ 65.74
Trades	Carpenter Assistant	\$ 11.11	\$ 15.02	44.32%	\$ 16.03	\$ 21.68	24.00%	\$ 20.66	\$ 27.94
Trades	Carpenter	\$ 15.03	\$ 21.06	44.32%	\$ 21.70	\$ 30.40	24.00%	\$ 27.96	\$ 39.17
Trades	Carpenter Senior	\$ 22.23	\$ 30.04	44.32%	\$ 32.09	\$ 43.35	24.00%	\$ 41.36	\$ 55.87
Trades	Electrician	\$ 23.71	\$ 39.45	44.32%	\$ 34.22	\$ 56.94	24.00%	\$ 44.10	\$ 73.38
Trades	Electrician Assistant	\$ 12.65	\$ 15.60	44.32%	\$ 18.25	\$ 22.52	24.00%	\$ 23.52	\$ 29.02
Trades	Electrician Senior	\$ 18.31	\$ 21.11	44.32%	\$ 26.42	\$ 30.47	24.00%	\$ 34.05	\$ 39.27
Trades	Electrician Supervisor Senior	\$ 21.17	\$ 37.21	44.32%	\$ 30.55	\$ 53.71	24.00%	\$ 39.37	\$ 69.22
Trades	Electronic Equipment Install & Repair Supervisor	\$ 23.09	\$ 34.33	44.32%	\$ 33.33	\$ 49.55	24.00%	\$ 42.96	\$ 63.85
Trades	Electronic Equipment Install & Repair Technician	\$ 18.33	\$ 22.98	44.32%	\$ 26.45	\$ 33.16	24.00%	\$ 34.09	\$ 42.74
Trades	Electronic Technician	\$ 13.95	\$ 17.72	44.32%	\$ 20.13	\$ 25.58	24.00%	\$ 25.94	\$ 32.97
Trades	Electronic Technician Senior	\$ 17.78	\$ 31.45	44.32%	\$ 25.66	\$ 45.38	24.00%	\$ 33.07	\$ 58.49
Trades	Equipment Repair Supervisor	\$ 25.28	\$ 29.60	44.32%	\$ 36.48	\$ 42.71	24.00%	\$ 47.02	\$ 55.05
Trades	Equipment Repair Technician	\$ 13.95	\$ 17.72	44.32%	\$ 20.13	\$ 25.58	24.00%	\$ 25.94	\$ 32.97
Trades	Equipment Repair Technician Senior	\$ 17.78	\$ 25.22	44.32%	\$ 25.66	\$ 36.39	24.00%	\$ 33.07	\$ 46.90
Trades	HVAC Installation & Repair Assistant	\$ 10.88	\$ 17.36	44.32%	\$ 15.70	\$ 25.05	24.00%	\$ 20.24	\$ 32.29
Trades	HVAC Installation & Repair Assistant Senior	\$ 17.36	\$ 29.60	44.32%	\$ 25.05	\$ 42.71	24.00%	\$ 32.29	\$ 55.05
Trades	Laboratory Mechanic	\$ 13.96	\$ 18.93	44.32%	\$ 20.14	\$ 27.32	24.00%	\$ 25.96	\$ 35.21
Trades	Laboratory Mechanic Senior	\$ 18.93	\$ 28.80	44.32%	\$ 27.32	\$ 41.56	24.00%	\$ 35.21	\$ 53.57
Trades	Locksmith	\$ 17.12	\$ 25.18	44.32%	\$ 24.71	\$ 36.34	24.00%	\$ 31.85	\$ 46.84
Trades	Maintenance Field Worker	\$ 13.95	\$ 17.83	44.32%	\$ 20.13	\$ 25.74	24.00%	\$ 25.94	\$ 33.17
Trades	Mason Plasterer	\$ 17.23	\$ 19.86	44.32%	\$ 24.87	\$ 28.66	24.00%	\$ 32.05	\$ 36.93
Trades	Mason Plasterer Assistant	\$ 19.90	\$ 29.43	44.32%	\$ 28.72	\$ 42.48	24.00%	\$ 37.01	\$ 54.75
Trades	Mechanic	\$ 11.21	\$ 25.24	44.32%	\$ 16.18	\$ 36.42	24.00%	\$ 20.86	\$ 46.94
Trades	Painter	\$ 10.78	\$ 23.93	44.32%	\$ 15.56	\$ 34.54	24.00%	\$ 20.06	\$ 44.52
Trades	Plumber / Steamfitter	\$ 23.39	\$ 35.56	44.32%	\$ 33.75	\$ 51.32	24.00%	\$ 43.50	\$ 66.14
Trades	Plumber / Steamfitter Assistant	\$ 13.95	\$ 23.31	44.32%	\$ 20.13	\$ 33.64	24.00%	\$ 25.94	\$ 43.36
Trades	Printing Press Operator B	\$ 22.83	\$ 33.52	44.32%	\$ 32.94	\$ 48.38	24.00%	\$ 42.46	\$ 62.35
Trades	Production Supervisor	\$ 27.07	\$ 41.45	44.32%	\$ 39.06	\$ 59.83	24.00%	\$ 50.34	\$ 77.11
Trades	Radio Specialist	\$ 16.13	\$ 20.68	44.32%	\$ 23.28	\$ 29.85	24.00%	\$ 30.01	\$ 38.47

Illinois (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 20.72	\$ 27.08	44.32%	\$ 29.90	\$ 39.08	24.00%	\$ 38.53	\$ 50.36
Trades	Sheet Metal Worker	\$ 15.35	\$ 19.75	44.32%	\$ 22.15	\$ 28.50	24.00%	\$ 28.54	\$ 36.73
Trades	Sheet Metal Worker Assistant	\$ 11.66	\$ 15.59	44.32%	\$ 16.82	\$ 22.51	24.00%	\$ 21.68	\$ 29.00
Trades	Sheet Metal Worker Lead	\$ 19.80	\$ 27.09	44.32%	\$ 28.58	\$ 39.09	24.00%	\$ 36.83	\$ 50.38
Trades	Shipping / Receiving Clerk	\$ 15.43	\$ 21.16	44.32%	\$ 22.27	\$ 30.53	24.00%	\$ 28.70	\$ 39.35
Trades	Storekeeper Assistant I	\$ 11.47	\$ 16.79	44.32%	\$ 16.56	\$ 24.23	24.00%	\$ 21.34	\$ 31.23
Trades	Storekeeper Assistant II	\$ 12.48	\$ 18.05	44.32%	\$ 18.02	\$ 26.05	24.00%	\$ 23.22	\$ 33.57
Trades	Storekeeper I	\$ 8.25	\$ 11.21	44.32%	\$ 11.91	\$ 16.18	24.00%	\$ 15.35	\$ 20.86
Trades	Storekeeper II	\$ 11.28	\$ 13.68	44.32%	\$ 16.28	\$ 19.74	24.00%	\$ 20.98	\$ 25.44
Trades	Storekeeper III	\$ 13.72	\$ 16.79	44.32%	\$ 19.80	\$ 24.23	24.00%	\$ 25.52	\$ 31.23
Trades	Storekeeper Senior	\$ 16.81	\$ 19.61	44.32%	\$ 24.26	\$ 28.30	24.00%	\$ 31.27	\$ 36.47
Trades	Tool Room Assistant	\$ 9.03	\$ 13.68	44.32%	\$ 13.03	\$ 19.74	24.00%	\$ 16.79	\$ 25.44
Trades	Tool Room Assistant Senior	\$ 13.68	\$ 19.09	44.32%	\$ 19.74	\$ 27.55	24.00%	\$ 25.44	\$ 35.51
Trades	Trades Utilities Worker Senior	\$ 13.96	\$ 20.45	44.32%	\$ 20.14	\$ 29.51	24.00%	\$ 25.96	\$ 38.03
Trades	Trades Utility Worker	\$ 10.66	\$ 13.90	44.32%	\$ 15.39	\$ 20.07	24.00%	\$ 19.84	\$ 25.86
Trades	Tradesman Helper	\$ 10.66	\$ 17.18	44.32%	\$ 15.39	\$ 24.79	24.00%	\$ 19.84	\$ 31.95
Trades	Tradesman Helper Senior	\$ 17.18	\$ 21.41	44.32%	\$ 24.79	\$ 30.89	24.00%	\$ 31.95	\$ 39.81
Trades	Welder	\$ 11.75	\$ 19.47	44.32%	\$ 16.96	\$ 28.10	24.00%	\$ 21.86	\$ 36.21
Trades	Welder Senior	\$ 19.52	\$ 23.41	44.32%	\$ 28.17	\$ 33.78	24.00%	\$ 36.31	\$ 43.54
Trades	Work Zone Safety Officer	\$ 24.40	\$ 39.44	44.32%	\$ 35.21	\$ 56.92	24.00%	\$ 45.38	\$ 73.36

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	32.51%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	34.09%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	48.00%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	34.09%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	34.09%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	38.68%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	38.68%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	48.35%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	34.09%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	36.47%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	44.32%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Indiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 13.89	\$ 19.73	32.60%	\$ 18.42	\$ 26.16	24.00%	\$ 25.84	\$ 36.70
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	32.60%	\$ 11.32	\$ 18.53	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 19.74	\$ 27.40	32.60%	\$ 26.17	\$ 36.33	24.00%	\$ 36.72	\$ 50.96
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	32.60%	\$ 27.45	\$ 34.31	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	32.60%	\$ 20.59	\$ 26.42	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	32.60%	\$ 13.04	\$ 16.47	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 18.09	\$ 20.70	32.60%	\$ 23.98	\$ 27.45	24.00%	\$ 33.64	\$ 38.50
Accounting/Finance	Accounting Manager B	\$ 20.64	\$ 25.33	32.60%	\$ 27.37	\$ 33.59	24.00%	\$ 38.39	\$ 47.11
Accounting/Finance	Accounting Manager C	\$ 25.38	\$ 32.08	32.60%	\$ 33.65	\$ 42.53	24.00%	\$ 47.20	\$ 59.66
Accounting/Finance	Auditing - External Auditor	\$ 17.85	\$ 22.58	32.60%	\$ 23.67	\$ 29.94	24.00%	\$ 33.20	\$ 41.99
Accounting/Finance	Auditing - External Auditor Senior	\$ 22.60	\$ 32.08	32.60%	\$ 29.96	\$ 42.53	24.00%	\$ 42.03	\$ 59.66
Accounting/Finance	Auditing - Internal Auditor	\$ 17.85	\$ 22.58	32.60%	\$ 23.67	\$ 29.94	24.00%	\$ 33.20	\$ 41.99
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 22.62	\$ 32.08	32.60%	\$ 30.00	\$ 42.53	24.00%	\$ 42.08	\$ 59.66
Accounting/Finance	Bookkeeper	\$ 9.39	\$ 14.22	32.60%	\$ 12.46	\$ 18.85	24.00%	\$ 17.47	\$ 26.44
Accounting/Finance	Budget Analyst	\$ 17.51	\$ 22.91	32.60%	\$ 23.22	\$ 30.38	24.00%	\$ 32.57	\$ 42.61
Accounting/Finance	Budget Analyst Senior	\$ 22.92	\$ 35.57	32.60%	\$ 30.39	\$ 47.16	24.00%	\$ 42.63	\$ 66.16
Accounting/Finance	Closure/Disbursement Specialists	\$ 29.19	\$ 32.49	32.60%	\$ 38.71	\$ 43.09	24.00%	\$ 54.30	\$ 60.44
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 27.42	\$ 35.54	32.60%	\$ 36.35	\$ 47.13	24.00%	\$ 51.00	\$ 66.11
Accounting/Finance	CPA	\$ 28.43	\$ 37.57	32.60%	\$ 37.70	\$ 49.82	24.00%	\$ 52.89	\$ 69.88
Accounting/Finance	Fiscal Assistant	\$ 9.89	\$ 15.19	32.60%	\$ 13.11	\$ 20.15	24.00%	\$ 18.39	\$ 28.26
Accounting/Finance	Fiscal Technical Senior	\$ 13.25	\$ 18.89	32.60%	\$ 17.57	\$ 25.05	24.00%	\$ 24.64	\$ 35.14
Accounting/Finance	Fiscal Technician	\$ 15.24	\$ 18.63	32.60%	\$ 20.21	\$ 24.70	24.00%	\$ 28.35	\$ 34.65
Accounting/Finance	Payroll Assistant	\$ 14.47	\$ 18.28	32.60%	\$ 19.19	\$ 24.24	24.00%	\$ 26.91	\$ 34.00
Accounting/Finance	Purchasing / Procurement	\$ 18.28	\$ 27.16	32.60%	\$ 24.24	\$ 36.02	24.00%	\$ 34.00	\$ 50.52
Accounting/Finance	Sr. Compliance Officer	\$ 35.29	\$ 40.11	32.60%	\$ 46.79	\$ 53.19	24.00%	\$ 65.63	\$ 74.61
Accounting/Finance	Supervising Auditor	\$ 35.29	\$ 40.62	32.60%	\$ 46.79	\$ 53.86	24.00%	\$ 65.63	\$ 75.55
Call Center/Customer Service	Customer Service Inbound I	\$ 9.31	\$ 13.69	34.23%	\$ 12.50	\$ 18.38	24.00%	\$ 17.32	\$ 25.47
Call Center/Customer Service	Customer Service Inbound II	\$ 13.75	\$ 22.14	34.23%	\$ 18.46	\$ 29.72	24.00%	\$ 25.58	\$ 41.18

Indiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.31	\$ 13.69	34.23%	\$ 12.50	\$ 18.38	24.00%	\$ 17.32	\$ 25.47
Call Center/Customer Service	Customer Service Outbound II	\$ 13.75	\$ 22.14	34.23%	\$ 18.46	\$ 29.72	24.00%	\$ 25.58	\$ 41.18
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.14	\$ 15.49	34.23%	\$ 12.27	\$ 20.79	24.00%	\$ 17.00	\$ 28.80
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	34.23%	\$ 27.79	\$ 34.73	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.49	\$ 14.52	34.23%	\$ 12.74	\$ 19.49	24.00%	\$ 17.65	\$ 27.01
Call Center/Customer Service	Detailing Representative II	\$ 10.33	\$ 16.70	34.23%	\$ 13.86	\$ 22.42	24.00%	\$ 19.20	\$ 31.07
Call Center/Customer Service	Help Desk Analyst	\$ 12.30	\$ 27.30	34.23%	\$ 16.51	\$ 36.65	24.00%	\$ 22.88	\$ 50.78
Call Center/Customer Service	Market Research Inbound	\$ 18.04	\$ 21.67	34.23%	\$ 24.22	\$ 29.08	24.00%	\$ 33.56	\$ 40.30
Call Center/Customer Service	Market Research Outbound	\$ 21.68	\$ 33.02	34.23%	\$ 29.11	\$ 44.32	24.00%	\$ 40.33	\$ 61.41
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.44	\$ 12.06	34.23%	\$ 11.32	\$ 16.19	24.00%	\$ 15.69	\$ 22.44
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.21	\$ 17.45	34.23%	\$ 16.39	\$ 23.43	24.00%	\$ 22.72	\$ 32.46
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.44	\$ 12.06	34.23%	\$ 11.32	\$ 16.19	24.00%	\$ 15.69	\$ 22.44
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.21	\$ 17.45	34.23%	\$ 16.39	\$ 23.43	24.00%	\$ 22.72	\$ 32.46
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.44	\$ 11.82	34.23%	\$ 11.32	\$ 15.87	24.00%	\$ 15.69	\$ 21.99
Call Center/Customer Service	Sales Inbound I	\$ 8.93	\$ 15.43	34.23%	\$ 11.99	\$ 20.71	24.00%	\$ 16.61	\$ 28.70
Call Center/Customer Service	Sales Inbound II	\$ 12.21	\$ 17.45	34.23%	\$ 16.39	\$ 23.43	24.00%	\$ 22.72	\$ 32.46
Call Center/Customer Service	Sales Outbound I	\$ 11.07	\$ 15.53	34.23%	\$ 14.85	\$ 20.84	24.00%	\$ 20.58	\$ 28.88
Call Center/Customer Service	Sales Outbound II	\$ 12.21	\$ 17.45	34.23%	\$ 16.39	\$ 23.43	24.00%	\$ 22.72	\$ 32.46
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.48	\$ 12.09	34.23%	\$ 10.04	\$ 16.23	24.00%	\$ 13.91	\$ 22.49
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 12.10	\$ 15.68	34.23%	\$ 16.24	\$ 21.04	24.00%	\$ 22.51	\$ 29.16
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.91	\$ 11.91	34.23%	\$ 11.96	\$ 15.99	24.00%	\$ 16.57	\$ 22.15
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 11.96	\$ 21.05	34.23%	\$ 16.05	\$ 28.25	24.00%	\$ 22.24	\$ 39.15
Food Related Services	Barista (misc)	\$ 10.44	\$ 15.39	51.12%	\$ 15.78	\$ 23.26	24.00%	\$ 19.42	\$ 28.63
Food Related Services	Building Attendant (misc)	\$ 10.44	\$ 15.39	38.87%	\$ 14.50	\$ 21.38	24.00%	\$ 19.42	\$ 28.63
Food Related Services	Busser	\$ 10.44	\$ 15.39	38.87%	\$ 14.50	\$ 21.38	24.00%	\$ 19.42	\$ 28.63
Food Related Services	Cashiers	\$ 10.44	\$ 15.39	38.87%	\$ 14.50	\$ 21.38	24.00%	\$ 19.42	\$ 28.63
Food Related Services	Dishwasher	\$ 9.49	\$ 12.34	38.87%	\$ 13.18	\$ 17.13	24.00%	\$ 17.65	\$ 22.95
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	38.87%	\$ 20.00	\$ 24.44	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	38.87%	\$ 13.75	\$ 16.80	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.40	\$ 13.76	38.87%	\$ 13.06	\$ 19.11	24.00%	\$ 17.49	\$ 25.59
Food Related Services	Food Operations Manager Assistant	\$ 13.80	\$ 16.15	38.87%	\$ 19.16	\$ 22.43	24.00%	\$ 25.67	\$ 30.04
Food Related Services	Food Production Worker	\$ 7.57	\$ 12.39	38.87%	\$ 10.52	\$ 17.21	24.00%	\$ 14.09	\$ 23.05
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	38.87%	\$ 19.37	\$ 23.68	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	38.87%	\$ 15.00	\$ 18.33	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	38.87%	\$ 17.50	\$ 21.39	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.54	\$ 12.16	38.87%	\$ 10.48	\$ 16.88	24.00%	\$ 14.03	\$ 22.61
Food Related Services	Second Cook Senior	\$ 12.06	\$ 15.87	51.12%	\$ 18.23	\$ 23.98	24.00%	\$ 22.44	\$ 29.51
Food Related Services	Server	\$ 7.25	\$ 9.89	38.87%	\$ 10.07	\$ 13.73	24.00%	\$ 13.49	\$ 18.39
General Administrative	Administrative Assistant I	\$ 10.36	\$ 13.94	34.23%	\$ 13.91	\$ 18.71	24.00%	\$ 19.28	\$ 25.93
General Administrative	Administrative Assistant II	\$ 13.95	\$ 15.09	34.23%	\$ 18.73	\$ 20.25	24.00%	\$ 25.95	\$ 28.07

Indiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 15.10	\$ 16.38	34.23%	\$ 20.27	\$ 21.99	24.00%	\$ 28.08	\$ 30.47
General Administrative	Administrative Assistant IV	\$ 16.39	\$ 18.14	34.23%	\$ 22.00	\$ 24.34	24.00%	\$ 30.48	\$ 33.73
General Administrative	Administrative Assistant V	\$ 18.15	\$ 20.45	34.23%	\$ 24.37	\$ 27.45	24.00%	\$ 33.77	\$ 38.04
General Administrative	Administrative Staff Assistant	\$ 20.12	\$ 23.00	34.23%	\$ 27.01	\$ 30.88	24.00%	\$ 37.42	\$ 42.79
General Administrative	Administrative Staff Specialist	\$ 23.01	\$ 28.45	34.23%	\$ 30.89	\$ 38.19	24.00%	\$ 42.81	\$ 52.92
General Administrative	Administrative Staff Specialist Senior	\$ 28.46	\$ 22.23	34.23%	\$ 38.20	\$ 29.83	24.00%	\$ 52.94	\$ 41.34
General Administrative	Agency Management Analyst	\$ 18.56	\$ 24.36	34.23%	\$ 24.92	\$ 32.70	24.00%	\$ 34.53	\$ 45.31
General Administrative	Agency Management Analyst Lead	\$ 24.37	\$ 28.31	34.23%	\$ 32.71	\$ 38.00	24.00%	\$ 45.33	\$ 52.65
General Administrative	Agency Management Analyst Senior	\$ 28.37	\$ 44.14	34.23%	\$ 38.08	\$ 59.25	24.00%	\$ 52.76	\$ 82.10
General Administrative	Clerk	\$ 9.30	\$ 10.75	34.23%	\$ 12.48	\$ 14.43	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	34.23%	\$ 11.07	\$ 12.42	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	34.23%	\$ 14.50	\$ 16.78	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.44	\$ 11.84	34.23%	\$ 11.32	\$ 15.90	24.00%	\$ 15.69	\$ 22.03
General Administrative	Data Entry Operator Senior	\$ 11.87	\$ 17.04	34.23%	\$ 15.94	\$ 22.88	24.00%	\$ 22.08	\$ 31.70
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	34.23%	\$ 13.76	\$ 20.13	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 14.96	\$ 18.59	34.23%	\$ 20.08	\$ 24.95	24.00%	\$ 27.82	\$ 34.58
General Administrative	Executive Secretary Senior	\$ 18.62	\$ 27.58	34.23%	\$ 24.99	\$ 37.02	24.00%	\$ 34.63	\$ 51.30
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	34.23%	\$ 23.49	\$ 27.85	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	34.23%	\$ 20.13	\$ 24.16	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 11.82	\$ 13.87	34.23%	\$ 15.87	\$ 18.61	24.00%	\$ 21.99	\$ 25.79
General Administrative	Legal Assistant Senior	\$ 13.89	\$ 35.03	34.23%	\$ 18.65	\$ 47.02	24.00%	\$ 25.84	\$ 65.15
General Administrative	Library Assistant	\$ 8.44	\$ 16.62	34.23%	\$ 11.32	\$ 22.31	24.00%	\$ 15.69	\$ 30.91
General Administrative	Medical Assistant I	\$ 11.33	\$ 13.22	34.23%	\$ 15.21	\$ 17.74	24.00%	\$ 21.08	\$ 24.59
General Administrative	Medical Assistant II	\$ 13.26	\$ 18.85	34.23%	\$ 17.80	\$ 25.30	24.00%	\$ 24.66	\$ 35.06
General Administrative	Medical Biller I	\$ 9.88	\$ 12.13	34.23%	\$ 13.26	\$ 16.28	24.00%	\$ 18.38	\$ 22.56
General Administrative	Medical Biller II	\$ 12.16	\$ 18.89	34.23%	\$ 16.32	\$ 25.35	24.00%	\$ 22.61	\$ 35.13
General Administrative	Medical Records Clerk I	\$ 11.87	\$ 17.29	34.23%	\$ 15.94	\$ 23.21	24.00%	\$ 22.08	\$ 32.16
General Administrative	Medical Records Clerk II	\$ 12.82	\$ 18.54	34.23%	\$ 17.21	\$ 24.89	24.00%	\$ 23.85	\$ 34.49
General Administrative	Office Manager	\$ 19.98	\$ 30.41	34.23%	\$ 26.81	\$ 40.81	24.00%	\$ 37.16	\$ 56.56
General Administrative	Office Services Aide	\$ 11.06	\$ 15.23	34.23%	\$ 14.84	\$ 20.45	24.00%	\$ 20.56	\$ 28.33
General Administrative	Office Services Assistant	\$ 11.85	\$ 16.09	34.23%	\$ 15.91	\$ 21.59	24.00%	\$ 22.05	\$ 29.92
General Administrative	Office Services Specialist	\$ 12.49	\$ 16.84	34.23%	\$ 16.76	\$ 22.60	24.00%	\$ 23.23	\$ 31.31
General Administrative	Office Services Supervisor	\$ 13.07	\$ 17.21	34.23%	\$ 17.54	\$ 23.10	24.00%	\$ 24.31	\$ 32.00
General Administrative	Office Services Supervisor Senior	\$ 15.15	\$ 19.30	34.23%	\$ 20.33	\$ 25.91	24.00%	\$ 28.17	\$ 35.90
General Administrative	Operator I	\$ 8.21	\$ 11.81	34.23%	\$ 11.02	\$ 15.85	24.00%	\$ 15.27	\$ 21.96
General Administrative	Operator II	\$ 11.82	\$ 13.80	34.23%	\$ 15.87	\$ 18.52	24.00%	\$ 21.99	\$ 25.67
General Administrative	Operator III (Key Disc Operator)	\$ 13.84	\$ 15.67	34.23%	\$ 18.57	\$ 21.03	24.00%	\$ 25.74	\$ 29.14
General Administrative	Operator IV (Key Disc Operator)	\$ 15.68	\$ 18.16	34.23%	\$ 21.04	\$ 24.38	24.00%	\$ 29.16	\$ 33.79
General Administrative	Paralegal	\$ 14.00	\$ 23.50	34.23%	\$ 18.79	\$ 31.54	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.52	\$ 14.08	34.23%	\$ 14.13	\$ 18.90	24.00%	\$ 19.58	\$ 26.19

Indiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 14.09	\$ 15.02	34.23%	\$ 18.92	\$ 20.17	24.00%	\$ 26.21	\$ 27.94
General Administrative	Photocopy Supervisor	\$ 11.38	\$ 15.80	34.23%	\$ 15.27	\$ 21.21	24.00%	\$ 21.16	\$ 29.39
General Administrative	Photocopy Technician	\$ 10.28	\$ 14.53	34.23%	\$ 13.80	\$ 19.50	24.00%	\$ 19.12	\$ 27.02
General Administrative	Photo-Typesetting Specialist	\$ 13.38	\$ 19.26	34.23%	\$ 17.96	\$ 25.86	24.00%	\$ 24.89	\$ 35.83
General Administrative	Photo-Typesetting Supervisor	\$ 14.29	\$ 20.92	34.23%	\$ 19.18	\$ 28.08	24.00%	\$ 26.58	\$ 38.90
General Administrative	Postal Aide	\$ 7.51	\$ 10.28	34.23%	\$ 10.08	\$ 13.80	24.00%	\$ 13.96	\$ 19.12
General Administrative	Postal Aide Senior	\$ 10.33	\$ 16.25	34.23%	\$ 13.86	\$ 21.81	24.00%	\$ 19.20	\$ 30.22
General Administrative	Postal Assistant	\$ 16.30	\$ 18.12	34.23%	\$ 21.88	\$ 24.32	24.00%	\$ 30.33	\$ 33.70
General Administrative	Program Manager	\$ 30.00	\$ 45.00	34.23%	\$ 40.27	\$ 60.40	24.00%	\$ 55.80	\$ 83.70
General Administrative	Project Assistant	\$ 20.00	\$ 25.00	34.23%	\$ 26.85	\$ 33.56	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.06	\$ 15.92	34.23%	\$ 16.19	\$ 21.38	24.00%	\$ 22.44	\$ 29.62
General Administrative	Public Relations Specialist	\$ 16.76	\$ 28.66	34.23%	\$ 22.50	\$ 38.47	24.00%	\$ 31.17	\$ 53.31
General Administrative	Public Relations Specialist Assistant	\$ 12.06	\$ 16.73	34.23%	\$ 16.19	\$ 22.46	24.00%	\$ 22.44	\$ 31.12
General Administrative	Receptionist	\$ 8.43	\$ 10.85	34.23%	\$ 11.31	\$ 14.56	24.00%	\$ 15.67	\$ 20.18
General Administrative	Receptionist Senior	\$ 10.86	\$ 17.12	34.23%	\$ 14.57	\$ 22.98	24.00%	\$ 20.19	\$ 31.84
General Administrative	Secretary	\$ 8.91	\$ 11.91	34.23%	\$ 11.96	\$ 15.99	24.00%	\$ 16.57	\$ 22.15
General Administrative	Secretary Senior	\$ 11.96	\$ 21.11	34.23%	\$ 16.05	\$ 28.33	24.00%	\$ 22.24	\$ 39.26
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00	34.23%	\$ 20.47	\$ 24.16	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.36	\$ 25.32	34.23%	\$ 13.91	\$ 33.99	24.00%	\$ 19.28	\$ 47.09
Human Resources	Claims Representative	\$ 20.00	\$ 26.49	34.23%	\$ 26.85	\$ 35.56	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 18.57	\$ 22.91	34.23%	\$ 24.93	\$ 30.75	24.00%	\$ 34.54	\$ 42.61
Human Resources	Classification / Compensation Analyst Senior	\$ 22.96	\$ 30.41	34.23%	\$ 30.81	\$ 40.81	24.00%	\$ 42.70	\$ 56.56
Human Resources	Classification / Compensation Consultant	\$ 30.43	\$ 40.75	34.23%	\$ 40.84	\$ 54.70	24.00%	\$ 56.59	\$ 75.80
Human Resources	EEO Program Analyst	\$ 17.94	\$ 28.63	34.23%	\$ 24.08	\$ 38.43	24.00%	\$ 33.36	\$ 53.25
Human Resources	EEO Program Specialist	\$ 19.78	\$ 31.23	34.23%	\$ 26.55	\$ 41.92	24.00%	\$ 36.79	\$ 58.09
Human Resources	Employee Relations Analyst	\$ 16.15	\$ 20.45	34.23%	\$ 21.68	\$ 27.45	24.00%	\$ 30.04	\$ 38.04
Human Resources	Employee Relations Analyst Senior	\$ 20.50	\$ 36.18	34.23%	\$ 27.52	\$ 48.56	24.00%	\$ 38.13	\$ 67.29
Human Resources	Human Resources Assistant	\$ 12.39	\$ 17.85	34.23%	\$ 16.64	\$ 23.96	24.00%	\$ 23.05	\$ 33.20
Human Resources	Human Resources Generalist	\$ 14.37	\$ 18.28	34.23%	\$ 19.29	\$ 24.53	24.00%	\$ 26.72	\$ 34.00
Human Resources	Human Resources Generalist Senior	\$ 18.38	\$ 32.11	34.23%	\$ 24.67	\$ 43.09	24.00%	\$ 34.19	\$ 59.72
Human Resources	Personnel Analyst	\$ 14.23	\$ 18.09	34.23%	\$ 19.10	\$ 24.28	24.00%	\$ 26.46	\$ 33.64
Human Resources	Personnel Analyst Senior	\$ 18.14	\$ 21.94	34.23%	\$ 24.34	\$ 29.45	24.00%	\$ 33.73	\$ 40.81
Human Resources	Personnel Practices Analyst	\$ 22.00	\$ 25.91	34.23%	\$ 29.53	\$ 34.78	24.00%	\$ 40.92	\$ 48.19
Human Resources	Personnel Practices Analyst Senior	\$ 25.96	\$ 33.04	34.23%	\$ 34.84	\$ 44.36	24.00%	\$ 48.28	\$ 61.46
Human Resources	Personnel Practices Manager	\$ 32.51	\$ 40.45	34.23%	\$ 43.64	\$ 54.29	24.00%	\$ 60.47	\$ 75.23
Human Services	Social Worker	\$ 15.84	\$ 26.83	34.23%	\$ 21.26	\$ 36.01	24.00%	\$ 29.46	\$ 49.90
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	34.23%	\$ 30.20	\$ 41.61	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.01	\$ 16.59	34.23%	\$ 16.13	\$ 22.27	24.00%	\$ 22.35	\$ 30.85
Human Services	Support Enforcement Specialist Senior	\$ 16.65	\$ 19.64	34.23%	\$ 22.34	\$ 26.36	24.00%	\$ 30.96	\$ 36.52
Human Services	Utilization Review Analyst	\$ 16.65	\$ 23.88	34.23%	\$ 22.34	\$ 32.05	24.00%	\$ 30.96	\$ 44.41

Indiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 23.92	\$ 38.38	34.23%	\$ 32.11	\$ 51.51	24.00%	\$ 44.50	\$ 71.38
Insurance	Claims Adjuster I	\$ 13.75	\$ 16.65	34.23%	\$ 18.46	\$ 22.34	24.00%	\$ 25.58	\$ 30.96
Insurance	Claims Adjuster II	\$ 16.69	\$ 23.88	34.23%	\$ 22.41	\$ 32.05	24.00%	\$ 31.05	\$ 44.41
Insurance	Claims Specialist	\$ 23.92	\$ 30.15	34.23%	\$ 32.11	\$ 40.47	24.00%	\$ 44.50	\$ 56.08
Insurance	Worker's Compensation Specialist	\$ 22.61	\$ 33.81	34.23%	\$ 30.34	\$ 45.39	24.00%	\$ 42.05	\$ 62.89
Laborer/Industrial	CDL Driver	\$ 12.06	\$ 17.31	38.87%	\$ 16.75	\$ 24.04	24.00%	\$ 22.44	\$ 32.20
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	38.87%	\$ 29.86	\$ 39.19	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	38.87%	\$ 38.81	\$ 46.12	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	38.87%	\$ 42.01	\$ 48.60	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	38.87%	\$ 34.37	\$ 41.66	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	38.87%	\$ 34.37	\$ 40.97	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	38.87%	\$ 43.74	\$ 52.42	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	38.87%	\$ 36.80	\$ 46.59	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 12.94	\$ 18.55	38.87%	\$ 17.98	\$ 25.76	24.00%	\$ 24.08	\$ 34.51
Laborer/Industrial	Forklift Operator	\$ 10.09	\$ 14.05	38.87%	\$ 14.01	\$ 19.52	24.00%	\$ 18.76	\$ 26.14
Laborer/Industrial	Forklift Operator Senior	\$ 14.08	\$ 20.50	38.87%	\$ 19.56	\$ 28.47	24.00%	\$ 26.19	\$ 38.13
Laborer/Industrial	Grounds Worker	\$ 8.17	\$ 11.33	38.87%	\$ 11.35	\$ 15.74	24.00%	\$ 15.20	\$ 21.08
Laborer/Industrial	Grounds Worker Lead	\$ 11.38	\$ 15.19	38.87%	\$ 15.80	\$ 21.10	24.00%	\$ 21.16	\$ 28.26
Laborer/Industrial	Grounds Worker Senior	\$ 12.15	\$ 15.10	38.87%	\$ 16.87	\$ 20.97	24.00%	\$ 22.59	\$ 28.08
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.44	\$ 11.82	38.87%	\$ 11.72	\$ 16.42	24.00%	\$ 15.69	\$ 21.99
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 11.83	\$ 15.10	38.87%	\$ 16.43	\$ 20.97	24.00%	\$ 22.01	\$ 28.08
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.38	\$ 11.36	38.87%	\$ 10.25	\$ 15.78	24.00%	\$ 13.73	\$ 21.13
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.38	\$ 11.36	38.87%	\$ 10.25	\$ 15.78	24.00%	\$ 13.73	\$ 21.13
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.38	\$ 11.36	38.87%	\$ 10.25	\$ 15.78	24.00%	\$ 13.73	\$ 21.13
Laborer/Industrial	Housekeeping Supervisor	\$ 10.09	\$ 14.01	38.87%	\$ 14.01	\$ 19.45	24.00%	\$ 18.76	\$ 26.05
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.04	\$ 21.71	38.87%	\$ 19.49	\$ 30.15	24.00%	\$ 26.11	\$ 40.39
Laborer/Industrial	Housekeeping Worker	\$ 7.48	\$ 11.44	38.87%	\$ 10.38	\$ 15.88	24.00%	\$ 13.91	\$ 21.27
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.48	\$ 14.66	38.87%	\$ 15.95	\$ 20.36	24.00%	\$ 21.36	\$ 27.27
Laborer/Industrial	Inventory Worker Light	\$ 8.93	\$ 13.99	38.87%	\$ 12.40	\$ 19.43	24.00%	\$ 16.61	\$ 26.02
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.17	\$ 15.70	38.87%	\$ 11.35	\$ 21.80	24.00%	\$ 15.20	\$ 29.20
Laborer/Industrial	Motor Vehicle Operator A	\$ 7.96	\$ 10.86	38.87%	\$ 11.06	\$ 15.08	24.00%	\$ 14.81	\$ 20.19
Laborer/Industrial	Motor Vehicle Operator B	\$ 10.90	\$ 17.60	38.87%	\$ 15.14	\$ 24.45	24.00%	\$ 20.28	\$ 32.74
Laborer/Industrial	Packer	\$ 7.38	\$ 11.36	38.87%	\$ 10.25	\$ 15.78	24.00%	\$ 13.73	\$ 21.13
Laborer/Industrial	Warehouse Specialist I	\$ 8.17	\$ 11.36	38.87%	\$ 11.35	\$ 15.78	24.00%	\$ 15.20	\$ 21.13
Laborer/Industrial	Warehouse Specialist II	\$ 11.38	\$ 14.23	38.87%	\$ 15.80	\$ 19.76	24.00%	\$ 21.16	\$ 26.46
Laborer/Industrial	Warehouse Specialist III	\$ 14.27	\$ 18.18	38.87%	\$ 19.82	\$ 25.25	24.00%	\$ 26.55	\$ 33.82
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	38.87%	\$ 12.50	\$ 15.28	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.38	\$ 11.36	38.87%	\$ 10.25	\$ 15.78	24.00%	\$ 13.73	\$ 21.13
Laborer/Industrial	Warehouse Worker II	\$ 11.38	\$ 14.23	38.87%	\$ 15.80	\$ 19.76	24.00%	\$ 21.16	\$ 26.46
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	38.87%	\$ 33.95	\$ 44.44	24.00%	\$ 45.48	\$ 59.52

Indiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	38.87%	\$ 33.95	\$ 40.97	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	38.87%	\$ 33.95	\$ 40.97	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 10.86	\$ 14.01	38.87%	\$ 15.08	\$ 19.45	24.00%	\$ 20.19	\$ 26.05
Media	Audio Visual Technician Senior	\$ 14.04	\$ 23.26	38.87%	\$ 19.49	\$ 32.30	24.00%	\$ 26.11	\$ 43.26
Media	Graphic Artist	\$ 12.78	\$ 15.26	38.87%	\$ 17.75	\$ 21.19	24.00%	\$ 23.78	\$ 28.38
Media	Graphic Artist Senior	\$ 15.26	\$ 21.47	38.87%	\$ 21.19	\$ 29.81	24.00%	\$ 28.38	\$ 39.93
Media	Graphic Designer	\$ 12.78	\$ 15.26	38.87%	\$ 17.75	\$ 21.19	24.00%	\$ 23.78	\$ 28.38
Media	Graphic Designer Senior	\$ 15.29	\$ 21.47	38.87%	\$ 21.23	\$ 29.81	24.00%	\$ 28.44	\$ 39.93
Media	Photographer	\$ 8.44	\$ 11.17	38.87%	\$ 11.72	\$ 15.51	24.00%	\$ 15.69	\$ 20.78
Media	Photographer Senior	\$ 11.19	\$ 17.90	38.87%	\$ 15.54	\$ 24.86	24.00%	\$ 20.81	\$ 33.29
Media	TV / Video Production Specialist	\$ 16.88	\$ 21.72	38.87%	\$ 23.45	\$ 30.17	24.00%	\$ 31.40	\$ 40.40
Media	TV / Video Production Technician	\$ 21.75	\$ 29.43	38.87%	\$ 30.21	\$ 40.87	24.00%	\$ 40.46	\$ 54.74
Security	Armed Security Officer	\$ 13.51	\$ 18.09	48.59%	\$ 20.08	\$ 26.88	24.00%	\$ 25.14	\$ 33.64
Security	<u>Captain</u>	\$ 18.98	\$ 27.05	48.59%	\$ 28.20	\$ 40.19	24.00%	\$ 35.30	\$ 50.31
Security	Dispatcher/Police	\$ 13.10	\$ 22.32	48.59%	\$ 19.46	\$ 33.17	24.00%	\$ 24.36	\$ 41.52
Security	<u>Lieutenant</u>	\$ 17.08	\$ 23.73	48.59%	\$ 25.38	\$ 35.25	24.00%	\$ 31.77	\$ 44.13
Security	<u>Sergeant</u>	\$ 15.66	\$ 21.83	48.59%	\$ 23.27	\$ 32.43	24.00%	\$ 29.13	\$ 40.60
Security	Unarmed Security Guard	\$ 9.13	\$ 17.84	48.59%	\$ 13.57	\$ 26.51	24.00%	\$ 16.98	\$ 33.18
Tax	Data Entry Clerk	\$ 8.44	\$ 10.86	34.23%	\$ 11.32	\$ 14.57	24.00%	\$ 15.69	\$ 20.19
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 10.90	\$ 17.12	34.23%	\$ 14.64	\$ 22.98	24.00%	\$ 20.28	\$ 31.84
Tax	Error Resolution and Document Processor	\$ 14.19	\$ 19.71	34.23%	\$ 19.04	\$ 26.46	24.00%	\$ 26.39	\$ 36.66
Tax	General Clerical	\$ 8.21	\$ 12.14	34.23%	\$ 11.02	\$ 16.29	24.00%	\$ 15.27	\$ 22.58
Tax	On-Site Administrator (Day)	\$ 9.59	\$ 20.75	34.23%	\$ 12.88	\$ 27.85	24.00%	\$ 17.85	\$ 38.59
Tax	On-Site Administrator (Evening)	\$ 9.59	\$ 20.75	34.23%	\$ 12.88	\$ 27.85	24.00%	\$ 17.85	\$ 38.59
Tax	Remittance Processor	\$ 17.05	\$ 25.27	34.23%	\$ 22.89	\$ 33.92	24.00%	\$ 31.72	\$ 47.01
Tax	Taxpayer Information & Assistance Agent	\$ 15.11	\$ 21.70	34.23%	\$ 20.28	\$ 29.13	24.00%	\$ 28.10	\$ 40.37
Technical	Agricultural Technician	\$ 15.54	\$ 25.22	36.81%	\$ 21.25	\$ 34.50	24.00%	\$ 28.90	\$ 46.90
Technical	Agricultural Technician Lead	\$ 17.42	\$ 27.84	36.81%	\$ 23.84	\$ 38.09	24.00%	\$ 32.41	\$ 51.79
Technical	Agricultural Technician Supervisor	\$ 20.93	\$ 33.55	36.81%	\$ 28.63	\$ 45.90	24.00%	\$ 38.92	\$ 62.40
Technical	Analytical Chemist	\$ 16.47	\$ 27.84	36.81%	\$ 22.53	\$ 38.09	24.00%	\$ 30.63	\$ 51.79
Technical	Analytical Chemist Assistant	\$ 19.24	\$ 31.68	36.81%	\$ 26.32	\$ 43.34	24.00%	\$ 35.78	\$ 58.92
Technical	Analytical Chemist Senior	\$ 24.28	\$ 39.62	36.81%	\$ 33.21	\$ 54.21	24.00%	\$ 45.15	\$ 73.70
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	36.81%	\$ 27.08	\$ 42.45	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	36.81%	\$ 39.52	\$ 51.24	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 17.39	\$ 26.15	36.81%	\$ 23.79	\$ 35.77	24.00%	\$ 32.34	\$ 48.63
Technical	Bridge Design Drafter Senior	\$ 18.54	\$ 28.27	36.81%	\$ 25.37	\$ 38.68	24.00%	\$ 34.49	\$ 52.58
Technical	Cartographic Drafter	\$ 21.86	\$ 30.79	36.81%	\$ 29.90	\$ 42.12	24.00%	\$ 40.65	\$ 57.26
Technical	Cartographic Drafter Assistant	\$ 17.13	\$ 25.77	36.81%	\$ 23.44	\$ 35.25	24.00%	\$ 31.86	\$ 47.92
Technical	Cartographic Supervisor	\$ 29.82	\$ 40.09	36.81%	\$ 40.79	\$ 54.84	24.00%	\$ 55.46	\$ 74.56
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	36.81%	\$ 21.89	\$ 26.68	24.00%	\$ 29.76	\$ 36.27

Indiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	<u>Direct Certification Coordinator</u>	\$ 39.59	\$ 48.15	36.81%	\$ 54.16	\$ 65.87	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 26.29	\$ 37.21	36.81%	\$ 35.96	\$ 50.91	24.00%	\$ 48.89	\$ 69.21
Technical	Engineering Design Drafting Supervisor	\$ 30.59	\$ 42.64	36.81%	\$ 41.85	\$ 58.33	24.00%	\$ 56.89	\$ 79.31
Technical	Engineering Design Drafting Technician	\$ 14.77	\$ 19.55	36.81%	\$ 20.20	\$ 26.75	24.00%	\$ 27.47	\$ 36.36
Technical	Engineering Drafting Technician	\$ 14.80	\$ 19.55	36.81%	\$ 20.24	\$ 26.75	24.00%	\$ 27.52	\$ 36.36
Technical	Engineering Drafting Technician Senior	\$ 17.15	\$ 24.93	36.81%	\$ 23.46	\$ 34.11	24.00%	\$ 31.90	\$ 46.37
Technical	Environmental Engineer	\$ 24.29	\$ 38.37	36.81%	\$ 33.22	\$ 52.49	24.00%	\$ 45.17	\$ 71.37
Technical	Environmental Engineer Senior	\$ 26.15	\$ 41.97	36.81%	\$ 35.78	\$ 57.43	24.00%	\$ 48.65	\$ 78.07
Technical	Environmental Program Analyst	\$ 20.60	\$ 30.44	36.81%	\$ 28.19	\$ 41.65	24.00%	\$ 38.32	\$ 56.63
Technical	Environmental Program Planner	\$ 22.02	\$ 32.89	36.81%	\$ 30.12	\$ 45.00	24.00%	\$ 40.95	\$ 61.18
Technical	Environmental Program Specialist	\$ 23.67	\$ 29.72	36.81%	\$ 32.38	\$ 40.66	24.00%	\$ 44.02	\$ 55.28
Technical	Environmental Specialist - Field	\$ 22.02	\$ 32.13	36.81%	\$ 30.12	\$ 43.96	24.00%	\$ 40.95	\$ 59.77
Technical	Environmental Specialist Senior - Field	\$ 22.64	\$ 33.63	36.81%	\$ 30.98	\$ 46.01	24.00%	\$ 42.12	\$ 62.56
Technical	Environmental Technician	\$ 20.60	\$ 30.44	36.81%	\$ 28.19	\$ 41.65	24.00%	\$ 38.32	\$ 56.63
Technical	Environmental Technician Senior	\$ 22.02	\$ 32.89	36.81%	\$ 30.12	\$ 45.00	24.00%	\$ 40.95	\$ 61.18
Technical	<u>Help Desk Support</u>	\$ 15.50	\$ 25.00	36.81%	\$ 21.21	\$ 34.20	24.00%	\$ 28.83	\$ 46.50
Technical	<u>Home Repair Coordinator</u>	\$ 17.25	\$ 24.00	36.81%	\$ 23.60	\$ 32.83	24.00%	\$ 32.09	\$ 44.64
Technical	<u>Housing Recovery Advisor</u>	\$ 18.77	\$ 22.94	36.81%	\$ 25.68	\$ 31.39	24.00%	\$ 34.91	\$ 42.67
Technical	Laboratory Technician	\$ 15.73	\$ 23.55	36.81%	\$ 21.51	\$ 32.22	24.00%	\$ 29.25	\$ 43.81
Technical	Laboratory Technician Senior	\$ 16.69	\$ 25.40	36.81%	\$ 22.84	\$ 34.74	24.00%	\$ 31.05	\$ 47.24
Technical	<u>Program Support Specialist</u>	\$ 22.00	\$ 26.50	36.81%	\$ 30.10	\$ 36.25	24.00%	\$ 40.92	\$ 49.29
Technical	<u>Regional Recovery Outreach Manager</u>	\$ 25.03	\$ 33.37	36.81%	\$ 34.24	\$ 45.66	24.00%	\$ 46.55	\$ 62.07
Technical	Residential Plan Reviewer	\$ 18.25	\$ 28.51	36.81%	\$ 24.97	\$ 39.00	24.00%	\$ 33.94	\$ 53.03
Technical	Right of Way Technician	\$ 25.90	\$ 40.95	36.81%	\$ 35.43	\$ 56.02	24.00%	\$ 48.17	\$ 76.17
Technical	Right of Way Technician Supervisor	\$ 27.96	\$ 44.95	36.81%	\$ 38.25	\$ 61.50	24.00%	\$ 52.00	\$ 83.62
Technical	Safety Engineer	\$ 25.52	\$ 40.02	36.81%	\$ 34.91	\$ 54.75	24.00%	\$ 47.47	\$ 74.44
Technical	Safety Engineer Senior	\$ 29.01	\$ 45.79	36.81%	\$ 39.69	\$ 62.64	24.00%	\$ 53.96	\$ 85.17
Technical	Title Examiner	\$ 17.77	\$ 25.00	36.81%	\$ 24.32	\$ 34.20	24.00%	\$ 33.06	\$ 46.49
Technical	Traffic Controller	\$ 21.51	\$ 34.78	36.81%	\$ 29.43	\$ 47.58	24.00%	\$ 40.02	\$ 64.69
Technical	Traffic Controller Senior	\$ 25.90	\$ 40.95	36.81%	\$ 35.43	\$ 56.02	24.00%	\$ 48.17	\$ 76.17
Technical	Transportation Data Analyst	\$ 21.51	\$ 34.78	36.81%	\$ 29.43	\$ 47.58	24.00%	\$ 40.02	\$ 64.69
Technical	Transportation Data Analyst Senior	\$ 25.90	\$ 40.95	36.81%	\$ 35.43	\$ 56.02	24.00%	\$ 48.17	\$ 76.17
Technical	Transportation Data Analyst Supervisor	\$ 25.90	\$ 40.95	36.81%	\$ 35.43	\$ 56.02	24.00%	\$ 48.17	\$ 76.17
Technical	Transportation Data Technician	\$ 21.51	\$ 34.78	36.81%	\$ 29.43	\$ 47.58	24.00%	\$ 40.02	\$ 64.69
Technical	Transportation District Utilities Specialist	\$ 25.41	\$ 40.94	36.81%	\$ 34.77	\$ 56.01	24.00%	\$ 47.27	\$ 76.15
Technical	Transportation Engineering Technician -Survey	\$ 26.39	\$ 44.79	36.81%	\$ 36.11	\$ 61.28	24.00%	\$ 49.09	\$ 83.32
Technical	Transportation Engineering Technician -Survey Senior	\$ 29.13	\$ 46.87	36.81%	\$ 39.86	\$ 64.13	24.00%	\$ 54.19	\$ 87.18
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 30.76	\$ 50.07	36.81%	\$ 42.08	\$ 68.50	24.00%	\$ 57.21	\$ 93.13
Technical	Transportation Materials Technician	\$ 12.36	\$ 17.77	36.81%	\$ 16.90	\$ 24.32	24.00%	\$ 22.98	\$ 33.06
Technical	Transportation Materials Technician Senior	\$ 13.18	\$ 19.27	36.81%	\$ 18.03	\$ 26.37	24.00%	\$ 24.52	\$ 35.85

Indiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 26.39	\$ 43.83	36.81%	\$ 36.11	\$ 59.96	24.00%	\$ 49.09	\$ 81.52
Technical	Transportation Materials Technician Supervisor	\$ 30.76	\$ 50.07	36.81%	\$ 42.08	\$ 68.50	24.00%	\$ 57.21	\$ 93.13
Technical	Transportation Planning Specialist	\$ 25.41	\$ 40.94	36.81%	\$ 34.77	\$ 56.01	24.00%	\$ 47.27	\$ 76.15
Technical	Transportation Planning Specialist Senior	\$ 29.13	\$ 46.87	36.81%	\$ 39.86	\$ 64.13	24.00%	\$ 54.19	\$ 87.18
Technical	Transportation Technical Program Coordinator	\$ 25.41	\$ 40.94	36.81%	\$ 34.77	\$ 56.01	24.00%	\$ 47.27	\$ 76.15
Technical	Transportation Technical Support Coordinator	\$ 25.41	\$ 40.94	36.81%	\$ 34.77	\$ 56.01	24.00%	\$ 47.27	\$ 76.15
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	36.81%	\$ 51.30	\$ 61.56	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 14.70	\$ 18.09	44.45%	\$ 21.23	\$ 26.13	24.00%	\$ 27.34	\$ 33.64
Trades	Boiler Operator II	\$ 18.14	\$ 20.82	44.45%	\$ 26.20	\$ 30.08	24.00%	\$ 33.73	\$ 38.73
Trades	Boiler Operator Senior I	\$ 20.84	\$ 22.75	44.45%	\$ 30.10	\$ 32.86	24.00%	\$ 38.76	\$ 42.31
Trades	Boiler Operator Senior II	\$ 22.77	\$ 31.17	44.45%	\$ 32.89	\$ 45.02	24.00%	\$ 42.35	\$ 57.97
Trades	Carpenter Assistant	\$ 9.79	\$ 13.25	44.45%	\$ 14.15	\$ 19.14	24.00%	\$ 18.22	\$ 24.64
Trades	Carpenter	\$ 13.26	\$ 18.57	44.45%	\$ 19.15	\$ 26.83	24.00%	\$ 24.66	\$ 34.54
Trades	Carpenter Senior	\$ 19.61	\$ 26.49	44.45%	\$ 28.32	\$ 38.26	24.00%	\$ 36.47	\$ 49.27
Trades	Electrician	\$ 20.91	\$ 34.79	44.45%	\$ 30.20	\$ 50.26	24.00%	\$ 38.89	\$ 64.71
Trades	Electrician Assistant	\$ 11.15	\$ 13.76	44.45%	\$ 16.11	\$ 19.88	24.00%	\$ 20.74	\$ 25.59
Trades	Electrician Senior	\$ 16.14	\$ 18.62	44.45%	\$ 23.32	\$ 26.90	24.00%	\$ 30.03	\$ 34.63
Trades	Electrician Supervisor Senior	\$ 18.67	\$ 32.82	44.45%	\$ 26.96	\$ 47.40	24.00%	\$ 34.72	\$ 61.04
Trades	Electronic Equipment Install & Repair Supervisor	\$ 20.37	\$ 30.27	44.45%	\$ 29.42	\$ 43.73	24.00%	\$ 37.88	\$ 56.31
Trades	Electronic Equipment Install & Repair Technician	\$ 16.16	\$ 20.26	44.45%	\$ 23.35	\$ 29.27	24.00%	\$ 30.06	\$ 37.69
Trades	Electronic Technician	\$ 12.30	\$ 15.63	44.45%	\$ 17.77	\$ 22.58	24.00%	\$ 22.88	\$ 29.07
Trades	Electronic Technician Senior	\$ 15.68	\$ 27.73	44.45%	\$ 22.65	\$ 40.06	24.00%	\$ 29.16	\$ 51.58
Trades	Equipment Repair Supervisor	\$ 22.29	\$ 26.10	44.45%	\$ 32.20	\$ 37.70	24.00%	\$ 41.46	\$ 48.54
Trades	Equipment Repair Technician	\$ 12.30	\$ 15.63	44.45%	\$ 17.77	\$ 22.58	24.00%	\$ 22.88	\$ 29.07
Trades	Equipment Repair Technician Senior	\$ 15.68	\$ 22.24	44.45%	\$ 22.65	\$ 32.12	24.00%	\$ 29.16	\$ 41.36
Trades	HVAC Installation & Repair Assistant	\$ 9.59	\$ 15.31	44.45%	\$ 13.86	\$ 22.11	24.00%	\$ 17.85	\$ 28.47
Trades	HVAC Installation & Repair Assistant Senior	\$ 15.31	\$ 26.10	44.45%	\$ 22.11	\$ 37.70	24.00%	\$ 28.47	\$ 48.54
Trades	Laboratory Mechanic	\$ 12.31	\$ 16.69	44.45%	\$ 17.78	\$ 24.11	24.00%	\$ 22.89	\$ 31.05
Trades	Laboratory Mechanic Senior	\$ 16.69	\$ 25.40	44.45%	\$ 24.11	\$ 36.68	24.00%	\$ 31.05	\$ 47.24
Trades	Locksmith	\$ 15.10	\$ 22.21	44.45%	\$ 21.81	\$ 32.08	24.00%	\$ 28.08	\$ 41.30
Trades	Maintenance Field Worker	\$ 12.30	\$ 15.73	44.45%	\$ 17.77	\$ 22.71	24.00%	\$ 22.88	\$ 29.25
Trades	Mason Plasterer	\$ 15.19	\$ 17.51	44.45%	\$ 21.95	\$ 25.29	24.00%	\$ 28.26	\$ 32.57
Trades	Mason Plasterer Assistant	\$ 17.55	\$ 25.96	44.45%	\$ 25.35	\$ 37.49	24.00%	\$ 32.64	\$ 48.28
Trades	Mechanic	\$ 9.89	\$ 22.25	44.45%	\$ 14.28	\$ 32.15	24.00%	\$ 18.39	\$ 41.39
Trades	Painter	\$ 9.51	\$ 21.11	44.45%	\$ 13.74	\$ 30.49	24.00%	\$ 17.69	\$ 39.26
Trades	Plumber / Steamfitter	\$ 20.62	\$ 31.36	44.45%	\$ 29.79	\$ 45.29	24.00%	\$ 38.36	\$ 58.32
Trades	Plumber / Steamfitter Assistant	\$ 12.30	\$ 20.56	44.45%	\$ 17.77	\$ 29.69	24.00%	\$ 22.88	\$ 38.23
Trades	Printing Press Operator B	\$ 20.13	\$ 29.56	44.45%	\$ 29.08	\$ 42.70	24.00%	\$ 37.44	\$ 54.98
Trades	Production Supervisor	\$ 23.87	\$ 36.56	44.45%	\$ 34.48	\$ 52.80	24.00%	\$ 44.39	\$ 67.99
Trades	Radio Specialist	\$ 14.23	\$ 18.24	44.45%	\$ 20.55	\$ 26.35	24.00%	\$ 26.46	\$ 33.93

Indiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 18.27	\$ 23.88	44.45%	\$ 26.39	\$ 34.49	24.00%	\$ 33.98	\$ 44.41
Trades	Sheet Metal Worker	\$ 13.53	\$ 17.41	44.45%	\$ 19.55	\$ 25.16	24.00%	\$ 25.17	\$ 32.39
Trades	Sheet Metal Worker Assistant	\$ 10.28	\$ 13.75	44.45%	\$ 14.85	\$ 19.86	24.00%	\$ 19.12	\$ 25.58
Trades	Sheet Metal Worker Lead	\$ 17.46	\$ 23.89	44.45%	\$ 25.22	\$ 34.50	24.00%	\$ 32.48	\$ 44.43
Trades	Shipping / Receiving Clerk	\$ 13.61	\$ 18.66	44.45%	\$ 19.66	\$ 26.95	24.00%	\$ 25.31	\$ 34.70
Trades	Storekeeper Assistant I	\$ 10.12	\$ 14.80	44.45%	\$ 14.61	\$ 21.39	24.00%	\$ 18.82	\$ 27.54
Trades	Storekeeper Assistant II	\$ 11.01	\$ 15.91	44.45%	\$ 15.90	\$ 22.99	24.00%	\$ 20.48	\$ 29.60
Trades	Storekeeper I	\$ 7.25	\$ 9.89	44.45%	\$ 10.47	\$ 14.28	24.00%	\$ 13.49	\$ 18.39
Trades	Storekeeper II	\$ 9.95	\$ 12.06	44.45%	\$ 14.37	\$ 17.42	24.00%	\$ 18.50	\$ 22.44
Trades	Storekeeper III	\$ 12.10	\$ 14.80	44.45%	\$ 17.48	\$ 21.39	24.00%	\$ 22.51	\$ 27.54
Trades	Storekeeper Senior	\$ 14.82	\$ 17.29	44.45%	\$ 21.41	\$ 24.98	24.00%	\$ 27.57	\$ 32.16
Trades	Tool Room Assistant	\$ 7.96	\$ 12.06	44.45%	\$ 11.50	\$ 17.42	24.00%	\$ 14.81	\$ 22.44
Trades	Tool Room Assistant Senior	\$ 12.06	\$ 16.84	44.45%	\$ 17.42	\$ 24.32	24.00%	\$ 22.44	\$ 31.31
Trades	Trades Utilities Worker Senior	\$ 12.31	\$ 18.03	44.45%	\$ 17.78	\$ 26.05	24.00%	\$ 22.89	\$ 33.54
Trades	Trades Utility Worker	\$ 9.40	\$ 12.26	44.45%	\$ 13.59	\$ 17.71	24.00%	\$ 17.49	\$ 22.81
Trades	Tradesman Helper	\$ 9.40	\$ 15.15	44.45%	\$ 13.59	\$ 21.88	24.00%	\$ 17.49	\$ 28.17
Trades	Tradesman Helper Senior	\$ 15.15	\$ 18.88	44.45%	\$ 21.88	\$ 27.27	24.00%	\$ 28.17	\$ 35.11
Trades	Welder	\$ 10.36	\$ 17.17	44.45%	\$ 14.97	\$ 24.80	24.00%	\$ 19.28	\$ 31.93
Trades	Welder Senior	\$ 17.22	\$ 20.64	44.45%	\$ 24.87	\$ 29.82	24.00%	\$ 32.02	\$ 38.39
Trades	Work Zone Safety Officer	\$ 21.51	\$ 34.78	44.45%	\$ 31.08	\$ 50.24	24.00%	\$ 40.02	\$ 64.69

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	32.60%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	34.23%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	51.12%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	34.23%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	34.23%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	38.87%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	38.87%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	48.59%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	34.23%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	36.81%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	44.45%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Iowa (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 14.21	\$ 20.18	47.17%	\$ 20.91	\$ 29.70	24.00%	\$ 26.43	\$ 37.53
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	47.17%	\$ 12.57	\$ 20.56	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 20.19	\$ 28.02	47.17%	\$ 29.71	\$ 41.24	24.00%	\$ 37.55	\$ 52.12
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	47.17%	\$ 30.46	\$ 38.08	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	47.17%	\$ 22.85	\$ 29.32	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	47.17%	\$ 14.47	\$ 18.28	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 18.50	\$ 21.17	47.17%	\$ 27.23	\$ 31.15	24.00%	\$ 34.41	\$ 39.37
Accounting/Finance	Accounting Manager B	\$ 21.11	\$ 25.91	47.17%	\$ 31.07	\$ 38.13	24.00%	\$ 39.27	\$ 48.18
Accounting/Finance	Accounting Manager C	\$ 25.95	\$ 32.81	47.17%	\$ 38.20	\$ 48.28	24.00%	\$ 48.27	\$ 61.02
Accounting/Finance	Auditing - External Auditor	\$ 18.26	\$ 23.09	47.17%	\$ 26.87	\$ 33.98	24.00%	\$ 33.96	\$ 42.95
Accounting/Finance	Auditing - External Auditor Senior	\$ 23.11	\$ 32.81	47.17%	\$ 34.01	\$ 48.28	24.00%	\$ 42.98	\$ 61.02
Accounting/Finance	Auditing - Internal Auditor	\$ 18.26	\$ 23.09	47.17%	\$ 26.87	\$ 33.98	24.00%	\$ 33.96	\$ 42.95
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 23.14	\$ 32.81	47.17%	\$ 34.05	\$ 48.28	24.00%	\$ 43.04	\$ 61.02
Accounting/Finance	Bookkeeper	\$ 9.61	\$ 14.54	47.17%	\$ 14.14	\$ 21.40	24.00%	\$ 17.87	\$ 27.04
Accounting/Finance	Budget Analyst	\$ 17.91	\$ 23.43	47.17%	\$ 26.35	\$ 34.48	24.00%	\$ 33.31	\$ 43.58
Accounting/Finance	Budget Analyst Senior	\$ 23.44	\$ 36.38	47.17%	\$ 34.50	\$ 53.54	24.00%	\$ 43.60	\$ 67.66
Accounting/Finance	Closure/Disbursement Specialists	\$ 29.86	\$ 33.23	47.17%	\$ 43.94	\$ 48.91	24.00%	\$ 55.54	\$ 61.81
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 28.04	\$ 36.35	47.17%	\$ 41.27	\$ 53.50	24.00%	\$ 52.16	\$ 67.61
Accounting/Finance	CPA	\$ 29.08	\$ 38.43	47.17%	\$ 42.80	\$ 56.55	24.00%	\$ 54.09	\$ 71.47
Accounting/Finance	Fiscal Assistant	\$ 10.11	\$ 15.54	47.17%	\$ 14.88	\$ 22.87	24.00%	\$ 18.81	\$ 28.90
Accounting/Finance	Fiscal Technical Senior	\$ 13.55	\$ 19.32	47.17%	\$ 19.94	\$ 28.44	24.00%	\$ 25.20	\$ 35.94
Accounting/Finance	Fiscal Technician	\$ 15.59	\$ 19.05	47.17%	\$ 22.94	\$ 28.04	24.00%	\$ 28.99	\$ 35.44
Accounting/Finance	Payroll Assistant	\$ 14.80	\$ 18.69	47.17%	\$ 21.78	\$ 27.51	24.00%	\$ 27.53	\$ 34.77
Accounting/Finance	Purchasing / Procurement	\$ 18.69	\$ 27.78	47.17%	\$ 27.51	\$ 40.89	24.00%	\$ 34.77	\$ 51.67
Accounting/Finance	Sr. Compliance Officer	\$ 36.09	\$ 41.02	47.17%	\$ 53.11	\$ 60.37	24.00%	\$ 67.13	\$ 76.30
Accounting/Finance	Supervising Auditor	\$ 36.09	\$ 41.54	47.17%	\$ 53.11	\$ 61.14	24.00%	\$ 67.13	\$ 77.27
Call Center/Customer Service	Customer Service Inbound I	\$ 9.52	\$ 14.01	51.38%	\$ 14.41	\$ 21.20	24.00%	\$ 17.71	\$ 26.05
Call Center/Customer Service	Customer Service Inbound II	\$ 14.06	\$ 22.64	51.38%	\$ 21.29	\$ 34.28	24.00%	\$ 26.16	\$ 42.12

Iowa (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.52	\$ 14.01	51.38%	\$ 14.41	\$ 21.20	24.00%	\$ 17.71	\$ 26.05
Call Center/Customer Service	Customer Service Outbound II	\$ 14.06	\$ 22.64	51.38%	\$ 21.29	\$ 34.28	24.00%	\$ 26.16	\$ 42.12
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.35	\$ 15.84	51.38%	\$ 14.15	\$ 23.98	24.00%	\$ 17.39	\$ 29.46
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	51.38%	\$ 31.34	\$ 39.17	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.71	\$ 14.85	51.38%	\$ 14.69	\$ 22.48	24.00%	\$ 18.05	\$ 27.62
Call Center/Customer Service	Detailing Representative II	\$ 10.56	\$ 17.08	51.38%	\$ 15.99	\$ 25.86	24.00%	\$ 19.64	\$ 31.77
Call Center/Customer Service	Help Desk Analyst	\$ 12.58	\$ 27.92	51.38%	\$ 19.04	\$ 42.27	24.00%	\$ 23.40	\$ 51.94
Call Center/Customer Service	Market Research Inbound	\$ 18.45	\$ 22.16	51.38%	\$ 27.93	\$ 33.54	24.00%	\$ 34.32	\$ 41.22
Call Center/Customer Service	Market Research Outbound	\$ 22.18	\$ 33.77	51.38%	\$ 33.57	\$ 51.12	24.00%	\$ 41.25	\$ 62.81
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.63	\$ 12.34	51.38%	\$ 13.06	\$ 18.67	24.00%	\$ 16.05	\$ 22.95
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.49	\$ 17.85	51.38%	\$ 18.91	\$ 27.02	24.00%	\$ 23.23	\$ 33.20
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.63	\$ 12.34	51.38%	\$ 13.06	\$ 18.67	24.00%	\$ 16.05	\$ 22.95
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.49	\$ 17.85	51.38%	\$ 18.91	\$ 27.02	24.00%	\$ 23.23	\$ 33.20
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.63	\$ 12.09	51.38%	\$ 13.06	\$ 18.31	24.00%	\$ 16.05	\$ 22.49
Call Center/Customer Service	Sales Inbound I	\$ 9.13	\$ 15.78	51.38%	\$ 13.83	\$ 23.89	24.00%	\$ 16.99	\$ 29.35
Call Center/Customer Service	Sales Inbound II	\$ 12.49	\$ 17.85	51.38%	\$ 18.91	\$ 27.02	24.00%	\$ 23.23	\$ 33.20
Call Center/Customer Service	Sales Outbound I	\$ 11.32	\$ 15.88	51.38%	\$ 17.13	\$ 24.04	24.00%	\$ 21.05	\$ 29.54
Call Center/Customer Service	Sales Outbound II	\$ 12.49	\$ 17.85	51.38%	\$ 18.91	\$ 27.02	24.00%	\$ 23.23	\$ 33.20
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.65	\$ 12.37	51.38%	\$ 11.58	\$ 18.72	24.00%	\$ 14.23	\$ 23.00
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 12.38	\$ 16.03	51.38%	\$ 18.73	\$ 24.27	24.00%	\$ 23.02	\$ 29.82
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 9.11	\$ 12.18	51.38%	\$ 13.80	\$ 18.44	24.00%	\$ 16.95	\$ 22.66
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 12.23	\$ 21.53	51.38%	\$ 18.51	\$ 32.59	24.00%	\$ 22.75	\$ 40.04
Food Related Services	Barista (misc)	\$ 10.68	\$ 15.74	73.96%	\$ 18.57	\$ 27.39	24.00%	\$ 19.86	\$ 29.28
Food Related Services	Building Attendant (misc)	\$ 10.68	\$ 15.74	56.24%	\$ 16.68	\$ 24.60	24.00%	\$ 19.86	\$ 29.28
Food Related Services	Busser	\$ 10.68	\$ 15.74	56.24%	\$ 16.68	\$ 24.60	24.00%	\$ 19.86	\$ 29.28
Food Related Services	Cashiers	\$ 10.68	\$ 15.74	56.24%	\$ 16.68	\$ 24.60	24.00%	\$ 19.86	\$ 29.28
Food Related Services	Dishwasher	\$ 9.71	\$ 12.62	56.24%	\$ 15.16	\$ 19.71	24.00%	\$ 18.05	\$ 23.47
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	56.24%	\$ 22.50	\$ 27.50	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	56.24%	\$ 15.47	\$ 18.91	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.62	\$ 14.07	56.24%	\$ 15.03	\$ 21.99	24.00%	\$ 17.89	\$ 26.18
Food Related Services	Food Operations Manager Assistant	\$ 14.11	\$ 16.52	56.24%	\$ 22.05	\$ 25.81	24.00%	\$ 26.25	\$ 30.73
Food Related Services	Food Production Worker	\$ 7.75	\$ 12.68	56.24%	\$ 12.10	\$ 19.81	24.00%	\$ 14.41	\$ 23.58
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	56.24%	\$ 21.80	\$ 26.64	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	56.24%	\$ 16.87	\$ 20.62	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	56.24%	\$ 19.69	\$ 24.06	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.72	\$ 12.43	56.24%	\$ 12.06	\$ 19.43	24.00%	\$ 14.35	\$ 23.13
Food Related Services	Second Cook Senior	\$ 12.34	\$ 16.23	73.96%	\$ 21.46	\$ 28.23	24.00%	\$ 22.95	\$ 30.19
Food Related Services	Server	\$ 7.41	\$ 10.11	56.24%	\$ 11.57	\$ 15.80	24.00%	\$ 13.77	\$ 18.81
General Administrative	Administrative Assistant I	\$ 10.60	\$ 14.26	51.38%	\$ 16.04	\$ 21.58	24.00%	\$ 19.71	\$ 26.52
General Administrative	Administrative Assistant II	\$ 14.27	\$ 15.43	51.38%	\$ 21.60	\$ 23.36	24.00%	\$ 26.54	\$ 28.70

Iowa (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 15.44	\$ 16.75	51.38%	\$ 23.38	\$ 25.36	24.00%	\$ 28.72	\$ 31.16
General Administrative	Administrative Assistant IV	\$ 16.76	\$ 18.55	51.38%	\$ 25.37	\$ 28.08	24.00%	\$ 31.18	\$ 34.50
General Administrative	Administrative Assistant V	\$ 18.57	\$ 20.92	51.38%	\$ 28.11	\$ 31.66	24.00%	\$ 34.54	\$ 38.90
General Administrative	Administrative Staff Assistant	\$ 20.58	\$ 23.53	51.38%	\$ 31.15	\$ 35.62	24.00%	\$ 38.27	\$ 43.76
General Administrative	Administrative Staff Specialist	\$ 23.54	\$ 29.10	51.38%	\$ 35.63	\$ 44.05	24.00%	\$ 43.78	\$ 54.12
General Administrative	Administrative Staff Specialist Senior	\$ 29.11	\$ 22.73	51.38%	\$ 44.06	\$ 34.41	24.00%	\$ 54.14	\$ 42.28
General Administrative	Agency Management Analyst	\$ 18.99	\$ 24.92	51.38%	\$ 28.74	\$ 37.72	24.00%	\$ 35.31	\$ 46.34
General Administrative	Agency Management Analyst Lead	\$ 24.93	\$ 28.95	51.38%	\$ 37.73	\$ 43.83	24.00%	\$ 46.36	\$ 53.85
General Administrative	Agency Management Analyst Senior	\$ 29.01	\$ 45.14	51.38%	\$ 43.92	\$ 68.34	24.00%	\$ 53.96	\$ 83.97
General Administrative	<u>Clerk</u>	\$ 9.30	\$ 10.75	51.38%	\$ 14.08	\$ 16.27	24.00%	\$ 17.30	\$ 20.00
General Administrative	<u>Clerk Jr</u>	\$ 8.25	\$ 9.25	51.38%	\$ 12.49	\$ 14.00	24.00%	\$ 15.35	\$ 17.21
General Administrative	<u>Clerk Sr</u>	\$ 10.80	\$ 12.50	51.38%	\$ 16.35	\$ 18.92	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.63	\$ 12.11	51.38%	\$ 13.06	\$ 18.34	24.00%	\$ 16.05	\$ 22.53
General Administrative	Data Entry Operator Senior	\$ 12.14	\$ 17.43	51.38%	\$ 18.38	\$ 26.39	24.00%	\$ 22.58	\$ 32.42
General Administrative	<u>Document Control Clerk / Filing Specialist</u>	\$ 10.25	\$ 15.00	51.38%	\$ 15.52	\$ 22.71	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.30	\$ 19.01	51.38%	\$ 23.16	\$ 28.78	24.00%	\$ 28.45	\$ 35.37
General Administrative	Executive Secretary Senior	\$ 19.04	\$ 28.21	51.38%	\$ 28.83	\$ 42.70	24.00%	\$ 35.42	\$ 52.46
General Administrative	<u>Intake Specialist (HMGP)</u>	\$ 17.50	\$ 20.75	51.38%	\$ 26.49	\$ 31.41	24.00%	\$ 32.55	\$ 38.60
General Administrative	<u>Inventory Specialist</u>	\$ 15.00	\$ 18.00	51.38%	\$ 22.71	\$ 27.25	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.09	\$ 14.18	51.38%	\$ 18.31	\$ 21.47	24.00%	\$ 22.49	\$ 26.38
General Administrative	Legal Assistant Senior	\$ 14.21	\$ 35.83	51.38%	\$ 21.51	\$ 54.23	24.00%	\$ 26.43	\$ 66.63
General Administrative	Library Assistant	\$ 8.63	\$ 17.00	51.38%	\$ 13.06	\$ 25.73	24.00%	\$ 16.05	\$ 31.61
General Administrative	Medical Assistant I	\$ 11.59	\$ 13.52	51.38%	\$ 17.54	\$ 20.47	24.00%	\$ 21.56	\$ 25.15
General Administrative	Medical Assistant II	\$ 13.56	\$ 19.28	51.38%	\$ 20.53	\$ 29.18	24.00%	\$ 25.22	\$ 35.85
General Administrative	Medical Biller I	\$ 10.10	\$ 12.40	51.38%	\$ 15.30	\$ 18.78	24.00%	\$ 18.79	\$ 23.07
General Administrative	Medical Biller II	\$ 12.43	\$ 19.32	51.38%	\$ 18.82	\$ 29.24	24.00%	\$ 23.13	\$ 35.93
General Administrative	Medical Records Clerk I	\$ 12.14	\$ 17.68	51.38%	\$ 18.38	\$ 26.77	24.00%	\$ 22.58	\$ 32.89
General Administrative	Medical Records Clerk II	\$ 13.11	\$ 18.97	51.38%	\$ 19.85	\$ 28.71	24.00%	\$ 24.39	\$ 35.28
General Administrative	Office Manager	\$ 20.43	\$ 31.10	51.38%	\$ 30.93	\$ 47.08	24.00%	\$ 38.00	\$ 57.84
General Administrative	Office Services Aide	\$ 11.31	\$ 15.58	51.38%	\$ 17.12	\$ 23.58	24.00%	\$ 21.03	\$ 28.98
General Administrative	Office Services Assistant	\$ 12.12	\$ 16.45	51.38%	\$ 18.35	\$ 24.90	24.00%	\$ 22.55	\$ 30.60
General Administrative	Office Services Specialist	\$ 12.77	\$ 17.22	51.38%	\$ 19.34	\$ 26.07	24.00%	\$ 23.76	\$ 32.03
General Administrative	Office Services Supervisor	\$ 13.37	\$ 17.60	51.38%	\$ 20.23	\$ 26.64	24.00%	\$ 24.86	\$ 32.73
General Administrative	Office Services Supervisor Senior	\$ 15.49	\$ 19.74	51.38%	\$ 23.45	\$ 29.89	24.00%	\$ 28.81	\$ 36.72
General Administrative	Operator I	\$ 8.40	\$ 12.07	51.38%	\$ 12.71	\$ 18.28	24.00%	\$ 15.62	\$ 22.46
General Administrative	Operator II	\$ 12.09	\$ 14.11	51.38%	\$ 18.31	\$ 21.36	24.00%	\$ 22.49	\$ 26.25
General Administrative	Operator III (Key Disc Operator)	\$ 14.15	\$ 16.02	51.38%	\$ 21.42	\$ 24.26	24.00%	\$ 26.32	\$ 29.81
General Administrative	Operator IV (Key Disc Operator)	\$ 16.03	\$ 18.58	51.38%	\$ 24.27	\$ 28.12	24.00%	\$ 29.82	\$ 34.55
General Administrative	<u>Paralegal</u>	\$ 14.00	\$ 23.50	51.38%	\$ 21.19	\$ 35.57	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.76	\$ 14.40	51.38%	\$ 16.29	\$ 21.80	24.00%	\$ 20.02	\$ 26.79

Iowa (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 14.41	\$ 15.36	51.38%	\$ 21.82	\$ 23.26	24.00%	\$ 26.81	\$ 28.58
General Administrative	Photocopy Supervisor	\$ 11.64	\$ 16.16	51.38%	\$ 17.62	\$ 24.46	24.00%	\$ 21.65	\$ 30.06
General Administrative	Photocopy Technician	\$ 10.51	\$ 14.86	51.38%	\$ 15.91	\$ 22.50	24.00%	\$ 19.55	\$ 27.64
General Administrative	Photo-Typesetting Specialist	\$ 13.69	\$ 19.70	51.38%	\$ 20.72	\$ 29.83	24.00%	\$ 25.46	\$ 36.65
General Administrative	Photo-Typesetting Supervisor	\$ 14.62	\$ 21.39	51.38%	\$ 22.13	\$ 32.38	24.00%	\$ 27.19	\$ 39.79
General Administrative	Postal Aide	\$ 7.68	\$ 10.51	51.38%	\$ 11.62	\$ 15.91	24.00%	\$ 14.28	\$ 19.55
General Administrative	Postal Aide Senior	\$ 10.56	\$ 16.62	51.38%	\$ 15.99	\$ 25.15	24.00%	\$ 19.64	\$ 30.91
General Administrative	Postal Assistant	\$ 16.68	\$ 18.53	51.38%	\$ 25.24	\$ 28.05	24.00%	\$ 31.02	\$ 34.46
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	51.38%	\$ 45.41	\$ 68.12	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	51.38%	\$ 30.28	\$ 37.85	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.34	\$ 16.29	51.38%	\$ 18.67	\$ 24.65	24.00%	\$ 22.95	\$ 30.29
General Administrative	Public Relations Specialist	\$ 17.14	\$ 29.31	51.38%	\$ 25.95	\$ 44.37	24.00%	\$ 31.88	\$ 54.52
General Administrative	Public Relations Specialist Assistant	\$ 12.34	\$ 17.11	51.38%	\$ 18.67	\$ 25.90	24.00%	\$ 22.95	\$ 31.83
General Administrative	Receptionist	\$ 8.62	\$ 11.09	51.38%	\$ 13.05	\$ 16.79	24.00%	\$ 16.03	\$ 20.63
General Administrative	Receptionist Senior	\$ 11.10	\$ 17.51	51.38%	\$ 16.81	\$ 26.51	24.00%	\$ 20.65	\$ 32.57
General Administrative	Secretary	\$ 9.11	\$ 12.18	51.38%	\$ 13.80	\$ 18.44	24.00%	\$ 16.95	\$ 22.66
General Administrative	Secretary Senior	\$ 12.23	\$ 21.59	51.38%	\$ 18.51	\$ 32.68	24.00%	\$ 22.75	\$ 40.15
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	51.38%	\$ 23.09	\$ 27.25	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.60	\$ 25.90	51.38%	\$ 16.04	\$ 39.20	24.00%	\$ 19.71	\$ 48.17
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	51.38%	\$ 30.28	\$ 40.10	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 18.99	\$ 23.43	51.38%	\$ 28.75	\$ 35.47	24.00%	\$ 35.33	\$ 43.58
Human Resources	Classification / Compensation Analyst Senior	\$ 23.48	\$ 31.10	51.38%	\$ 35.54	\$ 47.08	24.00%	\$ 43.67	\$ 57.84
Human Resources	Classification / Compensation Consultant	\$ 31.12	\$ 41.68	51.38%	\$ 47.11	\$ 63.09	24.00%	\$ 57.88	\$ 77.52
Human Resources	EEO Program Analyst	\$ 18.34	\$ 29.28	51.38%	\$ 27.77	\$ 44.33	24.00%	\$ 34.12	\$ 54.47
Human Resources	EEO Program Specialist	\$ 20.23	\$ 31.94	51.38%	\$ 30.62	\$ 48.35	24.00%	\$ 37.62	\$ 59.41
Human Resources	Employee Relations Analyst	\$ 16.52	\$ 20.92	51.38%	\$ 25.01	\$ 31.66	24.00%	\$ 30.73	\$ 38.90
Human Resources	Employee Relations Analyst Senior	\$ 20.97	\$ 37.00	51.38%	\$ 31.74	\$ 56.01	24.00%	\$ 39.00	\$ 68.82
Human Resources	Human Resources Assistant	\$ 12.68	\$ 18.26	51.38%	\$ 19.19	\$ 27.64	24.00%	\$ 23.58	\$ 33.96
Human Resources	Human Resources Generalist	\$ 14.69	\$ 18.69	51.38%	\$ 22.25	\$ 28.30	24.00%	\$ 27.33	\$ 34.77
Human Resources	Human Resources Generalist Senior	\$ 18.80	\$ 32.84	51.38%	\$ 28.46	\$ 49.71	24.00%	\$ 34.97	\$ 61.07
Human Resources	Personnel Analyst	\$ 14.55	\$ 18.50	51.38%	\$ 22.02	\$ 28.00	24.00%	\$ 27.06	\$ 34.41
Human Resources	Personnel Analyst Senior	\$ 18.55	\$ 22.44	51.38%	\$ 28.08	\$ 33.97	24.00%	\$ 34.50	\$ 41.74
Human Resources	Personnel Practices Analyst	\$ 22.50	\$ 26.50	51.38%	\$ 34.06	\$ 40.11	24.00%	\$ 41.85	\$ 49.29
Human Resources	Personnel Practices Analyst Senior	\$ 26.55	\$ 33.80	51.38%	\$ 40.19	\$ 51.16	24.00%	\$ 49.38	\$ 62.86
Human Resources	Personnel Practices Manager	\$ 33.25	\$ 41.37	51.38%	\$ 50.34	\$ 62.62	24.00%	\$ 61.85	\$ 76.94
Human Services	Social Worker	\$ 16.20	\$ 27.44	51.38%	\$ 24.52	\$ 41.54	24.00%	\$ 30.13	\$ 51.04
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	51.38%	\$ 34.06	\$ 46.93	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.29	\$ 16.97	51.38%	\$ 18.60	\$ 25.68	24.00%	\$ 22.86	\$ 31.56
Human Services	Support Enforcement Specialist Senior	\$ 17.02	\$ 20.08	51.38%	\$ 25.77	\$ 30.40	24.00%	\$ 31.67	\$ 37.35
Human Services	Utilization Review Analyst	\$ 17.02	\$ 24.42	51.38%	\$ 25.77	\$ 36.97	24.00%	\$ 31.67	\$ 45.42

Iowa (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 24.47	\$ 39.25	51.38%	\$ 37.04	\$ 59.42	24.00%	\$ 45.51	\$ 73.01
Insurance	Claims Adjuster I	\$ 14.06	\$ 17.02	51.38%	\$ 21.29	\$ 25.77	24.00%	\$ 26.16	\$ 31.67
Insurance	Claims Adjuster II	\$ 17.07	\$ 24.42	51.38%	\$ 25.85	\$ 36.97	24.00%	\$ 31.76	\$ 45.42
Insurance	Claims Specialist	\$ 24.47	\$ 30.84	51.38%	\$ 37.04	\$ 46.68	24.00%	\$ 45.51	\$ 57.36
Insurance	Worker's Compensation Specialist	\$ 23.12	\$ 34.58	51.38%	\$ 35.00	\$ 52.35	24.00%	\$ 43.00	\$ 64.32
Laborer/Industrial	CDL Driver	\$ 12.34	\$ 17.70	55.31%	\$ 19.16	\$ 27.50	24.00%	\$ 22.95	\$ 32.93
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	55.31%	\$ 33.39	\$ 43.83	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	55.31%	\$ 43.41	\$ 51.58	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	55.31%	\$ 46.98	\$ 54.36	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	55.31%	\$ 38.44	\$ 46.59	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	55.31%	\$ 38.44	\$ 45.82	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	55.31%	\$ 48.92	\$ 58.63	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	55.31%	\$ 41.16	\$ 52.11	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.24	\$ 18.98	55.31%	\$ 20.56	\$ 29.47	24.00%	\$ 24.62	\$ 35.29
Laborer/Industrial	Forklift Operator	\$ 10.32	\$ 14.37	55.31%	\$ 16.02	\$ 22.33	24.00%	\$ 19.19	\$ 26.74
Laborer/Industrial	Forklift Operator Senior	\$ 14.40	\$ 20.97	55.31%	\$ 22.37	\$ 32.56	24.00%	\$ 26.79	\$ 39.00
Laborer/Industrial	Grounds Worker	\$ 8.36	\$ 11.59	55.31%	\$ 12.98	\$ 18.00	24.00%	\$ 15.54	\$ 21.56
Laborer/Industrial	Grounds Worker Lead	\$ 11.64	\$ 15.54	55.31%	\$ 18.07	\$ 24.13	24.00%	\$ 21.65	\$ 28.90
Laborer/Industrial	Grounds Worker Senior	\$ 12.42	\$ 15.44	55.31%	\$ 19.30	\$ 23.98	24.00%	\$ 23.11	\$ 28.72
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.63	\$ 12.09	55.31%	\$ 13.40	\$ 18.78	24.00%	\$ 16.05	\$ 22.49
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.10	\$ 15.44	55.31%	\$ 18.80	\$ 23.98	24.00%	\$ 22.51	\$ 28.72
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.55	\$ 11.62	55.31%	\$ 11.73	\$ 18.04	24.00%	\$ 14.05	\$ 21.61
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.55	\$ 11.62	55.31%	\$ 11.73	\$ 18.04	24.00%	\$ 14.05	\$ 21.61
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.55	\$ 11.62	55.31%	\$ 11.73	\$ 18.04	24.00%	\$ 14.05	\$ 21.61
Laborer/Industrial	Housekeeping Supervisor	\$ 10.32	\$ 14.33	55.31%	\$ 16.02	\$ 22.25	24.00%	\$ 19.19	\$ 26.65
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.36	\$ 22.21	55.31%	\$ 22.30	\$ 34.49	24.00%	\$ 26.70	\$ 41.31
Laborer/Industrial	Housekeeping Worker	\$ 7.65	\$ 11.70	55.31%	\$ 11.88	\$ 18.16	24.00%	\$ 14.23	\$ 21.75
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.74	\$ 15.00	55.31%	\$ 18.24	\$ 23.29	24.00%	\$ 21.84	\$ 27.89
Laborer/Industrial	Inventory Worker Light	\$ 9.13	\$ 14.31	55.31%	\$ 14.19	\$ 22.22	24.00%	\$ 16.99	\$ 26.61
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.36	\$ 16.05	55.31%	\$ 12.98	\$ 24.93	24.00%	\$ 15.54	\$ 29.86
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.14	\$ 11.10	55.31%	\$ 12.65	\$ 17.25	24.00%	\$ 15.15	\$ 20.65
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.15	\$ 18.00	55.31%	\$ 17.32	\$ 27.96	24.00%	\$ 20.74	\$ 33.49
Laborer/Industrial	Packer	\$ 7.55	\$ 11.62	55.31%	\$ 11.73	\$ 18.04	24.00%	\$ 14.05	\$ 21.61
Laborer/Industrial	Warehouse Specialist I	\$ 8.36	\$ 11.62	55.31%	\$ 12.98	\$ 18.04	24.00%	\$ 15.54	\$ 21.61
Laborer/Industrial	Warehouse Specialist II	\$ 11.64	\$ 14.55	55.31%	\$ 18.07	\$ 22.60	24.00%	\$ 21.65	\$ 27.06
Laborer/Industrial	Warehouse Specialist III	\$ 14.60	\$ 18.60	55.31%	\$ 22.67	\$ 28.88	24.00%	\$ 27.15	\$ 34.59
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	55.31%	\$ 13.98	\$ 17.08	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.55	\$ 11.62	55.31%	\$ 11.73	\$ 18.04	24.00%	\$ 14.05	\$ 21.61
Laborer/Industrial	Warehouse Worker II	\$ 11.64	\$ 14.55	55.31%	\$ 18.07	\$ 22.60	24.00%	\$ 21.65	\$ 27.06
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	55.31%	\$ 37.97	\$ 49.70	24.00%	\$ 45.48	\$ 59.52

Iowa (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	55.31%	\$ 37.97	\$ 45.82	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	55.31%	\$ 37.97	\$ 45.82	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.10	\$ 14.33	47.90%	\$ 16.42	\$ 21.19	24.00%	\$ 20.65	\$ 26.65
Media	Audio Visual Technician Senior	\$ 14.36	\$ 23.79	47.90%	\$ 21.23	\$ 35.18	24.00%	\$ 26.70	\$ 44.25
Media	Graphic Artist	\$ 13.07	\$ 15.61	47.90%	\$ 19.34	\$ 23.08	24.00%	\$ 24.32	\$ 29.03
Media	Graphic Artist Senior	\$ 15.61	\$ 21.96	47.90%	\$ 23.08	\$ 32.47	24.00%	\$ 29.03	\$ 40.84
Media	Graphic Designer	\$ 13.07	\$ 15.61	47.90%	\$ 19.34	\$ 23.08	24.00%	\$ 24.32	\$ 29.03
Media	Graphic Designer Senior	\$ 15.64	\$ 21.96	47.90%	\$ 23.13	\$ 32.47	24.00%	\$ 29.08	\$ 40.84
Media	Photographer	\$ 8.63	\$ 11.42	47.90%	\$ 12.76	\$ 16.90	24.00%	\$ 16.05	\$ 21.25
Media	Photographer Senior	\$ 11.44	\$ 18.31	47.90%	\$ 16.92	\$ 27.07	24.00%	\$ 21.28	\$ 34.05
Media	TV / Video Production Specialist	\$ 17.27	\$ 22.22	47.90%	\$ 25.54	\$ 32.86	24.00%	\$ 32.12	\$ 41.32
Media	TV / Video Production Technician	\$ 22.25	\$ 30.10	47.90%	\$ 32.90	\$ 44.52	24.00%	\$ 41.38	\$ 55.98
Security	Armed Security Officer	\$ 13.82	\$ 18.50	69.14%	\$ 23.38	\$ 31.29	24.00%	\$ 25.71	\$ 34.41
Security	<u>Captain</u>	\$ 19.41	\$ 27.66	69.14%	\$ 32.83	\$ 46.79	24.00%	\$ 36.11	\$ 51.45
Security	Dispatcher/Police	\$ 13.39	\$ 22.83	69.14%	\$ 22.66	\$ 38.61	24.00%	\$ 24.91	\$ 42.46
Security	<u>Lieutenant</u>	\$ 17.47	\$ 24.27	69.14%	\$ 29.55	\$ 41.04	24.00%	\$ 32.50	\$ 45.13
Security	<u>Sergeant</u>	\$ 16.01	\$ 22.32	69.14%	\$ 27.09	\$ 37.76	24.00%	\$ 29.79	\$ 41.52
Security	Unarmed Security Guard	\$ 9.34	\$ 18.25	69.14%	\$ 15.79	\$ 30.86	24.00%	\$ 17.37	\$ 33.94
Tax	Data Entry Clerk	\$ 8.63	\$ 11.10	51.38%	\$ 13.06	\$ 16.81	24.00%	\$ 16.05	\$ 20.65
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.15	\$ 17.51	51.38%	\$ 16.88	\$ 26.51	24.00%	\$ 20.74	\$ 32.57
Tax	Error Resolution and Document Processor	\$ 14.51	\$ 20.16	51.38%	\$ 21.97	\$ 30.52	24.00%	\$ 26.99	\$ 37.50
Tax	General Clerical	\$ 8.40	\$ 12.41	51.38%	\$ 12.71	\$ 18.79	24.00%	\$ 15.62	\$ 23.09
Tax	On-Site Administrator (Day)	\$ 9.81	\$ 21.22	51.38%	\$ 14.85	\$ 32.12	24.00%	\$ 18.25	\$ 39.46
Tax	On-Site Administrator (Evening)	\$ 9.81	\$ 21.22	51.38%	\$ 14.85	\$ 32.12	24.00%	\$ 18.25	\$ 39.46
Tax	Remittance Processor	\$ 17.44	\$ 25.85	51.38%	\$ 26.40	\$ 39.13	24.00%	\$ 32.44	\$ 48.08
Tax	Taxpayer Information & Assistance Agent	\$ 15.45	\$ 22.20	51.38%	\$ 23.39	\$ 33.60	24.00%	\$ 28.74	\$ 41.29
Technical	Agricultural Technician	\$ 15.89	\$ 25.79	51.72%	\$ 24.11	\$ 39.13	24.00%	\$ 29.55	\$ 47.97
Technical	Agricultural Technician Lead	\$ 17.82	\$ 28.48	51.72%	\$ 27.04	\$ 43.21	24.00%	\$ 33.15	\$ 52.97
Technical	Agricultural Technician Supervisor	\$ 21.40	\$ 34.31	51.72%	\$ 32.47	\$ 52.06	24.00%	\$ 39.81	\$ 63.82
Technical	Analytical Chemist	\$ 16.84	\$ 28.48	51.72%	\$ 25.55	\$ 43.21	24.00%	\$ 31.32	\$ 52.97
Technical	Analytical Chemist Assistant	\$ 19.67	\$ 32.40	51.72%	\$ 29.85	\$ 49.16	24.00%	\$ 36.59	\$ 60.26
Technical	Analytical Chemist Senior	\$ 24.83	\$ 40.52	51.72%	\$ 37.67	\$ 61.48	24.00%	\$ 46.18	\$ 75.37
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	51.72%	\$ 30.03	\$ 47.08	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	51.72%	\$ 43.83	\$ 56.82	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 17.78	\$ 26.74	51.72%	\$ 26.98	\$ 40.57	24.00%	\$ 33.07	\$ 49.74
Technical	Bridge Design Drafter Senior	\$ 18.97	\$ 28.91	51.72%	\$ 28.77	\$ 43.87	24.00%	\$ 35.28	\$ 53.78
Technical	Cartographic Drafter	\$ 22.35	\$ 31.49	51.72%	\$ 33.91	\$ 47.77	24.00%	\$ 41.58	\$ 58.56
Technical	Cartographic Drafter Assistant	\$ 17.52	\$ 26.35	51.72%	\$ 26.58	\$ 39.98	24.00%	\$ 32.59	\$ 49.01
Technical	Cartographic Supervisor	\$ 30.50	\$ 41.00	51.72%	\$ 46.27	\$ 62.20	24.00%	\$ 56.72	\$ 76.26
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	51.72%	\$ 24.28	\$ 29.59	24.00%	\$ 29.76	\$ 36.27

Iowa (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	51.72%	\$ 60.07	\$ 73.05	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 26.89	\$ 38.06	51.72%	\$ 40.79	\$ 57.74	24.00%	\$ 50.01	\$ 70.79
Technical	Engineering Design Drafting Supervisor	\$ 31.28	\$ 43.61	51.72%	\$ 47.46	\$ 66.16	24.00%	\$ 58.19	\$ 81.11
Technical	Engineering Design Drafting Technician	\$ 15.10	\$ 19.99	51.72%	\$ 22.91	\$ 30.34	24.00%	\$ 28.09	\$ 37.19
Technical	Engineering Drafting Technician	\$ 15.13	\$ 19.99	51.72%	\$ 22.96	\$ 30.34	24.00%	\$ 28.15	\$ 37.19
Technical	Engineering Drafting Technician Senior	\$ 17.54	\$ 25.50	51.72%	\$ 26.61	\$ 38.69	24.00%	\$ 32.62	\$ 47.43
Technical	Environmental Engineer	\$ 24.84	\$ 39.24	51.72%	\$ 37.68	\$ 59.54	24.00%	\$ 46.20	\$ 72.99
Technical	Environmental Engineer Senior	\$ 26.75	\$ 42.93	51.72%	\$ 40.58	\$ 65.13	24.00%	\$ 49.75	\$ 79.85
Technical	Environmental Program Analyst	\$ 21.07	\$ 31.14	51.72%	\$ 31.97	\$ 47.24	24.00%	\$ 39.19	\$ 57.91
Technical	Environmental Program Planner	\$ 22.52	\$ 33.64	51.72%	\$ 34.16	\$ 51.04	24.00%	\$ 41.88	\$ 62.57
Technical	Environmental Program Specialist	\$ 24.21	\$ 30.40	51.72%	\$ 36.73	\$ 46.12	24.00%	\$ 45.02	\$ 56.54
Technical	Environmental Specialist - Field	\$ 22.52	\$ 32.86	51.72%	\$ 34.16	\$ 49.86	24.00%	\$ 41.88	\$ 61.13
Technical	Environmental Specialist Senior - Field	\$ 23.16	\$ 34.40	51.72%	\$ 35.14	\$ 52.19	24.00%	\$ 43.08	\$ 63.98
Technical	Environmental Technician	\$ 21.07	\$ 31.14	51.72%	\$ 31.97	\$ 47.24	24.00%	\$ 39.19	\$ 57.91
Technical	Environmental Technician Senior	\$ 22.52	\$ 33.64	51.72%	\$ 34.16	\$ 51.04	24.00%	\$ 41.88	\$ 62.57
Technical	Help Desk Support	\$ 15.50	\$ 25.00	51.72%	\$ 23.52	\$ 37.93	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	51.72%	\$ 26.17	\$ 36.41	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 19.20	\$ 23.46	51.72%	\$ 29.13	\$ 35.60	24.00%	\$ 35.71	\$ 43.64
Technical	Laboratory Technician	\$ 16.08	\$ 24.09	51.72%	\$ 24.40	\$ 36.55	24.00%	\$ 29.91	\$ 44.81
Technical	Laboratory Technician Senior	\$ 17.07	\$ 25.97	51.72%	\$ 25.90	\$ 39.41	24.00%	\$ 31.76	\$ 48.31
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	51.72%	\$ 33.38	\$ 40.21	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 25.60	\$ 34.13	51.72%	\$ 38.84	\$ 51.78	24.00%	\$ 47.61	\$ 63.48
Technical	Residential Plan Reviewer	\$ 18.66	\$ 29.16	51.72%	\$ 28.32	\$ 44.24	24.00%	\$ 34.72	\$ 54.23
Technical	Right of Way Technician	\$ 26.49	\$ 41.88	51.72%	\$ 40.19	\$ 63.54	24.00%	\$ 49.27	\$ 77.90
Technical	Right of Way Technician Supervisor	\$ 28.59	\$ 45.98	51.72%	\$ 43.38	\$ 69.76	24.00%	\$ 53.18	\$ 85.52
Technical	Safety Engineer	\$ 26.10	\$ 40.93	51.72%	\$ 39.60	\$ 62.10	24.00%	\$ 48.55	\$ 76.13
Technical	Safety Engineer Senior	\$ 29.67	\$ 46.83	51.72%	\$ 45.02	\$ 71.05	24.00%	\$ 55.19	\$ 87.11
Technical	Title Examiner	\$ 18.18	\$ 25.57	51.72%	\$ 27.58	\$ 38.79	24.00%	\$ 33.81	\$ 47.55
Technical	Traffic Controller	\$ 22.00	\$ 35.57	51.72%	\$ 33.38	\$ 53.97	24.00%	\$ 40.93	\$ 66.17
Technical	Traffic Controller Senior	\$ 26.49	\$ 41.88	51.72%	\$ 40.19	\$ 63.54	24.00%	\$ 49.27	\$ 77.90
Technical	Transportation Data Analyst	\$ 22.00	\$ 35.57	51.72%	\$ 33.38	\$ 53.97	24.00%	\$ 40.93	\$ 66.17
Technical	Transportation Data Analyst Senior	\$ 26.49	\$ 41.88	51.72%	\$ 40.19	\$ 63.54	24.00%	\$ 49.27	\$ 77.90
Technical	Transportation Data Analyst Supervisor	\$ 26.49	\$ 41.88	51.72%	\$ 40.19	\$ 63.54	24.00%	\$ 49.27	\$ 77.90
Technical	Transportation Data Technician	\$ 22.00	\$ 35.57	51.72%	\$ 33.38	\$ 53.97	24.00%	\$ 40.93	\$ 66.17
Technical	Transportation District Utilities Specialist	\$ 25.99	\$ 41.87	51.72%	\$ 39.44	\$ 63.53	24.00%	\$ 48.35	\$ 77.88
Technical	Transportation Engineering Technician -Survey	\$ 26.99	\$ 45.81	51.72%	\$ 40.95	\$ 69.51	24.00%	\$ 50.21	\$ 85.21
Technical	Transportation Engineering Technician -Survey Senior	\$ 29.80	\$ 47.94	51.72%	\$ 45.21	\$ 72.73	24.00%	\$ 55.42	\$ 89.17
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 31.46	\$ 51.21	51.72%	\$ 47.73	\$ 77.69	24.00%	\$ 58.51	\$ 95.25
Technical	Transportation Materials Technician	\$ 12.64	\$ 18.18	51.72%	\$ 19.17	\$ 27.58	24.00%	\$ 23.51	\$ 33.81
Technical	Transportation Materials Technician Senior	\$ 13.48	\$ 19.71	51.72%	\$ 20.45	\$ 29.91	24.00%	\$ 25.08	\$ 36.67

Iowa (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 26.99	\$ 44.82	51.72%	\$ 40.95	\$ 68.00	24.00%	\$ 50.21	\$ 83.37
Technical	Transportation Materials Technician Supervisor	\$ 31.46	\$ 51.21	51.72%	\$ 47.73	\$ 77.69	24.00%	\$ 58.51	\$ 95.25
Technical	Transportation Planning Specialist	\$ 25.99	\$ 41.87	51.72%	\$ 39.44	\$ 63.53	24.00%	\$ 48.35	\$ 77.88
Technical	Transportation Planning Specialist Senior	\$ 29.80	\$ 47.94	51.72%	\$ 45.21	\$ 72.73	24.00%	\$ 55.42	\$ 89.17
Technical	Transportation Technical Program Coordinator	\$ 25.99	\$ 41.87	51.72%	\$ 39.44	\$ 63.53	24.00%	\$ 48.35	\$ 77.88
Technical	Transportation Technical Support Coordinator	\$ 25.99	\$ 41.87	51.72%	\$ 39.44	\$ 63.53	24.00%	\$ 48.35	\$ 77.88
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	51.72%	\$ 56.90	\$ 68.27	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 15.03	\$ 18.50	67.45%	\$ 25.18	\$ 30.98	24.00%	\$ 27.96	\$ 34.41
Trades	Boiler Operator II	\$ 18.55	\$ 21.30	67.45%	\$ 31.06	\$ 35.66	24.00%	\$ 34.50	\$ 39.61
Trades	Boiler Operator Senior I	\$ 21.31	\$ 23.27	67.45%	\$ 35.69	\$ 38.96	24.00%	\$ 39.64	\$ 43.27
Trades	Boiler Operator Senior II	\$ 23.28	\$ 31.87	67.45%	\$ 38.99	\$ 53.37	24.00%	\$ 43.31	\$ 59.29
Trades	Carpenter Assistant	\$ 10.02	\$ 13.55	67.45%	\$ 16.77	\$ 22.69	24.00%	\$ 18.63	\$ 25.20
Trades	Carpenter	\$ 13.56	\$ 18.99	67.45%	\$ 22.71	\$ 31.81	24.00%	\$ 25.22	\$ 35.33
Trades	Carpenter Senior	\$ 20.05	\$ 27.09	67.45%	\$ 33.58	\$ 45.36	24.00%	\$ 37.30	\$ 50.39
Trades	Electrician	\$ 21.38	\$ 35.58	67.45%	\$ 35.80	\$ 59.58	24.00%	\$ 39.77	\$ 66.18
Trades	Electrician Assistant	\$ 11.40	\$ 14.07	67.45%	\$ 19.10	\$ 23.57	24.00%	\$ 21.21	\$ 26.18
Trades	Electrician Senior	\$ 16.51	\$ 19.04	67.45%	\$ 27.65	\$ 31.89	24.00%	\$ 30.71	\$ 35.42
Trades	Electrician Supervisor Senior	\$ 19.09	\$ 33.56	67.45%	\$ 31.97	\$ 56.20	24.00%	\$ 35.51	\$ 62.43
Trades	Electronic Equipment Install & Repair Supervisor	\$ 20.83	\$ 30.96	67.45%	\$ 34.88	\$ 51.85	24.00%	\$ 38.74	\$ 57.59
Trades	Electronic Equipment Install & Repair Technician	\$ 16.53	\$ 20.72	67.45%	\$ 27.68	\$ 34.70	24.00%	\$ 30.74	\$ 38.54
Trades	Electronic Technician	\$ 12.58	\$ 15.99	67.45%	\$ 21.06	\$ 26.77	24.00%	\$ 23.40	\$ 29.73
Trades	Electronic Technician Senior	\$ 16.03	\$ 28.36	67.45%	\$ 26.85	\$ 47.49	24.00%	\$ 29.82	\$ 52.75
Trades	Equipment Repair Supervisor	\$ 22.80	\$ 26.69	67.45%	\$ 38.18	\$ 44.70	24.00%	\$ 42.41	\$ 49.65
Trades	Equipment Repair Technician	\$ 12.58	\$ 15.99	67.45%	\$ 21.06	\$ 26.77	24.00%	\$ 23.40	\$ 29.73
Trades	Equipment Repair Technician Senior	\$ 16.03	\$ 22.74	67.45%	\$ 26.85	\$ 38.08	24.00%	\$ 29.82	\$ 42.30
Trades	HVAC Installation & Repair Assistant	\$ 9.81	\$ 15.66	67.45%	\$ 16.43	\$ 26.22	24.00%	\$ 18.25	\$ 29.12
Trades	HVAC Installation & Repair Assistant Senior	\$ 15.66	\$ 26.69	67.45%	\$ 26.22	\$ 44.70	24.00%	\$ 29.12	\$ 49.65
Trades	Laboratory Mechanic	\$ 12.59	\$ 17.07	67.45%	\$ 21.08	\$ 28.59	24.00%	\$ 23.42	\$ 31.76
Trades	Laboratory Mechanic Senior	\$ 17.07	\$ 25.97	67.45%	\$ 28.59	\$ 43.49	24.00%	\$ 31.76	\$ 48.31
Trades	Locksmith	\$ 15.44	\$ 22.71	67.45%	\$ 25.86	\$ 38.03	24.00%	\$ 28.72	\$ 42.24
Trades	Maintenance Field Worker	\$ 12.58	\$ 16.08	67.45%	\$ 21.06	\$ 26.93	24.00%	\$ 23.40	\$ 29.91
Trades	Mason Plasterer	\$ 15.54	\$ 17.91	67.45%	\$ 26.02	\$ 29.99	24.00%	\$ 28.90	\$ 33.31
Trades	Mason Plasterer Assistant	\$ 17.95	\$ 26.55	67.45%	\$ 30.05	\$ 44.45	24.00%	\$ 33.38	\$ 49.38
Trades	Mechanic	\$ 10.11	\$ 22.76	67.45%	\$ 16.94	\$ 38.11	24.00%	\$ 18.81	\$ 42.33
Trades	Painter	\$ 9.73	\$ 21.59	67.45%	\$ 16.29	\$ 36.15	24.00%	\$ 18.09	\$ 40.15
Trades	Plumber / Steamfitter	\$ 21.09	\$ 32.07	67.45%	\$ 35.32	\$ 53.70	24.00%	\$ 39.23	\$ 59.65
Trades	Plumber / Steamfitter Assistant	\$ 12.58	\$ 21.02	67.45%	\$ 21.06	\$ 35.20	24.00%	\$ 23.40	\$ 39.10
Trades	Printing Press Operator B	\$ 20.59	\$ 30.23	67.45%	\$ 34.47	\$ 50.63	24.00%	\$ 38.29	\$ 56.24
Trades	Production Supervisor	\$ 24.41	\$ 37.39	67.45%	\$ 40.88	\$ 62.61	24.00%	\$ 45.40	\$ 69.54
Trades	Radio Specialist	\$ 14.55	\$ 18.66	67.45%	\$ 24.36	\$ 31.24	24.00%	\$ 27.06	\$ 34.70

Iowa (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 18.68	\$ 24.42	67.45%	\$ 31.29	\$ 40.89	24.00%	\$ 34.75	\$ 45.42
Trades	Sheet Metal Worker	\$ 13.84	\$ 17.81	67.45%	\$ 23.18	\$ 29.82	24.00%	\$ 25.74	\$ 33.13
Trades	Sheet Metal Worker Assistant	\$ 10.51	\$ 14.06	67.45%	\$ 17.60	\$ 23.55	24.00%	\$ 19.55	\$ 26.16
Trades	Sheet Metal Worker Lead	\$ 17.86	\$ 24.43	67.45%	\$ 29.91	\$ 40.91	24.00%	\$ 33.22	\$ 45.44
Trades	Shipping / Receiving Clerk	\$ 13.92	\$ 19.08	67.45%	\$ 23.31	\$ 31.95	24.00%	\$ 25.89	\$ 35.49
Trades	Storekeeper Assistant I	\$ 10.35	\$ 15.14	67.45%	\$ 17.33	\$ 25.35	24.00%	\$ 19.24	\$ 28.16
Trades	Storekeeper Assistant II	\$ 11.26	\$ 16.28	67.45%	\$ 18.85	\$ 27.26	24.00%	\$ 20.94	\$ 30.28
Trades	Storekeeper I	\$ 7.36	\$ 10.11	67.45%	\$ 12.32	\$ 16.94	24.00%	\$ 13.68	\$ 18.81
Trades	Storekeeper II	\$ 10.17	\$ 12.34	67.45%	\$ 17.03	\$ 20.66	24.00%	\$ 18.92	\$ 22.95
Trades	Storekeeper III	\$ 12.38	\$ 15.14	67.45%	\$ 20.72	\$ 25.35	24.00%	\$ 23.02	\$ 28.16
Trades	Storekeeper Senior	\$ 15.16	\$ 17.68	67.45%	\$ 25.39	\$ 29.61	24.00%	\$ 28.20	\$ 32.89
Trades	Tool Room Assistant	\$ 8.14	\$ 12.34	67.45%	\$ 13.64	\$ 20.66	24.00%	\$ 15.15	\$ 22.95
Trades	Tool Room Assistant Senior	\$ 12.34	\$ 17.22	67.45%	\$ 20.66	\$ 28.83	24.00%	\$ 22.95	\$ 32.03
Trades	Trades Utilities Worker Senior	\$ 12.59	\$ 18.44	67.45%	\$ 21.08	\$ 30.88	24.00%	\$ 23.42	\$ 34.30
Trades	Trades Utility Worker	\$ 9.62	\$ 12.54	67.45%	\$ 16.11	\$ 21.00	24.00%	\$ 17.89	\$ 23.32
Trades	Tradesman Helper	\$ 9.62	\$ 15.49	67.45%	\$ 16.11	\$ 25.94	24.00%	\$ 17.89	\$ 28.81
Trades	Tradesman Helper Senior	\$ 15.49	\$ 19.31	67.45%	\$ 25.94	\$ 32.33	24.00%	\$ 28.81	\$ 35.91
Trades	Welder	\$ 10.60	\$ 17.56	67.45%	\$ 17.75	\$ 29.40	24.00%	\$ 19.71	\$ 32.66
Trades	Welder Senior	\$ 17.61	\$ 21.11	67.45%	\$ 29.48	\$ 35.35	24.00%	\$ 32.75	\$ 39.27
Trades	Work Zone Safety Officer	\$ 22.00	\$ 35.57	67.45%	\$ 36.85	\$ 59.57	24.00%	\$ 40.93	\$ 66.17

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	47.17%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	51.38%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	73.96%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	51.38%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	51.38%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	55.31%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	47.90%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	69.14%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	51.38%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	51.72%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	67.45%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Kansas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 14.23	\$ 20.20	30.97%	\$ 18.63	\$ 26.46	24.00%	\$ 26.46	\$ 37.58
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	30.97%	\$ 11.18	\$ 18.30	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 20.21	\$ 28.06	30.97%	\$ 26.47	\$ 36.74	24.00%	\$ 37.60	\$ 52.18
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	30.97%	\$ 27.11	\$ 33.89	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	30.97%	\$ 20.33	\$ 26.09	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	30.97%	\$ 12.88	\$ 16.27	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 18.52	\$ 21.20	30.97%	\$ 24.26	\$ 27.76	24.00%	\$ 34.45	\$ 39.42
Accounting/Finance	Accounting Manager B	\$ 21.14	\$ 25.94	30.97%	\$ 27.68	\$ 33.97	24.00%	\$ 39.31	\$ 48.24
Accounting/Finance	Accounting Manager C	\$ 25.99	\$ 32.85	30.97%	\$ 34.03	\$ 43.02	24.00%	\$ 48.33	\$ 61.10
Accounting/Finance	Auditing - External Auditor	\$ 18.28	\$ 23.12	30.97%	\$ 23.94	\$ 30.28	24.00%	\$ 34.00	\$ 43.00
Accounting/Finance	Auditing - External Auditor Senior	\$ 23.14	\$ 32.85	30.97%	\$ 30.30	\$ 43.02	24.00%	\$ 43.04	\$ 61.10
Accounting/Finance	Auditing - Internal Auditor	\$ 18.28	\$ 23.12	30.97%	\$ 23.94	\$ 30.28	24.00%	\$ 34.00	\$ 43.00
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 23.17	\$ 32.85	30.97%	\$ 30.34	\$ 43.02	24.00%	\$ 43.09	\$ 61.10
Accounting/Finance	Bookkeeper	\$ 9.62	\$ 14.56	30.97%	\$ 12.60	\$ 19.07	24.00%	\$ 17.89	\$ 27.08
Accounting/Finance	Budget Analyst	\$ 17.93	\$ 23.46	30.97%	\$ 23.48	\$ 30.72	24.00%	\$ 33.35	\$ 43.63
Accounting/Finance	Budget Analyst Senior	\$ 23.47	\$ 36.42	30.97%	\$ 30.74	\$ 47.70	24.00%	\$ 43.65	\$ 67.75
Accounting/Finance	Closure/Disbursement Specialists	\$ 29.90	\$ 33.27	30.97%	\$ 39.15	\$ 43.58	24.00%	\$ 55.61	\$ 61.89
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 28.08	\$ 36.39	30.97%	\$ 36.77	\$ 47.67	24.00%	\$ 52.22	\$ 67.69
Accounting/Finance	CPA	\$ 29.12	\$ 38.47	30.97%	\$ 38.13	\$ 50.39	24.00%	\$ 54.16	\$ 71.56
Accounting/Finance	Fiscal Assistant	\$ 10.13	\$ 15.56	30.97%	\$ 13.26	\$ 20.38	24.00%	\$ 18.83	\$ 28.94
Accounting/Finance	Fiscal Technical Senior	\$ 13.57	\$ 19.35	30.97%	\$ 17.77	\$ 25.34	24.00%	\$ 25.23	\$ 35.99
Accounting/Finance	Fiscal Technician	\$ 15.61	\$ 19.08	30.97%	\$ 20.44	\$ 24.98	24.00%	\$ 29.03	\$ 35.48
Accounting/Finance	Payroll Assistant	\$ 14.82	\$ 18.72	30.97%	\$ 19.41	\$ 24.51	24.00%	\$ 27.56	\$ 34.81
Accounting/Finance	Purchasing / Procurement	\$ 18.72	\$ 27.82	30.97%	\$ 24.51	\$ 36.43	24.00%	\$ 34.81	\$ 51.74
Accounting/Finance	Sr. Compliance Officer	\$ 36.13	\$ 41.07	30.97%	\$ 47.33	\$ 53.80	24.00%	\$ 67.21	\$ 76.40
Accounting/Finance	Supervising Auditor	\$ 36.13	\$ 41.59	30.97%	\$ 47.33	\$ 54.48	24.00%	\$ 67.21	\$ 77.37
Call Center/Customer Service	Customer Service Inbound I	\$ 9.53	\$ 14.02	31.45%	\$ 12.53	\$ 18.43	24.00%	\$ 17.73	\$ 26.08
Call Center/Customer Service	Customer Service Inbound II	\$ 14.08	\$ 22.67	31.45%	\$ 18.51	\$ 29.80	24.00%	\$ 26.19	\$ 42.17

Kansas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.53	\$ 14.02	31.45%	\$ 12.53	\$ 18.43	24.00%	\$ 17.73	\$ 26.08
Call Center/Customer Service	Customer Service Outbound II	\$ 14.08	\$ 22.67	31.45%	\$ 18.51	\$ 29.80	24.00%	\$ 26.19	\$ 42.17
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.36	\$ 15.86	31.45%	\$ 12.30	\$ 20.85	24.00%	\$ 17.41	\$ 29.50
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	31.45%	\$ 27.21	\$ 34.01	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.72	\$ 14.87	31.45%	\$ 12.77	\$ 19.54	24.00%	\$ 18.08	\$ 27.66
Call Center/Customer Service	Detailing Representative II	\$ 10.57	\$ 17.10	31.45%	\$ 13.90	\$ 22.48	24.00%	\$ 19.67	\$ 31.81
Call Center/Customer Service	Help Desk Analyst	\$ 12.59	\$ 27.96	31.45%	\$ 16.56	\$ 36.75	24.00%	\$ 23.43	\$ 52.00
Call Center/Customer Service	Market Research Inbound	\$ 18.47	\$ 22.19	31.45%	\$ 24.28	\$ 29.16	24.00%	\$ 34.36	\$ 41.27
Call Center/Customer Service	Market Research Outbound	\$ 22.21	\$ 33.81	31.45%	\$ 29.19	\$ 44.44	24.00%	\$ 41.30	\$ 62.88
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.64	\$ 12.35	31.45%	\$ 11.36	\$ 16.24	24.00%	\$ 16.07	\$ 22.97
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.51	\$ 17.87	31.45%	\$ 16.44	\$ 23.49	24.00%	\$ 23.26	\$ 33.24
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.64	\$ 12.35	31.45%	\$ 11.36	\$ 16.24	24.00%	\$ 16.07	\$ 22.97
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.51	\$ 17.87	31.45%	\$ 16.44	\$ 23.49	24.00%	\$ 23.26	\$ 33.24
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.64	\$ 12.11	31.45%	\$ 11.36	\$ 15.92	24.00%	\$ 16.07	\$ 22.52
Call Center/Customer Service	Sales Inbound I	\$ 9.14	\$ 15.80	31.45%	\$ 12.02	\$ 20.77	24.00%	\$ 17.01	\$ 29.39
Call Center/Customer Service	Sales Inbound II	\$ 12.51	\$ 17.87	31.45%	\$ 16.44	\$ 23.49	24.00%	\$ 23.26	\$ 33.24
Call Center/Customer Service	Sales Outbound I	\$ 11.33	\$ 15.90	31.45%	\$ 14.89	\$ 20.90	24.00%	\$ 21.08	\$ 29.57
Call Center/Customer Service	Sales Outbound II	\$ 12.51	\$ 17.87	31.45%	\$ 16.44	\$ 23.49	24.00%	\$ 23.26	\$ 33.24
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.66	\$ 12.38	31.45%	\$ 10.07	\$ 16.27	24.00%	\$ 14.24	\$ 23.03
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 12.39	\$ 16.05	31.45%	\$ 16.29	\$ 21.10	24.00%	\$ 23.05	\$ 29.86
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 9.13	\$ 12.20	31.45%	\$ 12.00	\$ 16.03	24.00%	\$ 16.97	\$ 22.68
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 12.24	\$ 21.55	31.45%	\$ 16.10	\$ 28.33	24.00%	\$ 22.78	\$ 40.09
Food Related Services	Barista (misc)	\$ 10.69	\$ 15.76	46.37%	\$ 15.65	\$ 23.07	24.00%	\$ 19.88	\$ 29.32
Food Related Services	Building Attendant (misc)	\$ 10.69	\$ 15.76	35.26%	\$ 14.46	\$ 21.32	24.00%	\$ 19.88	\$ 29.32
Food Related Services	Busser	\$ 10.69	\$ 15.76	35.26%	\$ 14.46	\$ 21.32	24.00%	\$ 19.88	\$ 29.32
Food Related Services	Cashiers	\$ 10.69	\$ 15.76	35.26%	\$ 14.46	\$ 21.32	24.00%	\$ 19.88	\$ 29.32
Food Related Services	Dishwasher	\$ 9.72	\$ 12.63	35.26%	\$ 13.14	\$ 17.09	24.00%	\$ 18.08	\$ 23.50
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	35.26%	\$ 19.48	\$ 23.81	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	35.26%	\$ 13.39	\$ 16.37	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.63	\$ 14.09	35.26%	\$ 13.03	\$ 19.06	24.00%	\$ 17.91	\$ 26.21
Food Related Services	Food Operations Manager Assistant	\$ 14.13	\$ 16.54	35.26%	\$ 19.11	\$ 22.37	24.00%	\$ 26.28	\$ 30.76
Food Related Services	Food Production Worker	\$ 7.76	\$ 12.69	35.26%	\$ 10.49	\$ 17.17	24.00%	\$ 14.42	\$ 23.61
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	35.26%	\$ 18.87	\$ 23.06	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	35.26%	\$ 14.61	\$ 17.85	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	35.26%	\$ 17.04	\$ 20.83	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.73	\$ 12.45	35.26%	\$ 10.45	\$ 16.84	24.00%	\$ 14.37	\$ 23.15
Food Related Services	Second Cook Senior	\$ 12.35	\$ 16.25	46.37%	\$ 18.08	\$ 23.78	24.00%	\$ 22.97	\$ 30.22
Food Related Services	Server	\$ 7.41	\$ 10.13	35.26%	\$ 10.03	\$ 13.70	24.00%	\$ 13.79	\$ 18.83
General Administrative	Administrative Assistant I	\$ 10.61	\$ 14.28	31.45%	\$ 13.95	\$ 18.77	24.00%	\$ 19.74	\$ 26.55
General Administrative	Administrative Assistant II	\$ 14.29	\$ 15.45	31.45%	\$ 18.78	\$ 20.31	24.00%	\$ 26.57	\$ 28.74

Kansas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 15.46	\$ 16.77	31.45%	\$ 20.32	\$ 22.05	24.00%	\$ 28.76	\$ 31.20
General Administrative	Administrative Assistant IV	\$ 16.78	\$ 18.57	31.45%	\$ 22.06	\$ 24.41	24.00%	\$ 31.22	\$ 34.54
General Administrative	Administrative Assistant V	\$ 18.59	\$ 20.94	31.45%	\$ 24.44	\$ 27.53	24.00%	\$ 34.58	\$ 38.95
General Administrative	Administrative Staff Assistant	\$ 20.60	\$ 23.56	31.45%	\$ 27.08	\$ 30.97	24.00%	\$ 38.32	\$ 43.82
General Administrative	Administrative Staff Specialist	\$ 23.57	\$ 29.13	31.45%	\$ 30.98	\$ 38.30	24.00%	\$ 43.83	\$ 54.19
General Administrative	Administrative Staff Specialist Senior	\$ 29.14	\$ 22.76	31.45%	\$ 38.31	\$ 29.92	24.00%	\$ 54.21	\$ 42.33
General Administrative	Agency Management Analyst	\$ 19.01	\$ 24.95	31.45%	\$ 24.99	\$ 32.79	24.00%	\$ 35.36	\$ 46.40
General Administrative	Agency Management Analyst Lead	\$ 24.96	\$ 28.99	31.45%	\$ 32.80	\$ 38.11	24.00%	\$ 46.42	\$ 53.92
General Administrative	Agency Management Analyst Senior	\$ 29.05	\$ 45.20	31.45%	\$ 38.18	\$ 59.41	24.00%	\$ 54.03	\$ 84.07
General Administrative	Clerk	\$ 9.30	\$ 10.75	31.45%	\$ 12.22	\$ 14.13	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	31.45%	\$ 10.84	\$ 12.16	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	31.45%	\$ 14.20	\$ 16.43	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.64	\$ 12.13	31.45%	\$ 11.36	\$ 15.94	24.00%	\$ 16.07	\$ 22.56
General Administrative	Data Entry Operator Senior	\$ 12.16	\$ 17.45	31.45%	\$ 15.98	\$ 22.94	24.00%	\$ 22.61	\$ 32.46
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	31.45%	\$ 13.47	\$ 19.72	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.32	\$ 19.04	31.45%	\$ 20.13	\$ 25.03	24.00%	\$ 28.49	\$ 35.41
General Administrative	Executive Secretary Senior	\$ 19.07	\$ 28.24	31.45%	\$ 25.06	\$ 37.12	24.00%	\$ 35.46	\$ 52.53
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	31.45%	\$ 23.00	\$ 27.28	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	31.45%	\$ 19.72	\$ 23.66	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.11	\$ 14.20	31.45%	\$ 15.92	\$ 18.66	24.00%	\$ 22.52	\$ 26.41
General Administrative	Legal Assistant Senior	\$ 14.23	\$ 35.87	31.45%	\$ 18.70	\$ 47.15	24.00%	\$ 26.46	\$ 66.72
General Administrative	Library Assistant	\$ 8.64	\$ 17.02	31.45%	\$ 11.36	\$ 22.37	24.00%	\$ 16.07	\$ 31.65
General Administrative	Medical Assistant I	\$ 11.60	\$ 13.54	31.45%	\$ 15.25	\$ 17.79	24.00%	\$ 21.58	\$ 25.18
General Administrative	Medical Assistant II	\$ 13.58	\$ 19.30	31.45%	\$ 17.85	\$ 25.37	24.00%	\$ 25.25	\$ 35.90
General Administrative	Medical Biller I	\$ 10.12	\$ 12.42	31.45%	\$ 13.30	\$ 16.33	24.00%	\$ 18.82	\$ 23.10
General Administrative	Medical Biller II	\$ 12.45	\$ 19.34	31.45%	\$ 16.36	\$ 25.42	24.00%	\$ 23.15	\$ 35.97
General Administrative	Medical Records Clerk I	\$ 12.16	\$ 17.71	31.45%	\$ 15.98	\$ 23.27	24.00%	\$ 22.61	\$ 32.93
General Administrative	Medical Records Clerk II	\$ 13.13	\$ 18.99	31.45%	\$ 17.26	\$ 24.96	24.00%	\$ 24.42	\$ 35.32
General Administrative	Office Manager	\$ 20.46	\$ 31.14	31.45%	\$ 26.89	\$ 40.93	24.00%	\$ 38.05	\$ 57.91
General Administrative	Office Services Aide	\$ 11.32	\$ 15.60	31.45%	\$ 14.88	\$ 20.50	24.00%	\$ 21.06	\$ 29.01
General Administrative	Office Services Assistant	\$ 12.14	\$ 16.47	31.45%	\$ 15.96	\$ 21.65	24.00%	\$ 22.58	\$ 30.64
General Administrative	Office Services Specialist	\$ 12.79	\$ 17.24	31.45%	\$ 16.81	\$ 22.66	24.00%	\$ 23.79	\$ 32.07
General Administrative	Office Services Supervisor	\$ 13.38	\$ 17.62	31.45%	\$ 17.59	\$ 23.16	24.00%	\$ 24.89	\$ 32.77
General Administrative	Office Services Supervisor Senior	\$ 15.51	\$ 19.77	31.45%	\$ 20.39	\$ 25.98	24.00%	\$ 28.85	\$ 36.77
General Administrative	Operator I	\$ 8.41	\$ 12.09	31.45%	\$ 11.05	\$ 15.89	24.00%	\$ 15.64	\$ 22.49
General Administrative	Operator II	\$ 12.11	\$ 14.13	31.45%	\$ 15.92	\$ 18.57	24.00%	\$ 22.52	\$ 26.28
General Administrative	Operator III (Key Disc Operator)	\$ 14.17	\$ 16.04	31.45%	\$ 18.63	\$ 21.09	24.00%	\$ 26.35	\$ 29.84
General Administrative	Operator IV (Key Disc Operator)	\$ 16.05	\$ 18.60	31.45%	\$ 21.10	\$ 24.45	24.00%	\$ 29.86	\$ 34.60
General Administrative	Paralegal	\$ 14.00	\$ 23.50	31.45%	\$ 18.40	\$ 30.89	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.78	\$ 14.42	31.45%	\$ 14.17	\$ 18.96	24.00%	\$ 20.05	\$ 26.82

Kansas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 14.43	\$ 15.38	31.45%	\$ 18.97	\$ 20.22	24.00%	\$ 26.84	\$ 28.61
General Administrative	Photocopy Supervisor	\$ 11.65	\$ 16.18	31.45%	\$ 15.32	\$ 21.27	24.00%	\$ 21.67	\$ 30.10
General Administrative	Photocopy Technician	\$ 10.52	\$ 14.88	31.45%	\$ 13.83	\$ 19.56	24.00%	\$ 19.58	\$ 27.67
General Administrative	Photo-Typesetting Specialist	\$ 13.70	\$ 19.73	31.45%	\$ 18.01	\$ 25.93	24.00%	\$ 25.49	\$ 36.69
General Administrative	Photo-Typesetting Supervisor	\$ 14.64	\$ 21.42	31.45%	\$ 19.24	\$ 28.15	24.00%	\$ 27.22	\$ 39.84
General Administrative	Postal Aide	\$ 7.69	\$ 10.52	31.45%	\$ 10.10	\$ 13.83	24.00%	\$ 14.30	\$ 19.58
General Administrative	Postal Aide Senior	\$ 10.57	\$ 16.64	31.45%	\$ 13.90	\$ 21.87	24.00%	\$ 19.67	\$ 30.95
General Administrative	Postal Assistant	\$ 16.70	\$ 18.55	31.45%	\$ 21.95	\$ 24.39	24.00%	\$ 31.05	\$ 34.51
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	31.45%	\$ 39.44	\$ 59.15	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	31.45%	\$ 26.29	\$ 32.86	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.35	\$ 16.31	31.45%	\$ 16.24	\$ 21.44	24.00%	\$ 22.97	\$ 30.33
General Administrative	Public Relations Specialist	\$ 17.16	\$ 29.35	31.45%	\$ 22.56	\$ 38.58	24.00%	\$ 31.92	\$ 54.59
General Administrative	Public Relations Specialist Assistant	\$ 12.35	\$ 17.13	31.45%	\$ 16.24	\$ 22.52	24.00%	\$ 22.97	\$ 31.87
General Administrative	Receptionist	\$ 8.63	\$ 11.11	31.45%	\$ 11.34	\$ 14.60	24.00%	\$ 16.05	\$ 20.66
General Administrative	Receptionist Senior	\$ 11.12	\$ 17.53	31.45%	\$ 14.61	\$ 23.04	24.00%	\$ 20.68	\$ 32.61
General Administrative	Secretary	\$ 9.13	\$ 12.20	31.45%	\$ 12.00	\$ 16.03	24.00%	\$ 16.97	\$ 22.68
General Administrative	Secretary Senior	\$ 12.24	\$ 21.61	31.45%	\$ 16.10	\$ 28.41	24.00%	\$ 22.78	\$ 40.20
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00	31.45%	\$ 20.05	\$ 23.66	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.61	\$ 25.93	31.45%	\$ 13.95	\$ 34.08	24.00%	\$ 19.74	\$ 48.23
Human Resources	Claims Representative	\$ 20.00	\$ 26.49	31.45%	\$ 26.29	\$ 34.82	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 19.02	\$ 23.46	31.45%	\$ 25.00	\$ 30.84	24.00%	\$ 35.37	\$ 43.63
Human Resources	Classification / Compensation Analyst Senior	\$ 23.51	\$ 31.14	31.45%	\$ 30.90	\$ 40.93	24.00%	\$ 43.72	\$ 57.91
Human Resources	Classification / Compensation Consultant	\$ 31.16	\$ 41.73	31.45%	\$ 40.95	\$ 54.85	24.00%	\$ 57.95	\$ 77.62
Human Resources	EEO Program Analyst	\$ 18.37	\$ 29.32	31.45%	\$ 24.14	\$ 38.54	24.00%	\$ 34.16	\$ 54.53
Human Resources	EEO Program Specialist	\$ 20.25	\$ 31.98	31.45%	\$ 26.62	\$ 42.04	24.00%	\$ 37.67	\$ 59.49
Human Resources	Employee Relations Analyst	\$ 16.54	\$ 20.94	31.45%	\$ 21.74	\$ 27.53	24.00%	\$ 30.76	\$ 38.95
Human Resources	Employee Relations Analyst Senior	\$ 20.99	\$ 37.05	31.45%	\$ 27.59	\$ 48.70	24.00%	\$ 39.04	\$ 68.90
Human Resources	Human Resources Assistant	\$ 12.69	\$ 18.28	31.45%	\$ 16.68	\$ 24.03	24.00%	\$ 23.61	\$ 34.00
Human Resources	Human Resources Generalist	\$ 14.71	\$ 18.72	31.45%	\$ 19.34	\$ 24.60	24.00%	\$ 27.37	\$ 34.81
Human Resources	Human Resources Generalist Senior	\$ 18.82	\$ 32.88	31.45%	\$ 24.74	\$ 43.22	24.00%	\$ 35.01	\$ 61.15
Human Resources	Personnel Analyst	\$ 14.57	\$ 18.52	31.45%	\$ 19.15	\$ 24.35	24.00%	\$ 27.10	\$ 34.45
Human Resources	Personnel Analyst Senior	\$ 18.57	\$ 22.47	31.45%	\$ 24.41	\$ 29.53	24.00%	\$ 34.54	\$ 41.79
Human Resources	Personnel Practices Analyst	\$ 22.53	\$ 26.53	31.45%	\$ 29.61	\$ 34.87	24.00%	\$ 41.90	\$ 49.35
Human Resources	Personnel Practices Analyst Senior	\$ 26.58	\$ 33.84	31.45%	\$ 34.94	\$ 44.48	24.00%	\$ 49.44	\$ 62.94
Human Resources	Personnel Practices Manager	\$ 33.29	\$ 41.42	31.45%	\$ 43.77	\$ 54.44	24.00%	\$ 61.93	\$ 77.04
Human Services	Social Worker	\$ 16.22	\$ 27.47	31.45%	\$ 21.32	\$ 36.11	24.00%	\$ 30.17	\$ 51.10
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	31.45%	\$ 29.58	\$ 40.75	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.30	\$ 16.99	31.45%	\$ 16.17	\$ 22.33	24.00%	\$ 22.88	\$ 31.60
Human Services	Support Enforcement Specialist Senior	\$ 17.05	\$ 20.11	31.45%	\$ 22.41	\$ 26.43	24.00%	\$ 31.70	\$ 37.40
Human Services	Utilization Review Analyst	\$ 17.05	\$ 24.45	31.45%	\$ 22.41	\$ 32.14	24.00%	\$ 31.70	\$ 45.48

Kansas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 24.50	\$ 39.30	31.45%	\$ 32.20	\$ 51.66	24.00%	\$ 45.57	\$ 73.10
Insurance	Claims Adjuster I	\$ 14.08	\$ 17.05	31.45%	\$ 18.51	\$ 22.41	24.00%	\$ 26.19	\$ 31.70
Insurance	Claims Adjuster II	\$ 17.09	\$ 24.45	31.45%	\$ 22.47	\$ 32.14	24.00%	\$ 31.79	\$ 45.48
Insurance	Claims Specialist	\$ 24.50	\$ 30.87	31.45%	\$ 32.20	\$ 40.58	24.00%	\$ 45.57	\$ 57.43
Insurance	Worker's Compensation Specialist	\$ 23.15	\$ 34.63	31.45%	\$ 30.43	\$ 45.52	24.00%	\$ 43.06	\$ 64.40
Laborer/Industrial	CDL Driver	\$ 12.35	\$ 17.73	35.26%	\$ 16.71	\$ 23.98	24.00%	\$ 22.97	\$ 32.97
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	35.26%	\$ 29.08	\$ 38.17	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	35.26%	\$ 37.81	\$ 44.92	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	35.26%	\$ 40.92	\$ 47.34	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	35.26%	\$ 33.48	\$ 40.58	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	35.26%	\$ 33.48	\$ 39.90	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	35.26%	\$ 42.61	\$ 51.06	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	35.26%	\$ 35.84	\$ 45.38	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.26	\$ 19.00	35.26%	\$ 17.93	\$ 25.70	24.00%	\$ 24.66	\$ 35.34
Laborer/Industrial	Forklift Operator	\$ 10.33	\$ 14.39	35.26%	\$ 13.97	\$ 19.47	24.00%	\$ 19.21	\$ 26.77
Laborer/Industrial	Forklift Operator Senior	\$ 14.42	\$ 20.99	35.26%	\$ 19.51	\$ 28.39	24.00%	\$ 26.82	\$ 39.04
Laborer/Industrial	Grounds Worker	\$ 8.37	\$ 11.60	35.26%	\$ 11.32	\$ 15.69	24.00%	\$ 15.56	\$ 21.58
Laborer/Industrial	Grounds Worker Lead	\$ 11.65	\$ 15.56	35.26%	\$ 15.76	\$ 21.04	24.00%	\$ 21.67	\$ 28.94
Laborer/Industrial	Grounds Worker Senior	\$ 12.44	\$ 15.46	35.26%	\$ 16.83	\$ 20.91	24.00%	\$ 23.14	\$ 28.76
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.64	\$ 12.11	35.26%	\$ 11.69	\$ 16.38	24.00%	\$ 16.07	\$ 22.52
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.12	\$ 15.46	35.26%	\$ 16.39	\$ 20.91	24.00%	\$ 22.54	\$ 28.76
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.56	\$ 11.63	35.26%	\$ 10.23	\$ 15.73	24.00%	\$ 14.06	\$ 21.64
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.56	\$ 11.63	35.26%	\$ 10.23	\$ 15.73	24.00%	\$ 14.06	\$ 21.64
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.56	\$ 11.63	35.26%	\$ 10.23	\$ 15.73	24.00%	\$ 14.06	\$ 21.64
Laborer/Industrial	Housekeeping Supervisor	\$ 10.33	\$ 14.34	35.26%	\$ 13.97	\$ 19.40	24.00%	\$ 19.21	\$ 26.68
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.37	\$ 22.23	35.26%	\$ 19.44	\$ 30.07	24.00%	\$ 26.73	\$ 41.36
Laborer/Industrial	Housekeeping Worker	\$ 7.66	\$ 11.71	35.26%	\$ 10.36	\$ 15.84	24.00%	\$ 14.24	\$ 21.78
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.76	\$ 15.01	35.26%	\$ 15.91	\$ 20.31	24.00%	\$ 21.87	\$ 27.93
Laborer/Industrial	Inventory Worker Light	\$ 9.14	\$ 14.32	35.26%	\$ 12.37	\$ 19.38	24.00%	\$ 17.01	\$ 26.64
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.37	\$ 16.07	35.26%	\$ 11.32	\$ 21.74	24.00%	\$ 15.56	\$ 29.90
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.15	\$ 11.12	35.26%	\$ 11.03	\$ 15.04	24.00%	\$ 15.17	\$ 20.68
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.17	\$ 18.03	35.26%	\$ 15.10	\$ 24.38	24.00%	\$ 20.77	\$ 33.53
Laborer/Industrial	Packer	\$ 7.56	\$ 11.63	35.26%	\$ 10.23	\$ 15.73	24.00%	\$ 14.06	\$ 21.64
Laborer/Industrial	Warehouse Specialist I	\$ 8.37	\$ 11.63	35.26%	\$ 11.32	\$ 15.73	24.00%	\$ 15.56	\$ 21.64
Laborer/Industrial	Warehouse Specialist II	\$ 11.65	\$ 14.57	35.26%	\$ 15.76	\$ 19.70	24.00%	\$ 21.67	\$ 27.10
Laborer/Industrial	Warehouse Specialist III	\$ 14.62	\$ 18.62	35.26%	\$ 19.77	\$ 25.19	24.00%	\$ 27.19	\$ 34.63
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	35.26%	\$ 12.17	\$ 14.88	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.56	\$ 11.63	35.26%	\$ 10.23	\$ 15.73	24.00%	\$ 14.06	\$ 21.64
Laborer/Industrial	Warehouse Worker II	\$ 11.65	\$ 14.57	35.26%	\$ 15.76	\$ 19.70	24.00%	\$ 21.67	\$ 27.10
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	35.26%	\$ 33.07	\$ 43.28	24.00%	\$ 45.48	\$ 59.52

Kansas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	Subcode Official - Electrical	\$ 24.45	\$ 29.50	35.26%	\$ 33.07	\$ 39.90	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	Subcode Official - Plumbing	\$ 24.45	\$ 29.50	35.26%	\$ 33.07	\$ 39.90	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.12	\$ 14.34	30.99%	\$ 14.56	\$ 18.79	24.00%	\$ 20.68	\$ 26.68
Media	Audio Visual Technician Senior	\$ 14.37	\$ 23.82	30.99%	\$ 18.83	\$ 31.20	24.00%	\$ 26.73	\$ 44.30
Media	Graphic Artist	\$ 13.09	\$ 15.63	30.99%	\$ 17.15	\$ 20.47	24.00%	\$ 24.35	\$ 29.07
Media	Graphic Artist Senior	\$ 15.63	\$ 21.98	30.99%	\$ 20.47	\$ 28.79	24.00%	\$ 29.07	\$ 40.89
Media	Graphic Designer	\$ 13.09	\$ 15.63	30.99%	\$ 17.15	\$ 20.47	24.00%	\$ 24.35	\$ 29.07
Media	Graphic Designer Senior	\$ 15.66	\$ 21.98	30.99%	\$ 20.51	\$ 28.79	24.00%	\$ 29.12	\$ 40.89
Media	Photographer	\$ 8.64	\$ 11.44	30.99%	\$ 11.32	\$ 14.98	24.00%	\$ 16.07	\$ 21.27
Media	Photographer Senior	\$ 11.46	\$ 18.33	30.99%	\$ 15.01	\$ 24.01	24.00%	\$ 21.31	\$ 34.09
Media	TV / Video Production Specialist	\$ 17.29	\$ 22.24	30.99%	\$ 22.65	\$ 29.14	24.00%	\$ 32.16	\$ 41.38
Media	TV / Video Production Technician	\$ 22.27	\$ 30.14	30.99%	\$ 29.18	\$ 39.47	24.00%	\$ 41.43	\$ 56.05
Security	Armed Security Officer	\$ 13.84	\$ 18.52	44.08%	\$ 19.94	\$ 26.69	24.00%	\$ 25.74	\$ 34.45
Security	Captain	\$ 19.44	\$ 27.70	44.08%	\$ 28.00	\$ 39.91	24.00%	\$ 36.15	\$ 51.52
Security	Dispatcher/Police	\$ 13.41	\$ 22.86	44.08%	\$ 19.32	\$ 32.93	24.00%	\$ 24.94	\$ 42.51
Security	Lieutenant	\$ 17.49	\$ 24.30	44.08%	\$ 25.20	\$ 35.00	24.00%	\$ 32.54	\$ 45.19
Security	Sergeant	\$ 16.03	\$ 22.35	44.08%	\$ 23.10	\$ 32.20	24.00%	\$ 29.82	\$ 41.57
Security	Unarmed Security Guard	\$ 9.35	\$ 18.27	44.08%	\$ 13.47	\$ 26.32	24.00%	\$ 17.39	\$ 33.98
Tax	Data Entry Clerk	\$ 8.64	\$ 11.12	31.45%	\$ 11.36	\$ 14.61	24.00%	\$ 16.07	\$ 20.68
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.17	\$ 17.53	31.45%	\$ 14.68	\$ 23.04	24.00%	\$ 20.77	\$ 32.61
Tax	Error Resolution and Document Processor	\$ 14.53	\$ 20.18	31.45%	\$ 19.10	\$ 26.53	24.00%	\$ 27.02	\$ 37.54
Tax	General Clerical	\$ 8.41	\$ 12.43	31.45%	\$ 11.05	\$ 16.34	24.00%	\$ 15.64	\$ 23.12
Tax	On-Site Administrator (Day)	\$ 9.82	\$ 21.24	31.45%	\$ 12.91	\$ 27.92	24.00%	\$ 18.27	\$ 39.51
Tax	On-Site Administrator (Evening)	\$ 9.82	\$ 21.24	31.45%	\$ 12.91	\$ 27.92	24.00%	\$ 18.27	\$ 39.51
Tax	Remittance Processor	\$ 17.46	\$ 25.88	31.45%	\$ 22.96	\$ 34.02	24.00%	\$ 32.48	\$ 48.14
Tax	Taxpayer Information & Assistance Agent	\$ 15.47	\$ 22.23	31.45%	\$ 20.34	\$ 29.22	24.00%	\$ 28.78	\$ 41.34
Technical	Agricultural Technician	\$ 15.91	\$ 25.82	35.30%	\$ 21.52	\$ 34.94	24.00%	\$ 29.59	\$ 48.03
Technical	Agricultural Technician Lead	\$ 17.84	\$ 28.51	35.30%	\$ 24.14	\$ 38.58	24.00%	\$ 33.19	\$ 53.03
Technical	Agricultural Technician Supervisor	\$ 21.43	\$ 34.35	35.30%	\$ 28.99	\$ 46.48	24.00%	\$ 39.86	\$ 63.90
Technical	Analytical Chemist	\$ 16.86	\$ 28.51	35.30%	\$ 22.81	\$ 38.58	24.00%	\$ 31.36	\$ 53.03
Technical	Analytical Chemist Assistant	\$ 19.70	\$ 32.44	35.30%	\$ 26.65	\$ 43.89	24.00%	\$ 36.64	\$ 60.34
Technical	Analytical Chemist Senior	\$ 24.86	\$ 40.57	35.30%	\$ 33.63	\$ 54.90	24.00%	\$ 46.24	\$ 75.47
Technical	Archaeologist	\$ 19.80	\$ 31.03	35.30%	\$ 26.78	\$ 41.98	24.00%	\$ 36.82	\$ 57.72
Technical	Architectural Historian	\$ 28.89	\$ 37.45	35.30%	\$ 39.09	\$ 50.67	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 17.80	\$ 26.77	35.30%	\$ 24.09	\$ 36.22	24.00%	\$ 33.11	\$ 49.80
Technical	Bridge Design Drafter Senior	\$ 18.99	\$ 28.95	35.30%	\$ 25.69	\$ 39.17	24.00%	\$ 35.32	\$ 53.85
Technical	Cartographic Drafter	\$ 22.38	\$ 31.53	35.30%	\$ 30.28	\$ 42.65	24.00%	\$ 41.63	\$ 58.64
Technical	Cartographic Drafter Assistant	\$ 17.54	\$ 26.38	35.30%	\$ 23.73	\$ 35.70	24.00%	\$ 32.63	\$ 49.08
Technical	Cartographic Supervisor	\$ 30.53	\$ 41.05	35.30%	\$ 41.31	\$ 55.54	24.00%	\$ 56.79	\$ 76.35
Technical	Computer Operator Assistant	\$ 16.00	\$ 19.50	35.30%	\$ 21.65	\$ 26.38	24.00%	\$ 29.76	\$ 36.27

Kansas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	35.30%	\$ 53.57	\$ 65.15	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 26.92	\$ 38.10	35.30%	\$ 36.42	\$ 51.56	24.00%	\$ 50.07	\$ 70.87
Technical	Engineering Design Drafting Supervisor	\$ 31.32	\$ 43.66	35.30%	\$ 42.38	\$ 59.08	24.00%	\$ 58.26	\$ 81.21
Technical	Engineering Design Drafting Technician	\$ 15.12	\$ 20.02	35.30%	\$ 20.46	\$ 27.09	24.00%	\$ 28.13	\$ 37.24
Technical	Engineering Drafting Technician	\$ 15.15	\$ 20.02	35.30%	\$ 20.50	\$ 27.09	24.00%	\$ 28.18	\$ 37.24
Technical	Engineering Drafting Technician Senior	\$ 17.56	\$ 25.53	35.30%	\$ 23.76	\$ 34.54	24.00%	\$ 32.66	\$ 47.48
Technical	Environmental Engineer	\$ 24.87	\$ 39.29	35.30%	\$ 33.65	\$ 53.16	24.00%	\$ 46.26	\$ 73.08
Technical	Environmental Engineer Senior	\$ 26.78	\$ 42.98	35.30%	\$ 36.24	\$ 58.16	24.00%	\$ 49.82	\$ 79.95
Technical	Environmental Program Analyst	\$ 21.10	\$ 31.18	35.30%	\$ 28.55	\$ 42.18	24.00%	\$ 39.24	\$ 57.99
Technical	Environmental Program Planner	\$ 22.55	\$ 33.68	35.30%	\$ 30.50	\$ 45.57	24.00%	\$ 41.94	\$ 62.65
Technical	Environmental Program Specialist	\$ 24.24	\$ 30.44	35.30%	\$ 32.79	\$ 41.18	24.00%	\$ 45.08	\$ 56.61
Technical	Environmental Specialist - Field	\$ 22.55	\$ 32.91	35.30%	\$ 30.50	\$ 44.52	24.00%	\$ 41.94	\$ 61.20
Technical	Environmental Specialist Senior - Field	\$ 23.19	\$ 34.44	35.30%	\$ 31.37	\$ 46.60	24.00%	\$ 43.13	\$ 64.06
Technical	Environmental Technician	\$ 21.10	\$ 31.18	35.30%	\$ 28.55	\$ 42.18	24.00%	\$ 39.24	\$ 57.99
Technical	Environmental Technician Senior	\$ 22.55	\$ 33.68	35.30%	\$ 30.50	\$ 45.57	24.00%	\$ 41.94	\$ 62.65
Technical	Help Desk Support	\$ 15.50	\$ 25.00	35.30%	\$ 20.97	\$ 33.83	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	35.30%	\$ 23.34	\$ 32.47	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 19.22	\$ 23.49	35.30%	\$ 26.01	\$ 31.79	24.00%	\$ 35.75	\$ 43.70
Technical	Laboratory Technician	\$ 16.10	\$ 24.12	35.30%	\$ 21.79	\$ 32.63	24.00%	\$ 29.95	\$ 44.86
Technical	Laboratory Technician Senior	\$ 17.09	\$ 26.01	35.30%	\$ 23.13	\$ 35.19	24.00%	\$ 31.79	\$ 48.37
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	35.30%	\$ 29.77	\$ 35.85	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 25.63	\$ 34.17	35.30%	\$ 34.68	\$ 46.24	24.00%	\$ 47.67	\$ 63.56
Technical	Residential Plan Reviewer	\$ 18.69	\$ 29.19	35.30%	\$ 25.28	\$ 39.50	24.00%	\$ 34.76	\$ 54.30
Technical	Right of Way Technician	\$ 26.52	\$ 41.93	35.30%	\$ 35.88	\$ 56.74	24.00%	\$ 49.33	\$ 78.00
Technical	Right of Way Technician Supervisor	\$ 28.63	\$ 46.03	35.30%	\$ 38.74	\$ 62.28	24.00%	\$ 53.25	\$ 85.62
Technical	Safety Engineer	\$ 26.13	\$ 40.98	35.30%	\$ 35.36	\$ 55.45	24.00%	\$ 48.61	\$ 76.22
Technical	Safety Engineer Senior	\$ 29.71	\$ 46.89	35.30%	\$ 40.20	\$ 63.44	24.00%	\$ 55.26	\$ 87.21
Technical	Title Examiner	\$ 18.20	\$ 25.60	35.30%	\$ 24.63	\$ 34.63	24.00%	\$ 33.86	\$ 47.61
Technical	Traffic Controller	\$ 22.03	\$ 35.62	35.30%	\$ 29.81	\$ 48.19	24.00%	\$ 40.98	\$ 66.25
Technical	Traffic Controller Senior	\$ 26.52	\$ 41.93	35.30%	\$ 35.88	\$ 56.74	24.00%	\$ 49.33	\$ 78.00
Technical	Transportation Data Analyst	\$ 22.03	\$ 35.62	35.30%	\$ 29.81	\$ 48.19	24.00%	\$ 40.98	\$ 66.25
Technical	Transportation Data Analyst Senior	\$ 26.52	\$ 41.93	35.30%	\$ 35.88	\$ 56.74	24.00%	\$ 49.33	\$ 78.00
Technical	Transportation Data Analyst Supervisor	\$ 26.52	\$ 41.93	35.30%	\$ 35.88	\$ 56.74	24.00%	\$ 49.33	\$ 78.00
Technical	Transportation Data Technician	\$ 22.03	\$ 35.62	35.30%	\$ 29.81	\$ 48.19	24.00%	\$ 40.98	\$ 66.25
Technical	Transportation District Utilities Specialist	\$ 26.02	\$ 41.92	35.30%	\$ 35.21	\$ 56.72	24.00%	\$ 48.41	\$ 77.98
Technical	Transportation Engineering Technician -Survey	\$ 27.03	\$ 45.87	35.30%	\$ 36.57	\$ 62.06	24.00%	\$ 50.27	\$ 85.32
Technical	Transportation Engineering Technician -Survey Senior	\$ 29.83	\$ 48.00	35.30%	\$ 40.37	\$ 64.94	24.00%	\$ 55.49	\$ 89.28
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 31.50	\$ 51.27	35.30%	\$ 42.61	\$ 69.37	24.00%	\$ 58.58	\$ 95.37
Technical	Transportation Materials Technician	\$ 12.65	\$ 18.20	35.30%	\$ 17.12	\$ 24.63	24.00%	\$ 23.53	\$ 33.86
Technical	Transportation Materials Technician Senior	\$ 13.50	\$ 19.74	35.30%	\$ 18.26	\$ 26.70	24.00%	\$ 25.11	\$ 36.71

Kansas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 27.03	\$ 44.88	35.30%	\$ 36.57	\$ 60.72	24.00%	\$ 50.27	\$ 83.47
Technical	Transportation Materials Technician Supervisor	\$ 31.50	\$ 51.27	35.30%	\$ 42.61	\$ 69.37	24.00%	\$ 58.58	\$ 95.37
Technical	Transportation Planning Specialist	\$ 26.02	\$ 41.92	35.30%	\$ 35.21	\$ 56.72	24.00%	\$ 48.41	\$ 77.98
Technical	Transportation Planning Specialist Senior	\$ 29.83	\$ 48.00	35.30%	\$ 40.37	\$ 64.94	24.00%	\$ 55.49	\$ 89.28
Technical	Transportation Technical Program Coordinator	\$ 26.02	\$ 41.92	35.30%	\$ 35.21	\$ 56.72	24.00%	\$ 48.41	\$ 77.98
Technical	Transportation Technical Support Coordinator	\$ 26.02	\$ 41.92	35.30%	\$ 35.21	\$ 56.72	24.00%	\$ 48.41	\$ 77.98
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	35.30%	\$ 50.74	\$ 60.89	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 15.05	\$ 18.52	41.98%	\$ 21.37	\$ 26.30	24.00%	\$ 28.00	\$ 34.45
Trades	Boiler Operator II	\$ 18.57	\$ 21.32	41.98%	\$ 26.37	\$ 30.27	24.00%	\$ 34.54	\$ 39.66
Trades	Boiler Operator Senior I	\$ 21.34	\$ 23.29	41.98%	\$ 30.30	\$ 33.07	24.00%	\$ 39.69	\$ 43.33
Trades	Boiler Operator Senior II	\$ 23.31	\$ 31.91	41.98%	\$ 33.10	\$ 45.31	24.00%	\$ 43.36	\$ 59.36
Trades	Carpenter Assistant	\$ 10.03	\$ 13.57	41.98%	\$ 14.24	\$ 19.26	24.00%	\$ 18.65	\$ 25.23
Trades	Carpenter	\$ 13.58	\$ 19.02	41.98%	\$ 19.28	\$ 27.00	24.00%	\$ 25.25	\$ 35.37
Trades	Carpenter Senior	\$ 20.08	\$ 27.12	41.98%	\$ 28.51	\$ 38.51	24.00%	\$ 37.34	\$ 50.45
Trades	Electrician	\$ 21.41	\$ 35.63	41.98%	\$ 30.40	\$ 50.58	24.00%	\$ 39.82	\$ 66.27
Trades	Electrician Assistant	\$ 11.42	\$ 14.09	41.98%	\$ 16.21	\$ 20.01	24.00%	\$ 21.24	\$ 26.21
Trades	Electrician Senior	\$ 16.53	\$ 19.07	41.98%	\$ 23.47	\$ 27.07	24.00%	\$ 30.75	\$ 35.46
Trades	Electrician Supervisor Senior	\$ 19.12	\$ 33.61	41.98%	\$ 27.14	\$ 47.71	24.00%	\$ 35.55	\$ 62.51
Trades	Electronic Equipment Install & Repair Supervisor	\$ 20.85	\$ 31.00	41.98%	\$ 29.61	\$ 44.01	24.00%	\$ 38.79	\$ 57.66
Trades	Electronic Equipment Install & Repair Technician	\$ 16.55	\$ 20.75	41.98%	\$ 23.50	\$ 29.46	24.00%	\$ 30.78	\$ 38.59
Trades	Electronic Technician	\$ 12.59	\$ 16.01	41.98%	\$ 17.88	\$ 22.72	24.00%	\$ 23.43	\$ 29.77
Trades	Electronic Technician Senior	\$ 16.05	\$ 28.40	41.98%	\$ 22.79	\$ 40.32	24.00%	\$ 29.86	\$ 52.82
Trades	Equipment Repair Supervisor	\$ 22.83	\$ 26.72	41.98%	\$ 32.41	\$ 37.94	24.00%	\$ 42.46	\$ 49.71
Trades	Equipment Repair Technician	\$ 12.59	\$ 16.01	41.98%	\$ 17.88	\$ 22.72	24.00%	\$ 23.43	\$ 29.77
Trades	Equipment Repair Technician Senior	\$ 16.05	\$ 22.77	41.98%	\$ 22.79	\$ 32.33	24.00%	\$ 29.86	\$ 42.35
Trades	HVAC Installation & Repair Assistant	\$ 9.82	\$ 15.68	41.98%	\$ 13.95	\$ 22.26	24.00%	\$ 18.27	\$ 29.16
Trades	HVAC Installation & Repair Assistant Senior	\$ 15.68	\$ 26.72	41.98%	\$ 22.26	\$ 37.94	24.00%	\$ 29.16	\$ 49.71
Trades	Laboratory Mechanic	\$ 12.60	\$ 17.09	41.98%	\$ 17.90	\$ 24.27	24.00%	\$ 23.44	\$ 31.79
Trades	Laboratory Mechanic Senior	\$ 17.09	\$ 26.01	41.98%	\$ 24.27	\$ 36.92	24.00%	\$ 31.79	\$ 48.37
Trades	Locksmith	\$ 15.46	\$ 22.74	41.98%	\$ 21.95	\$ 32.29	24.00%	\$ 28.76	\$ 42.30
Trades	Maintenance Field Worker	\$ 12.59	\$ 16.10	41.98%	\$ 17.88	\$ 22.86	24.00%	\$ 23.43	\$ 29.95
Trades	Mason Plasterer	\$ 15.56	\$ 17.93	41.98%	\$ 22.09	\$ 25.46	24.00%	\$ 28.94	\$ 33.35
Trades	Mason Plasterer Assistant	\$ 17.97	\$ 26.58	41.98%	\$ 25.51	\$ 37.74	24.00%	\$ 33.42	\$ 49.44
Trades	Mechanic	\$ 10.13	\$ 22.79	41.98%	\$ 14.38	\$ 32.36	24.00%	\$ 18.83	\$ 42.39
Trades	Painter	\$ 9.74	\$ 21.61	41.98%	\$ 13.83	\$ 30.69	24.00%	\$ 18.11	\$ 40.20
Trades	Plumber / Steamfitter	\$ 21.12	\$ 32.11	41.98%	\$ 29.98	\$ 45.59	24.00%	\$ 39.28	\$ 59.72
Trades	Plumber / Steamfitter Assistant	\$ 12.59	\$ 21.05	41.98%	\$ 17.88	\$ 29.89	24.00%	\$ 23.43	\$ 39.15
Trades	Printing Press Operator B	\$ 20.61	\$ 30.27	41.98%	\$ 29.26	\$ 42.98	24.00%	\$ 38.34	\$ 56.31
Trades	Production Supervisor	\$ 24.44	\$ 37.43	41.98%	\$ 34.70	\$ 53.15	24.00%	\$ 45.46	\$ 69.63
Trades	Radio Specialist	\$ 14.57	\$ 18.68	41.98%	\$ 20.68	\$ 26.52	24.00%	\$ 27.10	\$ 34.74

Kansas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 18.71	\$ 24.45	41.98%	\$ 26.56	\$ 34.72	24.00%	\$ 34.80	\$ 45.48
Trades	Sheet Metal Worker	\$ 13.86	\$ 17.83	41.98%	\$ 19.68	\$ 25.32	24.00%	\$ 25.78	\$ 33.17
Trades	Sheet Metal Worker Assistant	\$ 10.52	\$ 14.08	41.98%	\$ 14.94	\$ 19.99	24.00%	\$ 19.58	\$ 26.19
Trades	Sheet Metal Worker Lead	\$ 17.88	\$ 24.46	41.98%	\$ 25.39	\$ 34.73	24.00%	\$ 33.26	\$ 45.50
Trades	Shipping / Receiving Clerk	\$ 13.94	\$ 19.11	41.98%	\$ 19.79	\$ 27.13	24.00%	\$ 25.92	\$ 35.54
Trades	Storekeeper Assistant I	\$ 10.36	\$ 15.16	41.98%	\$ 14.71	\$ 21.52	24.00%	\$ 19.27	\$ 28.20
Trades	Storekeeper Assistant II	\$ 11.27	\$ 16.30	41.98%	\$ 16.01	\$ 23.14	24.00%	\$ 20.97	\$ 30.31
Trades	Storekeeper I	\$ 7.37	\$ 10.13	41.98%	\$ 10.46	\$ 14.38	24.00%	\$ 13.70	\$ 18.83
Trades	Storekeeper II	\$ 10.18	\$ 12.35	41.98%	\$ 14.46	\$ 17.54	24.00%	\$ 18.94	\$ 22.97
Trades	Storekeeper III	\$ 12.39	\$ 15.16	41.98%	\$ 17.59	\$ 21.52	24.00%	\$ 23.05	\$ 28.20
Trades	Storekeeper Senior	\$ 15.18	\$ 17.71	41.98%	\$ 21.55	\$ 25.14	24.00%	\$ 28.23	\$ 32.93
Trades	Tool Room Assistant	\$ 8.15	\$ 12.35	41.98%	\$ 11.58	\$ 17.54	24.00%	\$ 15.17	\$ 22.97
Trades	Tool Room Assistant Senior	\$ 12.35	\$ 17.24	41.98%	\$ 17.54	\$ 24.48	24.00%	\$ 22.97	\$ 32.07
Trades	Trades Utilities Worker Senior	\$ 12.60	\$ 18.46	41.98%	\$ 17.90	\$ 26.22	24.00%	\$ 23.44	\$ 34.34
Trades	Trades Utility Worker	\$ 9.63	\$ 12.56	41.98%	\$ 13.67	\$ 17.83	24.00%	\$ 17.91	\$ 23.35
Trades	Tradesman Helper	\$ 9.63	\$ 15.51	41.98%	\$ 13.67	\$ 22.02	24.00%	\$ 17.91	\$ 28.85
Trades	Tradesman Helper Senior	\$ 15.51	\$ 19.33	41.98%	\$ 22.02	\$ 27.44	24.00%	\$ 28.85	\$ 35.95
Trades	Welder	\$ 10.61	\$ 17.58	41.98%	\$ 15.07	\$ 24.96	24.00%	\$ 19.74	\$ 32.70
Trades	Welder Senior	\$ 17.63	\$ 21.14	41.98%	\$ 25.03	\$ 30.01	24.00%	\$ 32.79	\$ 39.31
Trades	Work Zone Safety Officer	\$ 22.03	\$ 35.62	41.98%	\$ 31.28	\$ 50.57	24.00%	\$ 40.98	\$ 66.25

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	30.97%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	31.45%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	46.37%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	31.45%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	31.45%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	35.26%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	30.99%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	44.08%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	31.45%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.30%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	41.98%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Kentucky (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 13.66	\$ 19.39	30.83%	\$ 17.87	\$ 25.37	24.00%	\$ 25.40	\$ 36.07
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	30.83%	\$ 11.17	\$ 18.28	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 19.40	\$ 26.93	30.83%	\$ 25.38	\$ 35.23	24.00%	\$ 36.09	\$ 50.09
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	30.83%	\$ 27.08	\$ 33.85	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	30.83%	\$ 20.31	\$ 26.07	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	30.83%	\$ 12.86	\$ 16.25	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 17.78	\$ 20.34	30.83%	\$ 23.26	\$ 26.62	24.00%	\$ 33.07	\$ 37.84
Accounting/Finance	Accounting Manager B	\$ 20.29	\$ 24.90	30.83%	\$ 26.54	\$ 32.57	24.00%	\$ 37.74	\$ 46.31
Accounting/Finance	Accounting Manager C	\$ 24.94	\$ 31.53	30.83%	\$ 32.63	\$ 41.25	24.00%	\$ 46.39	\$ 58.64
Accounting/Finance	Auditing - External Auditor	\$ 17.55	\$ 22.19	30.83%	\$ 22.96	\$ 29.03	24.00%	\$ 32.64	\$ 41.28
Accounting/Finance	Auditing - External Auditor Senior	\$ 22.21	\$ 31.53	30.83%	\$ 29.06	\$ 41.25	24.00%	\$ 41.31	\$ 58.64
Accounting/Finance	Auditing - Internal Auditor	\$ 17.55	\$ 22.19	30.83%	\$ 22.96	\$ 29.03	24.00%	\$ 32.64	\$ 41.28
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 22.24	\$ 31.53	30.83%	\$ 29.09	\$ 41.25	24.00%	\$ 41.36	\$ 58.64
Accounting/Finance	Bookkeeper	\$ 9.23	\$ 13.97	30.83%	\$ 12.08	\$ 18.28	24.00%	\$ 17.17	\$ 25.99
Accounting/Finance	Budget Analyst	\$ 17.21	\$ 22.52	30.83%	\$ 22.52	\$ 29.46	24.00%	\$ 32.01	\$ 41.88
Accounting/Finance	Budget Analyst Senior	\$ 22.53	\$ 34.96	30.83%	\$ 29.47	\$ 45.74	24.00%	\$ 41.90	\$ 65.03
Accounting/Finance	Closure/Disbursement Specialists	\$ 28.70	\$ 31.94	30.83%	\$ 37.54	\$ 41.79	24.00%	\$ 53.37	\$ 59.41
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 26.95	\$ 34.93	30.83%	\$ 35.26	\$ 45.70	24.00%	\$ 50.13	\$ 64.98
Accounting/Finance	CPA	\$ 27.95	\$ 36.93	30.83%	\$ 36.56	\$ 48.32	24.00%	\$ 51.98	\$ 68.69
Accounting/Finance	Fiscal Assistant	\$ 9.72	\$ 14.93	30.83%	\$ 12.72	\$ 19.54	24.00%	\$ 18.08	\$ 27.78
Accounting/Finance	Fiscal Technical Senior	\$ 13.02	\$ 18.57	30.83%	\$ 17.04	\$ 24.30	24.00%	\$ 24.22	\$ 34.54
Accounting/Finance	Fiscal Technician	\$ 14.98	\$ 18.31	30.83%	\$ 19.60	\$ 23.96	24.00%	\$ 27.86	\$ 34.06
Accounting/Finance	Payroll Assistant	\$ 14.22	\$ 17.97	30.83%	\$ 18.61	\$ 23.51	24.00%	\$ 26.46	\$ 33.42
Accounting/Finance	Purchasing / Procurement	\$ 17.97	\$ 26.70	30.83%	\$ 23.51	\$ 34.93	24.00%	\$ 33.42	\$ 49.66
Accounting/Finance	Sr. Compliance Officer	\$ 34.69	\$ 39.43	30.83%	\$ 45.38	\$ 51.58	24.00%	\$ 64.51	\$ 73.33
Accounting/Finance	Supervising Auditor	\$ 34.69	\$ 39.93	30.83%	\$ 45.38	\$ 52.23	24.00%	\$ 64.51	\$ 74.26
Call Center/Customer Service	Customer Service Inbound I	\$ 9.15	\$ 13.46	31.22%	\$ 12.01	\$ 17.66	24.00%	\$ 17.02	\$ 25.04
Call Center/Customer Service	Customer Service Inbound II	\$ 13.52	\$ 21.76	31.22%	\$ 17.74	\$ 28.56	24.00%	\$ 25.14	\$ 40.48

Kentucky (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.15	\$ 13.46	31.22%	\$ 12.01	\$ 17.66	24.00%	\$ 17.02	\$ 25.04
Call Center/Customer Service	Customer Service Outbound II	\$ 13.52	\$ 21.76	31.22%	\$ 17.74	\$ 28.56	24.00%	\$ 25.14	\$ 40.48
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 8.98	\$ 15.22	31.22%	\$ 11.79	\$ 19.97	24.00%	\$ 16.71	\$ 28.31
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	31.22%	\$ 27.16	\$ 33.95	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.33	\$ 14.27	31.22%	\$ 12.24	\$ 18.73	24.00%	\$ 17.35	\$ 26.55
Call Center/Customer Service	Detailing Representative II	\$ 10.15	\$ 16.42	31.22%	\$ 13.32	\$ 21.54	24.00%	\$ 18.88	\$ 30.54
Call Center/Customer Service	Help Desk Analyst	\$ 12.09	\$ 26.84	31.22%	\$ 15.86	\$ 35.22	24.00%	\$ 22.49	\$ 49.92
Call Center/Customer Service	Market Research Inbound	\$ 17.73	\$ 21.30	31.22%	\$ 23.27	\$ 27.94	24.00%	\$ 32.98	\$ 39.61
Call Center/Customer Service	Market Research Outbound	\$ 21.31	\$ 32.45	31.22%	\$ 27.97	\$ 42.58	24.00%	\$ 39.65	\$ 60.36
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.29	\$ 11.86	31.22%	\$ 10.88	\$ 15.56	24.00%	\$ 15.42	\$ 22.05
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.01	\$ 17.15	31.22%	\$ 15.75	\$ 22.51	24.00%	\$ 22.33	\$ 31.91
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.29	\$ 11.86	31.22%	\$ 10.88	\$ 15.56	24.00%	\$ 15.42	\$ 22.05
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.01	\$ 17.15	31.22%	\$ 15.75	\$ 22.51	24.00%	\$ 22.33	\$ 31.91
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.29	\$ 11.62	31.22%	\$ 10.88	\$ 15.25	24.00%	\$ 15.42	\$ 21.62
Call Center/Customer Service	Sales Inbound I	\$ 8.78	\$ 15.17	31.22%	\$ 11.52	\$ 19.90	24.00%	\$ 16.33	\$ 28.21
Call Center/Customer Service	Sales Inbound II	\$ 12.01	\$ 17.15	31.22%	\$ 15.75	\$ 22.51	24.00%	\$ 22.33	\$ 31.91
Call Center/Customer Service	Sales Outbound I	\$ 10.88	\$ 15.26	31.22%	\$ 14.27	\$ 20.03	24.00%	\$ 20.23	\$ 28.39
Call Center/Customer Service	Sales Outbound II	\$ 12.01	\$ 17.15	31.22%	\$ 15.75	\$ 22.51	24.00%	\$ 22.33	\$ 31.91
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.35	\$ 11.88	31.22%	\$ 9.65	\$ 15.59	24.00%	\$ 13.67	\$ 22.10
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 11.89	\$ 15.41	31.22%	\$ 15.61	\$ 20.22	24.00%	\$ 22.12	\$ 28.66
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.76	\$ 11.71	31.22%	\$ 11.49	\$ 15.36	24.00%	\$ 16.29	\$ 21.77
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 11.75	\$ 20.69	31.22%	\$ 15.42	\$ 27.15	24.00%	\$ 21.86	\$ 38.48
Food Related Services	Barista (misc)	\$ 10.26	\$ 15.13	45.96%	\$ 14.98	\$ 22.08	24.00%	\$ 19.09	\$ 28.14
Food Related Services	Building Attendant (misc)	\$ 10.26	\$ 15.13	34.95%	\$ 13.85	\$ 20.42	24.00%	\$ 19.09	\$ 28.14
Food Related Services	Busser	\$ 10.26	\$ 15.13	34.95%	\$ 13.85	\$ 20.42	24.00%	\$ 19.09	\$ 28.14
Food Related Services	Cashiers	\$ 10.26	\$ 15.13	34.95%	\$ 13.85	\$ 20.42	24.00%	\$ 19.09	\$ 28.14
Food Related Services	Dishwasher	\$ 9.33	\$ 12.13	34.95%	\$ 12.59	\$ 16.36	24.00%	\$ 17.35	\$ 22.56
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	34.95%	\$ 19.43	\$ 23.75	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	34.95%	\$ 13.36	\$ 16.33	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.24	\$ 13.53	34.95%	\$ 12.48	\$ 18.25	24.00%	\$ 17.19	\$ 25.16
Food Related Services	Food Operations Manager Assistant	\$ 13.56	\$ 15.88	34.95%	\$ 18.30	\$ 21.43	24.00%	\$ 25.23	\$ 29.53
Food Related Services	Food Production Worker	\$ 7.44	\$ 12.18	34.95%	\$ 10.05	\$ 16.44	24.00%	\$ 13.85	\$ 22.66
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	34.95%	\$ 18.83	\$ 23.01	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	34.95%	\$ 14.57	\$ 17.81	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	34.95%	\$ 17.00	\$ 20.78	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.42	\$ 11.95	34.95%	\$ 10.01	\$ 16.13	24.00%	\$ 13.79	\$ 22.23
Food Related Services	Second Cook Senior	\$ 11.86	\$ 15.60	45.96%	\$ 17.31	\$ 22.76	24.00%	\$ 22.05	\$ 29.01
Food Related Services	Server	\$ 7.25	\$ 9.72	34.95%	\$ 9.78	\$ 13.12	24.00%	\$ 13.49	\$ 18.08
General Administrative	Administrative Assistant I	\$ 10.19	\$ 13.70	31.22%	\$ 13.37	\$ 17.98	24.00%	\$ 18.95	\$ 25.49
General Administrative	Administrative Assistant II	\$ 13.71	\$ 14.83	31.22%	\$ 17.99	\$ 19.46	24.00%	\$ 25.50	\$ 27.59

Kentucky (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 14.84	\$ 16.10	31.22%	\$ 19.47	\$ 21.13	24.00%	\$ 27.60	\$ 29.95
General Administrative	Administrative Assistant IV	\$ 16.11	\$ 17.83	31.22%	\$ 21.14	\$ 23.39	24.00%	\$ 29.96	\$ 33.16
General Administrative	Administrative Assistant V	\$ 17.84	\$ 20.10	31.22%	\$ 23.42	\$ 26.38	24.00%	\$ 33.19	\$ 37.39
General Administrative	Administrative Staff Assistant	\$ 19.78	\$ 22.61	31.22%	\$ 25.95	\$ 29.67	24.00%	\$ 36.78	\$ 42.06
General Administrative	Administrative Staff Specialist	\$ 22.62	\$ 27.97	31.22%	\$ 29.68	\$ 36.70	24.00%	\$ 42.07	\$ 52.02
General Administrative	Administrative Staff Specialist Senior	\$ 27.98	\$ 21.85	31.22%	\$ 36.71	\$ 28.67	24.00%	\$ 52.03	\$ 40.63
General Administrative	Agency Management Analyst	\$ 18.25	\$ 23.95	31.22%	\$ 23.94	\$ 31.42	24.00%	\$ 33.94	\$ 44.54
General Administrative	Agency Management Analyst Lead	\$ 23.95	\$ 27.83	31.22%	\$ 31.43	\$ 36.51	24.00%	\$ 44.56	\$ 51.76
General Administrative	Agency Management Analyst Senior	\$ 27.88	\$ 43.39	31.22%	\$ 36.59	\$ 56.93	24.00%	\$ 51.86	\$ 80.70
General Administrative	Clerk	\$ 9.30	\$ 10.75	31.22%	\$ 12.20	\$ 14.11	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	31.22%	\$ 10.83	\$ 12.14	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	31.22%	\$ 14.17	\$ 16.40	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.29	\$ 11.64	31.22%	\$ 10.88	\$ 15.28	24.00%	\$ 15.42	\$ 21.65
General Administrative	Data Entry Operator Senior	\$ 11.67	\$ 16.75	31.22%	\$ 15.31	\$ 21.98	24.00%	\$ 21.71	\$ 31.16
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	31.22%	\$ 13.45	\$ 19.68	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 14.70	\$ 18.27	31.22%	\$ 19.29	\$ 23.98	24.00%	\$ 27.34	\$ 33.99
General Administrative	Executive Secretary Senior	\$ 18.30	\$ 27.11	31.22%	\$ 24.02	\$ 35.57	24.00%	\$ 34.04	\$ 50.42
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	31.22%	\$ 22.96	\$ 27.23	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	31.22%	\$ 19.68	\$ 23.62	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 11.62	\$ 13.63	31.22%	\$ 15.25	\$ 17.88	24.00%	\$ 21.62	\$ 25.35
General Administrative	Legal Assistant Senior	\$ 13.66	\$ 34.43	31.22%	\$ 17.92	\$ 45.18	24.00%	\$ 25.40	\$ 64.04
General Administrative	Library Assistant	\$ 8.29	\$ 16.33	31.22%	\$ 10.88	\$ 21.43	24.00%	\$ 15.42	\$ 30.38
General Administrative	Medical Assistant I	\$ 11.14	\$ 12.99	31.22%	\$ 14.62	\$ 17.05	24.00%	\$ 20.72	\$ 24.17
General Administrative	Medical Assistant II	\$ 13.03	\$ 18.53	31.22%	\$ 17.10	\$ 24.31	24.00%	\$ 24.24	\$ 34.46
General Administrative	Medical Biller I	\$ 9.71	\$ 11.92	31.22%	\$ 12.74	\$ 15.64	24.00%	\$ 18.06	\$ 22.17
General Administrative	Medical Biller II	\$ 11.95	\$ 18.56	31.22%	\$ 15.68	\$ 24.36	24.00%	\$ 22.23	\$ 34.53
General Administrative	Medical Records Clerk I	\$ 11.67	\$ 17.00	31.22%	\$ 15.31	\$ 22.30	24.00%	\$ 21.71	\$ 31.61
General Administrative	Medical Records Clerk II	\$ 12.60	\$ 18.23	31.22%	\$ 16.54	\$ 23.92	24.00%	\$ 23.44	\$ 33.90
General Administrative	Office Manager	\$ 19.64	\$ 29.89	31.22%	\$ 25.77	\$ 39.22	24.00%	\$ 36.52	\$ 55.59
General Administrative	Office Services Aide	\$ 10.87	\$ 14.97	31.22%	\$ 14.26	\$ 19.65	24.00%	\$ 20.21	\$ 27.85
General Administrative	Office Services Assistant	\$ 11.65	\$ 15.81	31.22%	\$ 15.29	\$ 20.75	24.00%	\$ 21.67	\$ 29.41
General Administrative	Office Services Specialist	\$ 12.28	\$ 16.55	31.22%	\$ 16.11	\$ 21.71	24.00%	\$ 22.83	\$ 30.78
General Administrative	Office Services Supervisor	\$ 12.84	\$ 16.91	31.22%	\$ 16.86	\$ 22.19	24.00%	\$ 23.89	\$ 31.46
General Administrative	Office Services Supervisor Senior	\$ 14.89	\$ 18.97	31.22%	\$ 19.54	\$ 24.90	24.00%	\$ 27.69	\$ 35.29
General Administrative	Operator I	\$ 8.07	\$ 11.60	31.22%	\$ 10.59	\$ 15.23	24.00%	\$ 15.01	\$ 21.58
General Administrative	Operator II	\$ 11.62	\$ 13.56	31.22%	\$ 15.25	\$ 17.80	24.00%	\$ 21.62	\$ 25.23
General Administrative	Operator III (Key Disc Operator)	\$ 13.60	\$ 15.40	31.22%	\$ 17.85	\$ 20.21	24.00%	\$ 25.30	\$ 28.65
General Administrative	Operator IV (Key Disc Operator)	\$ 15.41	\$ 17.85	31.22%	\$ 20.22	\$ 23.43	24.00%	\$ 28.66	\$ 33.21
General Administrative	Paralegal	\$ 14.00	\$ 23.50	31.22%	\$ 18.37	\$ 30.84	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.34	\$ 13.84	31.22%	\$ 13.57	\$ 18.16	24.00%	\$ 19.24	\$ 25.75

Kentucky (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 13.85	\$ 14.77	31.22%	\$ 18.18	\$ 19.38	24.00%	\$ 25.77	\$ 27.47
General Administrative	Photocopy Supervisor	\$ 11.18	\$ 15.53	31.22%	\$ 14.68	\$ 20.38	24.00%	\$ 20.80	\$ 28.89
General Administrative	Photocopy Technician	\$ 10.10	\$ 14.28	31.22%	\$ 13.26	\$ 18.74	24.00%	\$ 18.79	\$ 26.56
General Administrative	Photo-Typesetting Specialist	\$ 13.15	\$ 18.94	31.22%	\$ 17.26	\$ 24.85	24.00%	\$ 24.46	\$ 35.22
General Administrative	Photo-Typesetting Supervisor	\$ 14.05	\$ 20.56	31.22%	\$ 18.43	\$ 26.98	24.00%	\$ 26.13	\$ 38.24
General Administrative	Postal Aide	\$ 7.38	\$ 10.10	31.22%	\$ 9.68	\$ 13.26	24.00%	\$ 13.72	\$ 18.79
General Administrative	Postal Aide Senior	\$ 10.15	\$ 15.97	31.22%	\$ 13.32	\$ 20.96	24.00%	\$ 18.88	\$ 29.70
General Administrative	Postal Assistant	\$ 16.03	\$ 17.81	31.22%	\$ 21.03	\$ 23.37	24.00%	\$ 29.81	\$ 33.12
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	31.22%	\$ 39.37	\$ 59.05	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	31.22%	\$ 26.24	\$ 32.81	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 11.86	\$ 15.65	31.22%	\$ 15.56	\$ 20.54	24.00%	\$ 22.05	\$ 29.11
General Administrative	Public Relations Specialist	\$ 16.47	\$ 28.17	31.22%	\$ 21.62	\$ 36.97	24.00%	\$ 30.64	\$ 52.40
General Administrative	Public Relations Specialist Assistant	\$ 11.86	\$ 16.45	31.22%	\$ 15.56	\$ 21.58	24.00%	\$ 22.05	\$ 30.59
General Administrative	Receptionist	\$ 8.28	\$ 10.66	31.22%	\$ 10.87	\$ 13.99	24.00%	\$ 15.41	\$ 19.83
General Administrative	Receptionist Senior	\$ 10.67	\$ 16.83	31.22%	\$ 14.00	\$ 22.08	24.00%	\$ 19.85	\$ 31.30
General Administrative	Secretary	\$ 8.76	\$ 11.71	31.22%	\$ 11.49	\$ 15.36	24.00%	\$ 16.29	\$ 21.77
General Administrative	Secretary Senior	\$ 11.75	\$ 20.75	31.22%	\$ 15.42	\$ 27.22	24.00%	\$ 21.86	\$ 38.59
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	31.22%	\$ 20.01	\$ 23.62	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.19	\$ 24.89	31.22%	\$ 13.37	\$ 32.66	24.00%	\$ 18.95	\$ 46.29
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	31.22%	\$ 26.24	\$ 34.76	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 18.26	\$ 22.52	31.22%	\$ 23.95	\$ 29.55	24.00%	\$ 33.95	\$ 41.88
Human Resources	Classification / Compensation Analyst Senior	\$ 22.56	\$ 29.89	31.22%	\$ 29.61	\$ 39.22	24.00%	\$ 41.97	\$ 55.59
Human Resources	Classification / Compensation Consultant	\$ 29.91	\$ 40.06	31.22%	\$ 39.24	\$ 52.56	24.00%	\$ 55.63	\$ 74.50
Human Resources	EEO Program Analyst	\$ 17.63	\$ 28.14	31.22%	\$ 23.13	\$ 36.93	24.00%	\$ 32.79	\$ 52.35
Human Resources	EEO Program Specialist	\$ 19.44	\$ 30.70	31.22%	\$ 25.51	\$ 40.28	24.00%	\$ 36.16	\$ 57.10
Human Resources	Employee Relations Analyst	\$ 15.88	\$ 20.10	31.22%	\$ 20.83	\$ 26.38	24.00%	\$ 29.53	\$ 37.39
Human Resources	Employee Relations Analyst Senior	\$ 20.15	\$ 35.56	31.22%	\$ 26.44	\$ 46.66	24.00%	\$ 37.48	\$ 66.14
Human Resources	Human Resources Assistant	\$ 12.18	\$ 17.55	31.22%	\$ 15.99	\$ 23.02	24.00%	\$ 22.66	\$ 32.64
Human Resources	Human Resources Generalist	\$ 14.12	\$ 17.97	31.22%	\$ 18.53	\$ 23.57	24.00%	\$ 26.27	\$ 33.42
Human Resources	Human Resources Generalist Senior	\$ 18.07	\$ 31.56	31.22%	\$ 23.71	\$ 41.41	24.00%	\$ 33.61	\$ 58.70
Human Resources	Personnel Analyst	\$ 13.98	\$ 17.78	31.22%	\$ 18.35	\$ 23.33	24.00%	\$ 26.01	\$ 33.07
Human Resources	Personnel Analyst Senior	\$ 17.83	\$ 21.57	31.22%	\$ 23.39	\$ 28.30	24.00%	\$ 33.16	\$ 40.11
Human Resources	Personnel Practices Analyst	\$ 21.62	\$ 25.47	31.22%	\$ 28.37	\$ 33.42	24.00%	\$ 40.22	\$ 47.37
Human Resources	Personnel Practices Analyst Senior	\$ 25.51	\$ 32.48	31.22%	\$ 33.48	\$ 42.62	24.00%	\$ 47.45	\$ 60.41
Human Resources	Personnel Practices Manager	\$ 31.96	\$ 39.76	31.22%	\$ 41.94	\$ 52.17	24.00%	\$ 59.44	\$ 73.95
Human Services	Social Worker	\$ 15.57	\$ 26.37	31.22%	\$ 20.43	\$ 34.60	24.00%	\$ 28.96	\$ 49.05
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	31.22%	\$ 29.52	\$ 40.68	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 11.81	\$ 16.31	31.22%	\$ 15.50	\$ 21.40	24.00%	\$ 21.97	\$ 30.33
Human Services	Support Enforcement Specialist Senior	\$ 16.36	\$ 19.30	31.22%	\$ 21.47	\$ 25.33	24.00%	\$ 30.43	\$ 35.90
Human Services	Utilization Review Analyst	\$ 16.36	\$ 23.47	31.22%	\$ 21.47	\$ 30.80	24.00%	\$ 30.43	\$ 43.65

Kentucky (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 23.52	\$ 37.72	31.22%	\$ 30.86	\$ 49.50	24.00%	\$ 43.74	\$ 70.16
Insurance	Claims Adjuster I	\$ 13.52	\$ 16.36	31.22%	\$ 17.74	\$ 21.47	24.00%	\$ 25.14	\$ 30.43
Insurance	Claims Adjuster II	\$ 16.41	\$ 23.47	31.22%	\$ 21.53	\$ 30.80	24.00%	\$ 30.52	\$ 43.65
Insurance	Claims Specialist	\$ 23.52	\$ 29.64	31.22%	\$ 30.86	\$ 38.89	24.00%	\$ 43.74	\$ 55.12
Insurance	Worker's Compensation Specialist	\$ 22.22	\$ 33.24	31.22%	\$ 29.16	\$ 43.61	24.00%	\$ 41.33	\$ 61.82
Laborer/Industrial	CDL Driver	\$ 11.86	\$ 17.01	34.95%	\$ 16.00	\$ 22.96	24.00%	\$ 22.05	\$ 31.65
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	34.95%	\$ 29.01	\$ 38.08	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	34.95%	\$ 37.72	\$ 44.82	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	34.95%	\$ 40.82	\$ 47.23	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	34.95%	\$ 33.40	\$ 40.49	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	34.95%	\$ 33.40	\$ 39.81	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	34.95%	\$ 42.51	\$ 50.94	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	34.95%	\$ 35.76	\$ 45.28	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 12.72	\$ 18.24	34.95%	\$ 17.17	\$ 24.61	24.00%	\$ 23.67	\$ 33.92
Laborer/Industrial	Forklift Operator	\$ 9.92	\$ 13.81	34.95%	\$ 13.38	\$ 18.64	24.00%	\$ 18.44	\$ 25.70
Laborer/Industrial	Forklift Operator Senior	\$ 13.84	\$ 20.15	34.95%	\$ 18.68	\$ 27.19	24.00%	\$ 25.75	\$ 37.48
Laborer/Industrial	Grounds Worker	\$ 8.03	\$ 11.14	34.95%	\$ 10.84	\$ 15.03	24.00%	\$ 14.94	\$ 20.72
Laborer/Industrial	Grounds Worker Lead	\$ 11.18	\$ 14.93	34.95%	\$ 15.09	\$ 20.15	24.00%	\$ 20.80	\$ 27.78
Laborer/Industrial	Grounds Worker Senior	\$ 11.94	\$ 14.84	34.95%	\$ 16.11	\$ 20.03	24.00%	\$ 22.21	\$ 27.60
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.29	\$ 11.62	34.95%	\$ 11.19	\$ 15.69	24.00%	\$ 15.42	\$ 21.62
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 11.63	\$ 14.84	34.95%	\$ 15.70	\$ 20.03	24.00%	\$ 21.64	\$ 27.60
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.26	\$ 11.17	34.95%	\$ 9.79	\$ 15.07	24.00%	\$ 13.50	\$ 20.77
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.26	\$ 11.17	34.95%	\$ 9.79	\$ 15.07	24.00%	\$ 13.50	\$ 20.77
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.26	\$ 11.17	34.95%	\$ 9.79	\$ 15.07	24.00%	\$ 13.50	\$ 20.77
Laborer/Industrial	Housekeeping Supervisor	\$ 9.92	\$ 13.77	34.95%	\$ 13.38	\$ 18.58	24.00%	\$ 18.44	\$ 25.61
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 13.80	\$ 21.34	34.95%	\$ 18.62	\$ 28.80	24.00%	\$ 25.66	\$ 39.70
Laborer/Industrial	Housekeeping Worker	\$ 7.35	\$ 11.24	34.95%	\$ 9.92	\$ 15.17	24.00%	\$ 13.67	\$ 20.91
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.29	\$ 14.41	34.95%	\$ 15.23	\$ 19.45	24.00%	\$ 20.99	\$ 26.81
Laborer/Industrial	Inventory Worker Light	\$ 8.78	\$ 13.75	34.95%	\$ 11.85	\$ 18.56	24.00%	\$ 16.33	\$ 25.57
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.03	\$ 15.43	34.95%	\$ 10.84	\$ 20.82	24.00%	\$ 14.94	\$ 28.70
Laborer/Industrial	Motor Vehicle Operator A	\$ 7.83	\$ 10.67	34.95%	\$ 10.56	\$ 14.40	24.00%	\$ 14.56	\$ 19.85
Laborer/Industrial	Motor Vehicle Operator B	\$ 10.72	\$ 17.30	34.95%	\$ 14.46	\$ 23.35	24.00%	\$ 19.94	\$ 32.18
Laborer/Industrial	Packer	\$ 7.26	\$ 11.17	34.95%	\$ 9.79	\$ 15.07	24.00%	\$ 13.50	\$ 20.77
Laborer/Industrial	Warehouse Specialist I	\$ 8.03	\$ 11.17	34.95%	\$ 10.84	\$ 15.07	24.00%	\$ 14.94	\$ 20.77
Laborer/Industrial	Warehouse Specialist II	\$ 11.18	\$ 13.98	34.95%	\$ 15.09	\$ 18.87	24.00%	\$ 20.80	\$ 26.01
Laborer/Industrial	Warehouse Specialist III	\$ 14.03	\$ 17.87	34.95%	\$ 18.93	\$ 24.12	24.00%	\$ 26.09	\$ 33.24
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	34.95%	\$ 12.15	\$ 14.84	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.26	\$ 11.17	34.95%	\$ 9.79	\$ 15.07	24.00%	\$ 13.50	\$ 20.77
Laborer/Industrial	Warehouse Worker II	\$ 11.18	\$ 13.98	34.95%	\$ 15.09	\$ 18.87	24.00%	\$ 20.80	\$ 26.01
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	34.95%	\$ 33.00	\$ 43.18	24.00%	\$ 45.48	\$ 59.52

Kentucky (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	34.95%	\$ 33.00	\$ 39.81	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	34.95%	\$ 33.00	\$ 39.81	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 10.67	\$ 13.77	30.85%	\$ 13.96	\$ 18.02	24.00%	\$ 19.85	\$ 25.61
Media	Audio Visual Technician Senior	\$ 13.80	\$ 22.86	30.85%	\$ 18.05	\$ 29.92	24.00%	\$ 25.66	\$ 42.53
Media	Graphic Artist	\$ 12.56	\$ 15.00	30.85%	\$ 16.44	\$ 19.63	24.00%	\$ 23.37	\$ 27.90
Media	Graphic Artist Senior	\$ 15.00	\$ 21.10	30.85%	\$ 19.63	\$ 27.61	24.00%	\$ 27.90	\$ 39.25
Media	Graphic Designer	\$ 12.56	\$ 15.00	30.85%	\$ 16.44	\$ 19.63	24.00%	\$ 23.37	\$ 27.90
Media	Graphic Designer Senior	\$ 15.03	\$ 21.10	30.85%	\$ 19.66	\$ 27.61	24.00%	\$ 27.95	\$ 39.25
Media	Photographer	\$ 8.29	\$ 10.98	30.85%	\$ 10.85	\$ 14.37	24.00%	\$ 15.42	\$ 20.42
Media	Photographer Senior	\$ 11.00	\$ 17.59	30.85%	\$ 14.39	\$ 23.02	24.00%	\$ 20.46	\$ 32.72
Media	TV / Video Production Specialist	\$ 16.59	\$ 21.35	30.85%	\$ 21.71	\$ 27.94	24.00%	\$ 30.87	\$ 39.71
Media	TV / Video Production Technician	\$ 21.38	\$ 28.93	30.85%	\$ 27.98	\$ 37.85	24.00%	\$ 39.77	\$ 53.80
Security	Armed Security Officer	\$ 13.28	\$ 17.78	43.69%	\$ 19.09	\$ 25.55	24.00%	\$ 24.71	\$ 33.07
Security	<u>Captain</u>	\$ 18.66	\$ 26.59	43.69%	\$ 26.81	\$ 38.20	24.00%	\$ 34.70	\$ 49.45
Security	Dispatcher/Police	\$ 12.87	\$ 21.94	43.69%	\$ 18.50	\$ 31.53	24.00%	\$ 23.94	\$ 40.81
Security	<u>Lieutenant</u>	\$ 16.79	\$ 23.32	43.69%	\$ 24.13	\$ 33.51	24.00%	\$ 31.23	\$ 43.38
Security	<u>Sergeant</u>	\$ 15.39	\$ 21.45	43.69%	\$ 22.12	\$ 30.83	24.00%	\$ 28.63	\$ 39.91
Security	Unarmed Security Guard	\$ 8.97	\$ 17.54	43.69%	\$ 12.89	\$ 25.20	24.00%	\$ 16.69	\$ 32.62
Tax	Data Entry Clerk	\$ 8.29	\$ 10.67	31.22%	\$ 10.88	\$ 14.00	24.00%	\$ 15.42	\$ 19.85
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 10.72	\$ 16.83	31.22%	\$ 14.06	\$ 22.08	24.00%	\$ 19.94	\$ 31.30
Tax	Error Resolution and Document Processor	\$ 13.95	\$ 19.37	31.22%	\$ 18.30	\$ 25.42	24.00%	\$ 25.94	\$ 36.04
Tax	General Clerical	\$ 8.07	\$ 11.93	31.22%	\$ 10.59	\$ 15.66	24.00%	\$ 15.01	\$ 22.19
Tax	On-Site Administrator (Day)	\$ 9.43	\$ 20.39	31.22%	\$ 12.38	\$ 26.76	24.00%	\$ 17.54	\$ 37.93
Tax	On-Site Administrator (Evening)	\$ 9.43	\$ 20.39	31.22%	\$ 12.38	\$ 26.76	24.00%	\$ 17.54	\$ 37.93
Tax	Remittance Processor	\$ 16.76	\$ 24.84	31.22%	\$ 22.00	\$ 32.60	24.00%	\$ 31.18	\$ 46.20
Tax	Taxpayer Information & Assistance Agent	\$ 14.85	\$ 21.33	31.22%	\$ 19.49	\$ 27.99	24.00%	\$ 27.62	\$ 39.68
Technical	Agricultural Technician	\$ 15.27	\$ 24.78	35.28%	\$ 20.66	\$ 33.53	24.00%	\$ 28.40	\$ 46.10
Technical	Agricultural Technician Lead	\$ 17.13	\$ 27.37	35.28%	\$ 23.17	\$ 37.02	24.00%	\$ 31.86	\$ 50.91
Technical	Agricultural Technician Supervisor	\$ 20.57	\$ 32.97	35.28%	\$ 27.83	\$ 44.61	24.00%	\$ 38.26	\$ 61.33
Technical	Analytical Chemist	\$ 16.18	\$ 27.37	35.28%	\$ 21.89	\$ 37.02	24.00%	\$ 30.10	\$ 50.91
Technical	Analytical Chemist Assistant	\$ 18.91	\$ 31.14	35.28%	\$ 25.58	\$ 42.12	24.00%	\$ 35.17	\$ 57.92
Technical	Analytical Chemist Senior	\$ 23.86	\$ 38.94	35.28%	\$ 32.28	\$ 52.68	24.00%	\$ 44.38	\$ 72.44
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	35.28%	\$ 26.78	\$ 41.98	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	35.28%	\$ 39.08	\$ 50.66	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 17.09	\$ 25.70	35.28%	\$ 23.12	\$ 34.77	24.00%	\$ 31.79	\$ 47.80
Technical	Bridge Design Drafter Senior	\$ 18.23	\$ 27.79	35.28%	\$ 24.66	\$ 37.59	24.00%	\$ 33.90	\$ 51.69
Technical	Cartographic Drafter	\$ 21.48	\$ 30.26	35.28%	\$ 29.06	\$ 40.94	24.00%	\$ 39.96	\$ 56.28
Technical	Cartographic Drafter Assistant	\$ 16.84	\$ 25.33	35.28%	\$ 22.78	\$ 34.26	24.00%	\$ 31.32	\$ 47.11
Technical	Cartographic Supervisor	\$ 29.31	\$ 39.40	35.28%	\$ 39.65	\$ 53.30	24.00%	\$ 54.51	\$ 73.29
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	35.28%	\$ 21.64	\$ 26.38	24.00%	\$ 29.76	\$ 36.27

Kentucky (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	<u>Direct Certification Coordinator</u>	\$ 39.59	\$ 48.15	35.28%	\$ 53.56	\$ 65.14	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 25.84	\$ 36.58	35.28%	\$ 34.95	\$ 49.48	24.00%	\$ 48.06	\$ 68.03
Technical	Engineering Design Drafting Supervisor	\$ 30.06	\$ 41.91	35.28%	\$ 40.67	\$ 56.70	24.00%	\$ 55.92	\$ 77.96
Technical	Engineering Design Drafting Technician	\$ 14.51	\$ 19.22	35.28%	\$ 19.64	\$ 26.00	24.00%	\$ 27.00	\$ 35.74
Technical	Engineering Drafting Technician	\$ 14.54	\$ 19.22	35.28%	\$ 19.67	\$ 26.00	24.00%	\$ 27.05	\$ 35.74
Technical	Engineering Drafting Technician Senior	\$ 16.86	\$ 24.51	35.28%	\$ 22.80	\$ 33.15	24.00%	\$ 31.35	\$ 45.58
Technical	Environmental Engineer	\$ 23.87	\$ 37.71	35.28%	\$ 32.29	\$ 51.02	24.00%	\$ 44.40	\$ 70.15
Technical	Environmental Engineer Senior	\$ 25.71	\$ 41.26	35.28%	\$ 34.78	\$ 55.81	24.00%	\$ 47.82	\$ 76.74
Technical	Environmental Program Analyst	\$ 20.25	\$ 29.92	35.28%	\$ 27.40	\$ 40.48	24.00%	\$ 37.67	\$ 55.66
Technical	Environmental Program Planner	\$ 21.64	\$ 32.33	35.28%	\$ 29.28	\$ 43.74	24.00%	\$ 40.25	\$ 60.14
Technical	Environmental Program Specialist	\$ 23.26	\$ 29.22	35.28%	\$ 31.47	\$ 39.52	24.00%	\$ 43.27	\$ 54.34
Technical	Environmental Specialist - Field	\$ 21.64	\$ 31.59	35.28%	\$ 29.28	\$ 42.73	24.00%	\$ 40.25	\$ 58.75
Technical	Environmental Specialist Senior - Field	\$ 22.26	\$ 33.06	35.28%	\$ 30.11	\$ 44.72	24.00%	\$ 41.40	\$ 61.49
Technical	Environmental Technician	\$ 20.25	\$ 29.92	35.28%	\$ 27.40	\$ 40.48	24.00%	\$ 37.67	\$ 55.66
Technical	Environmental Technician Senior	\$ 21.64	\$ 32.33	35.28%	\$ 29.28	\$ 43.74	24.00%	\$ 40.25	\$ 60.14
Technical	<u>Help Desk Support</u>	\$ 15.50	\$ 25.00	35.28%	\$ 20.97	\$ 33.82	24.00%	\$ 28.83	\$ 46.50
Technical	<u>Home Repair Coordinator</u>	\$ 17.25	\$ 24.00	35.28%	\$ 23.34	\$ 32.47	24.00%	\$ 32.09	\$ 44.64
Technical	<u>Housing Recovery Advisor</u>	\$ 18.45	\$ 22.55	35.28%	\$ 24.96	\$ 30.51	24.00%	\$ 34.32	\$ 41.95
Technical	Laboratory Technician	\$ 15.46	\$ 23.15	35.28%	\$ 20.91	\$ 31.32	24.00%	\$ 28.75	\$ 43.06
Technical	Laboratory Technician Senior	\$ 16.41	\$ 24.96	35.28%	\$ 22.20	\$ 33.77	24.00%	\$ 30.52	\$ 46.43
Technical	<u>Program Support Specialist</u>	\$ 22.00	\$ 26.50	35.28%	\$ 29.76	\$ 35.85	24.00%	\$ 40.92	\$ 49.29
Technical	<u>Regional Recovery Outreach Manager</u>	\$ 24.60	\$ 32.80	35.28%	\$ 33.28	\$ 44.37	24.00%	\$ 45.76	\$ 61.01
Technical	Residential Plan Reviewer	\$ 17.94	\$ 28.02	35.28%	\$ 24.27	\$ 37.91	24.00%	\$ 33.36	\$ 52.12
Technical	Right of Way Technician	\$ 25.46	\$ 40.25	35.28%	\$ 34.44	\$ 54.45	24.00%	\$ 47.35	\$ 74.87
Technical	Right of Way Technician Supervisor	\$ 27.48	\$ 44.19	35.28%	\$ 37.18	\$ 59.78	24.00%	\$ 51.11	\$ 82.19
Technical	Safety Engineer	\$ 25.08	\$ 39.34	35.28%	\$ 33.93	\$ 53.21	24.00%	\$ 46.66	\$ 73.17
Technical	Safety Engineer Senior	\$ 28.52	\$ 45.01	35.28%	\$ 38.58	\$ 60.89	24.00%	\$ 53.04	\$ 83.72
Technical	Title Examiner	\$ 17.47	\$ 24.57	35.28%	\$ 23.64	\$ 33.24	24.00%	\$ 32.50	\$ 45.70
Technical	Traffic Controller	\$ 21.15	\$ 34.19	35.28%	\$ 28.61	\$ 46.25	24.00%	\$ 39.33	\$ 63.59
Technical	Traffic Controller Senior	\$ 25.46	\$ 40.25	35.28%	\$ 34.44	\$ 54.45	24.00%	\$ 47.35	\$ 74.87
Technical	Transportation Data Analyst	\$ 21.15	\$ 34.19	35.28%	\$ 28.61	\$ 46.25	24.00%	\$ 39.33	\$ 63.59
Technical	Transportation Data Analyst Senior	\$ 25.46	\$ 40.25	35.28%	\$ 34.44	\$ 54.45	24.00%	\$ 47.35	\$ 74.87
Technical	Transportation Data Analyst Supervisor	\$ 25.46	\$ 40.25	35.28%	\$ 34.44	\$ 54.45	24.00%	\$ 47.35	\$ 74.87
Technical	Transportation Data Technician	\$ 21.15	\$ 34.19	35.28%	\$ 28.61	\$ 46.25	24.00%	\$ 39.33	\$ 63.59
Technical	Transportation District Utilities Specialist	\$ 24.98	\$ 40.24	35.28%	\$ 33.79	\$ 54.44	24.00%	\$ 46.46	\$ 74.85
Technical	Transportation Engineering Technician -Survey	\$ 25.94	\$ 44.03	35.28%	\$ 35.09	\$ 59.56	24.00%	\$ 48.25	\$ 81.89
Technical	Transportation Engineering Technician -Survey Senior	\$ 28.64	\$ 46.07	35.28%	\$ 38.74	\$ 62.33	24.00%	\$ 53.27	\$ 85.69
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 30.23	\$ 49.22	35.28%	\$ 40.90	\$ 66.58	24.00%	\$ 56.23	\$ 91.54
Technical	Transportation Materials Technician	\$ 12.15	\$ 17.47	35.28%	\$ 16.43	\$ 23.64	24.00%	\$ 22.59	\$ 32.50
Technical	Transportation Materials Technician Senior	\$ 12.96	\$ 18.95	35.28%	\$ 17.53	\$ 25.63	24.00%	\$ 24.10	\$ 35.24

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 25.94	\$ 43.08	35.28%	\$ 35.09	\$ 58.28	24.00%	\$ 48.25	\$ 80.12
Technical	Transportation Materials Technician Supervisor	\$ 30.23	\$ 49.22	35.28%	\$ 40.90	\$ 66.58	24.00%	\$ 56.23	\$ 91.54
Technical	Transportation Planning Specialist	\$ 24.98	\$ 40.24	35.28%	\$ 33.79	\$ 54.44	24.00%	\$ 46.46	\$ 74.85
Technical	Transportation Planning Specialist Senior	\$ 28.64	\$ 46.07	35.28%	\$ 38.74	\$ 62.33	24.00%	\$ 53.27	\$ 85.69
Technical	Transportation Technical Program Coordinator	\$ 24.98	\$ 40.24	35.28%	\$ 33.79	\$ 54.44	24.00%	\$ 46.46	\$ 74.85
Technical	Transportation Technical Support Coordinator	\$ 24.98	\$ 40.24	35.28%	\$ 33.79	\$ 54.44	24.00%	\$ 46.46	\$ 74.85
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	35.28%	\$ 50.73	\$ 60.88	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 14.45	\$ 17.78	41.77%	\$ 20.48	\$ 25.21	24.00%	\$ 26.88	\$ 33.07
Trades	Boiler Operator II	\$ 17.83	\$ 20.47	41.77%	\$ 25.27	\$ 29.01	24.00%	\$ 33.16	\$ 38.07
Trades	Boiler Operator Senior I	\$ 20.48	\$ 22.36	41.77%	\$ 29.04	\$ 31.70	24.00%	\$ 38.10	\$ 41.59
Trades	Boiler Operator Senior II	\$ 22.38	\$ 30.63	41.77%	\$ 31.73	\$ 43.43	24.00%	\$ 41.62	\$ 56.98
Trades	Carpenter Assistant	\$ 9.63	\$ 13.02	41.77%	\$ 13.65	\$ 18.46	24.00%	\$ 17.91	\$ 24.22
Trades	Carpenter	\$ 13.03	\$ 18.26	41.77%	\$ 18.47	\$ 25.88	24.00%	\$ 24.24	\$ 33.95
Trades	Carpenter Senior	\$ 19.27	\$ 26.03	41.77%	\$ 27.32	\$ 36.91	24.00%	\$ 35.85	\$ 48.42
Trades	Electrician	\$ 20.55	\$ 34.20	41.77%	\$ 29.13	\$ 48.48	24.00%	\$ 38.22	\$ 63.61
Trades	Electrician Assistant	\$ 10.96	\$ 13.53	41.77%	\$ 15.54	\$ 19.18	24.00%	\$ 20.39	\$ 25.16
Trades	Electrician Senior	\$ 15.87	\$ 18.30	41.77%	\$ 22.49	\$ 25.95	24.00%	\$ 29.51	\$ 34.04
Trades	Electrician Supervisor Senior	\$ 18.35	\$ 32.26	41.77%	\$ 26.01	\$ 45.73	24.00%	\$ 34.13	\$ 60.00
Trades	Electronic Equipment Install & Repair Supervisor	\$ 20.02	\$ 29.76	41.77%	\$ 28.38	\$ 42.19	24.00%	\$ 37.23	\$ 55.35
Trades	Electronic Equipment Install & Repair Technician	\$ 15.89	\$ 19.92	41.77%	\$ 22.52	\$ 28.23	24.00%	\$ 29.55	\$ 37.04
Trades	Electronic Technician	\$ 12.09	\$ 15.36	41.77%	\$ 17.14	\$ 21.78	24.00%	\$ 22.49	\$ 28.58
Trades	Electronic Technician Senior	\$ 15.41	\$ 27.26	41.77%	\$ 21.85	\$ 38.64	24.00%	\$ 28.66	\$ 50.70
Trades	Equipment Repair Supervisor	\$ 21.91	\$ 25.65	41.77%	\$ 31.06	\$ 36.37	24.00%	\$ 40.76	\$ 47.71
Trades	Equipment Repair Technician	\$ 12.09	\$ 15.36	41.77%	\$ 17.14	\$ 21.78	24.00%	\$ 22.49	\$ 28.58
Trades	Equipment Repair Technician Senior	\$ 15.41	\$ 21.86	41.77%	\$ 21.85	\$ 30.98	24.00%	\$ 28.66	\$ 40.65
Trades	HVAC Installation & Repair Assistant	\$ 9.43	\$ 15.05	41.77%	\$ 13.37	\$ 21.33	24.00%	\$ 17.54	\$ 27.99
Trades	HVAC Installation & Repair Assistant Senior	\$ 15.05	\$ 25.65	41.77%	\$ 21.33	\$ 36.37	24.00%	\$ 27.99	\$ 47.71
Trades	Laboratory Mechanic	\$ 12.10	\$ 16.41	41.77%	\$ 17.15	\$ 23.26	24.00%	\$ 22.50	\$ 30.52
Trades	Laboratory Mechanic Senior	\$ 16.41	\$ 24.96	41.77%	\$ 23.26	\$ 35.39	24.00%	\$ 30.52	\$ 46.43
Trades	Locksmith	\$ 14.84	\$ 21.83	41.77%	\$ 21.04	\$ 30.95	24.00%	\$ 27.60	\$ 40.60
Trades	Maintenance Field Worker	\$ 12.09	\$ 15.46	41.77%	\$ 17.14	\$ 21.91	24.00%	\$ 22.49	\$ 28.75
Trades	Mason Plasterer	\$ 14.93	\$ 17.21	41.77%	\$ 21.17	\$ 24.40	24.00%	\$ 27.78	\$ 32.01
Trades	Mason Plasterer Assistant	\$ 17.25	\$ 25.51	41.77%	\$ 24.45	\$ 36.17	24.00%	\$ 32.08	\$ 47.45
Trades	Mechanic	\$ 9.72	\$ 21.87	41.77%	\$ 13.78	\$ 31.01	24.00%	\$ 18.08	\$ 40.69
Trades	Painter	\$ 9.35	\$ 20.75	41.77%	\$ 13.25	\$ 29.41	24.00%	\$ 17.39	\$ 38.59
Trades	Plumber / Steamfitter	\$ 20.27	\$ 30.82	41.77%	\$ 28.74	\$ 43.69	24.00%	\$ 37.70	\$ 57.33
Trades	Plumber / Steamfitter Assistant	\$ 12.09	\$ 20.20	41.77%	\$ 17.14	\$ 28.64	24.00%	\$ 22.49	\$ 37.58
Trades	Printing Press Operator B	\$ 19.78	\$ 29.06	41.77%	\$ 28.05	\$ 41.19	24.00%	\$ 36.80	\$ 54.05
Trades	Production Supervisor	\$ 23.46	\$ 35.93	41.77%	\$ 33.26	\$ 50.94	24.00%	\$ 43.64	\$ 66.83
Trades	Radio Specialist	\$ 13.98	\$ 17.93	41.77%	\$ 19.82	\$ 25.42	24.00%	\$ 26.01	\$ 33.35

Kentucky (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 17.96	\$ 23.47	41.77%	\$ 25.46	\$ 33.27	24.00%	\$ 33.40	\$ 43.65
Trades	Sheet Metal Worker	\$ 13.30	\$ 17.12	41.77%	\$ 18.86	\$ 24.27	24.00%	\$ 24.74	\$ 31.84
Trades	Sheet Metal Worker Assistant	\$ 10.10	\$ 13.52	41.77%	\$ 14.32	\$ 19.16	24.00%	\$ 18.79	\$ 25.14
Trades	Sheet Metal Worker Lead	\$ 17.16	\$ 23.48	41.77%	\$ 24.33	\$ 33.29	24.00%	\$ 31.92	\$ 43.67
Trades	Shipping / Receiving Clerk	\$ 13.38	\$ 18.34	41.77%	\$ 18.96	\$ 26.00	24.00%	\$ 24.88	\$ 34.11
Trades	Storekeeper Assistant I	\$ 9.94	\$ 14.55	41.77%	\$ 14.10	\$ 20.63	24.00%	\$ 18.50	\$ 27.07
Trades	Storekeeper Assistant II	\$ 10.82	\$ 15.64	41.77%	\$ 15.34	\$ 22.18	24.00%	\$ 20.13	\$ 29.10
Trades	Storekeeper I	\$ 7.25	\$ 9.72	41.77%	\$ 10.28	\$ 13.78	24.00%	\$ 13.49	\$ 18.08
Trades	Storekeeper II	\$ 9.78	\$ 11.86	41.77%	\$ 13.86	\$ 16.81	24.00%	\$ 18.18	\$ 22.05
Trades	Storekeeper III	\$ 11.89	\$ 14.55	41.77%	\$ 16.86	\$ 20.63	24.00%	\$ 22.12	\$ 27.07
Trades	Storekeeper Senior	\$ 14.57	\$ 17.00	41.77%	\$ 20.66	\$ 24.10	24.00%	\$ 27.10	\$ 31.61
Trades	Tool Room Assistant	\$ 7.83	\$ 11.86	41.77%	\$ 11.10	\$ 16.81	24.00%	\$ 14.56	\$ 22.05
Trades	Tool Room Assistant Senior	\$ 11.86	\$ 16.55	41.77%	\$ 16.81	\$ 23.46	24.00%	\$ 22.05	\$ 30.78
Trades	Trades Utilities Worker Senior	\$ 12.10	\$ 17.72	41.77%	\$ 17.15	\$ 25.13	24.00%	\$ 22.50	\$ 32.97
Trades	Trades Utility Worker	\$ 9.24	\$ 12.05	41.77%	\$ 13.11	\$ 17.09	24.00%	\$ 17.19	\$ 22.42
Trades	Tradesman Helper	\$ 9.24	\$ 14.89	41.77%	\$ 13.11	\$ 21.11	24.00%	\$ 17.19	\$ 27.69
Trades	Tradesman Helper Senior	\$ 14.89	\$ 18.55	41.77%	\$ 21.11	\$ 26.30	24.00%	\$ 27.69	\$ 34.51
Trades	Welder	\$ 10.19	\$ 16.87	41.77%	\$ 14.44	\$ 23.92	24.00%	\$ 18.95	\$ 31.39
Trades	Welder Senior	\$ 16.92	\$ 20.29	41.77%	\$ 23.99	\$ 28.76	24.00%	\$ 31.47	\$ 37.74
Trades	Work Zone Safety Officer	\$ 21.15	\$ 34.19	41.77%	\$ 29.98	\$ 48.47	24.00%	\$ 39.33	\$ 63.59

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	30.83%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	31.22%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	45.96%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	31.22%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	31.22%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	34.95%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	30.85%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	43.69%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	31.22%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.28%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	41.77%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Louisiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 13.51	\$ 19.18	30.90%	\$ 17.68	\$ 25.11	24.00%	\$ 25.12	\$ 35.68
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	30.90%	\$ 11.18	\$ 18.29	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 19.19	\$ 26.64	30.90%	\$ 25.12	\$ 34.87	24.00%	\$ 35.69	\$ 49.54
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	30.90%	\$ 27.10	\$ 33.87	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	30.90%	\$ 20.32	\$ 26.08	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	30.90%	\$ 12.87	\$ 16.26	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 17.59	\$ 20.12	30.90%	\$ 23.02	\$ 26.34	24.00%	\$ 32.71	\$ 37.43
Accounting/Finance	Accounting Manager B	\$ 20.07	\$ 24.62	30.90%	\$ 26.27	\$ 32.23	24.00%	\$ 37.32	\$ 45.80
Accounting/Finance	Accounting Manager C	\$ 24.67	\$ 31.18	30.90%	\$ 32.29	\$ 40.82	24.00%	\$ 45.89	\$ 58.00
Accounting/Finance	Auditing - External Auditor	\$ 17.35	\$ 21.95	30.90%	\$ 22.72	\$ 28.73	24.00%	\$ 32.28	\$ 40.83
Accounting/Finance	Auditing - External Auditor Senior	\$ 21.97	\$ 31.18	30.90%	\$ 28.76	\$ 40.82	24.00%	\$ 40.86	\$ 58.00
Accounting/Finance	Auditing - Internal Auditor	\$ 17.35	\$ 21.95	30.90%	\$ 22.72	\$ 28.73	24.00%	\$ 32.28	\$ 40.83
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 22.00	\$ 31.18	30.90%	\$ 28.79	\$ 40.82	24.00%	\$ 40.91	\$ 58.00
Accounting/Finance	Bookkeeper	\$ 9.13	\$ 13.82	30.90%	\$ 11.95	\$ 18.09	24.00%	\$ 16.99	\$ 25.71
Accounting/Finance	Budget Analyst	\$ 17.02	\$ 22.27	30.90%	\$ 22.28	\$ 29.15	24.00%	\$ 31.66	\$ 41.43
Accounting/Finance	Budget Analyst Senior	\$ 22.28	\$ 34.58	30.90%	\$ 29.17	\$ 45.26	24.00%	\$ 41.44	\$ 64.32
Accounting/Finance	Closure/Disbursement Specialists	\$ 28.38	\$ 31.59	30.90%	\$ 37.15	\$ 41.35	24.00%	\$ 52.79	\$ 58.76
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 26.65	\$ 34.55	30.90%	\$ 34.89	\$ 45.23	24.00%	\$ 49.58	\$ 64.27
Accounting/Finance	CPA	\$ 27.64	\$ 36.53	30.90%	\$ 36.18	\$ 47.81	24.00%	\$ 51.41	\$ 67.94
Accounting/Finance	Fiscal Assistant	\$ 9.61	\$ 14.77	30.90%	\$ 12.58	\$ 19.34	24.00%	\$ 17.88	\$ 27.47
Accounting/Finance	Fiscal Technical Senior	\$ 12.88	\$ 18.37	30.90%	\$ 16.86	\$ 24.05	24.00%	\$ 23.96	\$ 34.17
Accounting/Finance	Fiscal Technician	\$ 14.82	\$ 18.11	30.90%	\$ 19.40	\$ 23.71	24.00%	\$ 27.56	\$ 33.69
Accounting/Finance	Payroll Assistant	\$ 14.07	\$ 17.77	30.90%	\$ 18.41	\$ 23.26	24.00%	\$ 26.17	\$ 33.05
Accounting/Finance	Purchasing / Procurement	\$ 17.77	\$ 26.41	30.90%	\$ 23.26	\$ 34.57	24.00%	\$ 33.05	\$ 49.12
Accounting/Finance	Sr. Compliance Officer	\$ 34.31	\$ 39.00	30.90%	\$ 44.91	\$ 51.04	24.00%	\$ 63.81	\$ 72.53
Accounting/Finance	Supervising Auditor	\$ 34.31	\$ 39.49	30.90%	\$ 44.91	\$ 51.69	24.00%	\$ 63.81	\$ 73.45
Call Center/Customer Service	Customer Service Inbound I	\$ 9.05	\$ 13.31	31.33%	\$ 11.89	\$ 17.48	24.00%	\$ 16.83	\$ 24.76
Call Center/Customer Service	Customer Service Inbound II	\$ 13.37	\$ 21.52	31.33%	\$ 17.56	\$ 28.27	24.00%	\$ 24.87	\$ 40.04

Louisiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.05	\$ 13.31	31.33%	\$ 11.89	\$ 17.48	24.00%	\$ 16.83	\$ 24.76
Call Center/Customer Service	Customer Service Outbound II	\$ 13.37	\$ 21.52	31.33%	\$ 17.56	\$ 28.27	24.00%	\$ 24.87	\$ 40.04
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 8.88	\$ 15.06	31.33%	\$ 11.67	\$ 19.77	24.00%	\$ 16.53	\$ 28.00
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	31.33%	\$ 27.19	\$ 33.98	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.23	\$ 14.12	31.33%	\$ 12.12	\$ 18.54	24.00%	\$ 17.16	\$ 26.26
Call Center/Customer Service	Detailing Representative II	\$ 10.04	\$ 16.24	31.33%	\$ 13.18	\$ 21.33	24.00%	\$ 18.67	\$ 30.20
Call Center/Customer Service	Help Desk Analyst	\$ 11.96	\$ 26.54	31.33%	\$ 15.70	\$ 34.86	24.00%	\$ 22.24	\$ 49.37
Call Center/Customer Service	Market Research Inbound	\$ 17.54	\$ 21.06	31.33%	\$ 23.03	\$ 27.66	24.00%	\$ 32.62	\$ 39.18
Call Center/Customer Service	Market Research Outbound	\$ 21.08	\$ 32.10	31.33%	\$ 27.69	\$ 42.15	24.00%	\$ 39.21	\$ 59.70
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.20	\$ 11.73	31.33%	\$ 10.77	\$ 15.40	24.00%	\$ 15.26	\$ 21.81
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 11.87	\$ 16.97	31.33%	\$ 15.59	\$ 22.28	24.00%	\$ 22.09	\$ 31.56
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.20	\$ 11.73	31.33%	\$ 10.77	\$ 15.40	24.00%	\$ 15.26	\$ 21.81
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 11.87	\$ 16.97	31.33%	\$ 15.59	\$ 22.28	24.00%	\$ 22.09	\$ 31.56
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.20	\$ 11.50	31.33%	\$ 10.77	\$ 15.10	24.00%	\$ 15.26	\$ 21.38
Call Center/Customer Service	Sales Inbound I	\$ 8.68	\$ 15.00	31.33%	\$ 11.40	\$ 19.70	24.00%	\$ 16.15	\$ 27.90
Call Center/Customer Service	Sales Inbound II	\$ 11.87	\$ 16.97	31.33%	\$ 15.59	\$ 22.28	24.00%	\$ 22.09	\$ 31.56
Call Center/Customer Service	Sales Outbound I	\$ 10.76	\$ 15.09	31.33%	\$ 14.13	\$ 19.82	24.00%	\$ 20.01	\$ 28.07
Call Center/Customer Service	Sales Outbound II	\$ 11.87	\$ 16.97	31.33%	\$ 15.59	\$ 22.28	24.00%	\$ 22.09	\$ 31.56
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.27	\$ 11.75	31.33%	\$ 9.55	\$ 15.44	24.00%	\$ 13.52	\$ 21.86
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 11.76	\$ 15.24	31.33%	\$ 15.45	\$ 20.02	24.00%	\$ 21.88	\$ 28.35
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.66	\$ 11.58	31.33%	\$ 11.38	\$ 15.21	24.00%	\$ 16.11	\$ 21.54
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 11.62	\$ 20.46	31.33%	\$ 15.27	\$ 26.87	24.00%	\$ 21.62	\$ 38.06
Food Related Services	Barista (misc)	\$ 10.15	\$ 14.96	46.16%	\$ 14.83	\$ 21.87	24.00%	\$ 18.88	\$ 27.83
Food Related Services	Building Attendant (misc)	\$ 10.15	\$ 14.96	35.10%	\$ 13.71	\$ 20.22	24.00%	\$ 18.88	\$ 27.83
Food Related Services	Busser	\$ 10.15	\$ 14.96	35.10%	\$ 13.71	\$ 20.22	24.00%	\$ 18.88	\$ 27.83
Food Related Services	Cashiers	\$ 10.15	\$ 14.96	35.10%	\$ 13.71	\$ 20.22	24.00%	\$ 18.88	\$ 27.83
Food Related Services	Dishwasher	\$ 9.23	\$ 11.99	35.10%	\$ 12.46	\$ 16.20	24.00%	\$ 17.16	\$ 22.31
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	35.10%	\$ 19.45	\$ 23.78	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	35.10%	\$ 13.37	\$ 16.35	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.14	\$ 13.38	35.10%	\$ 12.35	\$ 18.07	24.00%	\$ 17.01	\$ 24.88
Food Related Services	Food Operations Manager Assistant	\$ 13.41	\$ 15.70	35.10%	\$ 18.12	\$ 21.21	24.00%	\$ 24.95	\$ 29.21
Food Related Services	Food Production Worker	\$ 7.36	\$ 12.05	35.10%	\$ 9.95	\$ 16.28	24.00%	\$ 13.69	\$ 22.41
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	35.10%	\$ 18.85	\$ 23.03	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	35.10%	\$ 14.59	\$ 17.83	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	35.10%	\$ 17.02	\$ 20.81	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.33	\$ 11.82	35.10%	\$ 9.91	\$ 15.97	24.00%	\$ 13.64	\$ 21.98
Food Related Services	Second Cook Senior	\$ 11.73	\$ 15.43	46.16%	\$ 17.14	\$ 22.55	24.00%	\$ 21.81	\$ 28.69
Food Related Services	Server	\$ 7.25	\$ 9.61	35.10%	\$ 9.79	\$ 12.99	24.00%	\$ 13.49	\$ 17.88
General Administrative	Administrative Assistant I	\$ 10.07	\$ 13.55	31.33%	\$ 13.23	\$ 17.80	24.00%	\$ 18.74	\$ 25.21
General Administrative	Administrative Assistant II	\$ 13.56	\$ 14.67	31.33%	\$ 17.81	\$ 19.27	24.00%	\$ 25.23	\$ 27.29

Louisiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 14.68	\$ 15.92	31.33%	\$ 19.28	\$ 20.91	24.00%	\$ 27.30	\$ 29.62
General Administrative	Administrative Assistant IV	\$ 15.93	\$ 17.63	31.33%	\$ 20.93	\$ 23.16	24.00%	\$ 29.64	\$ 32.79
General Administrative	Administrative Assistant V	\$ 17.65	\$ 19.88	31.33%	\$ 23.18	\$ 26.11	24.00%	\$ 32.83	\$ 36.98
General Administrative	Administrative Staff Assistant	\$ 19.56	\$ 22.36	31.33%	\$ 25.69	\$ 29.37	24.00%	\$ 36.38	\$ 41.60
General Administrative	Administrative Staff Specialist	\$ 22.37	\$ 27.66	31.33%	\$ 29.38	\$ 36.33	24.00%	\$ 41.61	\$ 51.45
General Administrative	Administrative Staff Specialist Senior	\$ 27.67	\$ 21.61	31.33%	\$ 36.34	\$ 28.38	24.00%	\$ 51.46	\$ 40.19
General Administrative	Agency Management Analyst	\$ 18.05	\$ 23.68	31.33%	\$ 23.70	\$ 31.10	24.00%	\$ 33.57	\$ 44.05
General Administrative	Agency Management Analyst Lead	\$ 23.69	\$ 27.52	31.33%	\$ 31.12	\$ 36.14	24.00%	\$ 44.07	\$ 51.19
General Administrative	Agency Management Analyst Senior	\$ 27.58	\$ 42.91	31.33%	\$ 36.22	\$ 56.35	24.00%	\$ 51.29	\$ 79.81
General Administrative	Clerk	\$ 9.30	\$ 10.75	31.33%	\$ 12.21	\$ 14.12	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	31.33%	\$ 10.83	\$ 12.15	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	31.33%	\$ 14.18	\$ 16.42	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.20	\$ 11.51	31.33%	\$ 10.77	\$ 15.12	24.00%	\$ 15.26	\$ 21.42
General Administrative	Data Entry Operator Senior	\$ 11.54	\$ 16.57	31.33%	\$ 15.16	\$ 21.76	24.00%	\$ 21.47	\$ 30.82
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	31.33%	\$ 13.46	\$ 19.70	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 14.54	\$ 18.07	31.33%	\$ 19.10	\$ 23.74	24.00%	\$ 27.05	\$ 33.62
General Administrative	Executive Secretary Senior	\$ 18.10	\$ 26.81	31.33%	\$ 23.77	\$ 35.21	24.00%	\$ 33.67	\$ 49.87
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	31.33%	\$ 22.98	\$ 27.25	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	31.33%	\$ 19.70	\$ 23.64	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 11.50	\$ 13.48	31.33%	\$ 15.10	\$ 17.70	24.00%	\$ 21.38	\$ 25.07
General Administrative	Legal Assistant Senior	\$ 13.51	\$ 34.05	31.33%	\$ 17.74	\$ 44.72	24.00%	\$ 25.12	\$ 63.34
General Administrative	Library Assistant	\$ 8.20	\$ 16.15	31.33%	\$ 10.77	\$ 21.22	24.00%	\$ 15.26	\$ 30.05
General Administrative	Medical Assistant I	\$ 11.02	\$ 12.85	31.33%	\$ 14.47	\$ 16.88	24.00%	\$ 20.49	\$ 23.90
General Administrative	Medical Assistant II	\$ 12.89	\$ 18.32	31.33%	\$ 16.93	\$ 24.06	24.00%	\$ 23.97	\$ 34.08
General Administrative	Medical Biller I	\$ 9.60	\$ 11.79	31.33%	\$ 12.61	\$ 15.49	24.00%	\$ 17.86	\$ 21.93
General Administrative	Medical Biller II	\$ 11.82	\$ 18.36	31.33%	\$ 15.52	\$ 24.11	24.00%	\$ 21.98	\$ 34.15
General Administrative	Medical Records Clerk I	\$ 11.54	\$ 16.81	31.33%	\$ 15.16	\$ 22.08	24.00%	\$ 21.47	\$ 31.27
General Administrative	Medical Records Clerk II	\$ 12.46	\$ 18.03	31.33%	\$ 16.37	\$ 23.68	24.00%	\$ 23.18	\$ 33.53
General Administrative	Office Manager	\$ 19.42	\$ 29.56	31.33%	\$ 25.51	\$ 38.82	24.00%	\$ 36.12	\$ 54.98
General Administrative	Office Services Aide	\$ 10.75	\$ 14.81	31.33%	\$ 14.12	\$ 19.45	24.00%	\$ 19.99	\$ 27.54
General Administrative	Office Services Assistant	\$ 11.52	\$ 15.64	31.33%	\$ 15.13	\$ 20.54	24.00%	\$ 21.43	\$ 29.09
General Administrative	Office Services Specialist	\$ 12.14	\$ 16.37	31.33%	\$ 15.95	\$ 21.50	24.00%	\$ 22.58	\$ 30.44
General Administrative	Office Services Supervisor	\$ 12.70	\$ 16.73	31.33%	\$ 16.68	\$ 21.97	24.00%	\$ 23.63	\$ 31.11
General Administrative	Office Services Supervisor Senior	\$ 14.72	\$ 18.77	31.33%	\$ 19.34	\$ 24.65	24.00%	\$ 27.39	\$ 34.90
General Administrative	Operator I	\$ 7.98	\$ 11.48	31.33%	\$ 10.48	\$ 15.07	24.00%	\$ 14.84	\$ 21.35
General Administrative	Operator II	\$ 11.50	\$ 13.41	31.33%	\$ 15.10	\$ 17.62	24.00%	\$ 21.38	\$ 24.95
General Administrative	Operator III (Key Disc Operator)	\$ 13.45	\$ 15.23	31.33%	\$ 17.67	\$ 20.00	24.00%	\$ 25.02	\$ 28.33
General Administrative	Operator IV (Key Disc Operator)	\$ 15.24	\$ 17.66	31.33%	\$ 20.02	\$ 23.19	24.00%	\$ 28.35	\$ 32.85
General Administrative	Paralegal	\$ 14.00	\$ 23.50	31.33%	\$ 18.39	\$ 30.86	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.23	\$ 13.69	31.33%	\$ 13.44	\$ 17.98	24.00%	\$ 19.03	\$ 25.47

Louisiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 13.70	\$ 14.61	31.33%	\$ 17.99	\$ 19.18	24.00%	\$ 25.48	\$ 27.17
General Administrative	Photocopy Supervisor	\$ 11.06	\$ 15.36	31.33%	\$ 14.53	\$ 20.17	24.00%	\$ 20.58	\$ 28.57
General Administrative	Photocopy Technician	\$ 9.99	\$ 14.13	31.33%	\$ 13.12	\$ 18.55	24.00%	\$ 18.58	\$ 26.27
General Administrative	Photo-Typesetting Specialist	\$ 13.01	\$ 18.73	31.33%	\$ 17.08	\$ 24.60	24.00%	\$ 24.20	\$ 34.84
General Administrative	Photo-Typesetting Supervisor	\$ 13.89	\$ 20.33	31.33%	\$ 18.25	\$ 26.71	24.00%	\$ 25.84	\$ 37.82
General Administrative	Postal Aide	\$ 7.30	\$ 9.99	31.33%	\$ 9.58	\$ 13.12	24.00%	\$ 13.57	\$ 18.58
General Administrative	Postal Aide Senior	\$ 10.04	\$ 15.80	31.33%	\$ 13.18	\$ 20.74	24.00%	\$ 18.67	\$ 29.38
General Administrative	Postal Assistant	\$ 15.85	\$ 17.61	31.33%	\$ 20.82	\$ 23.13	24.00%	\$ 29.48	\$ 32.76
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	31.33%	\$ 39.40	\$ 59.10	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	31.33%	\$ 26.27	\$ 32.83	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 11.73	\$ 15.48	31.33%	\$ 15.40	\$ 20.33	24.00%	\$ 21.81	\$ 28.80
General Administrative	Public Relations Specialist	\$ 16.29	\$ 27.86	31.33%	\$ 21.40	\$ 36.59	24.00%	\$ 30.31	\$ 51.83
General Administrative	Public Relations Specialist Assistant	\$ 11.73	\$ 16.27	31.33%	\$ 15.40	\$ 21.36	24.00%	\$ 21.81	\$ 30.25
General Administrative	Receptionist	\$ 8.19	\$ 10.55	31.33%	\$ 10.76	\$ 13.85	24.00%	\$ 15.24	\$ 19.61
General Administrative	Receptionist Senior	\$ 10.55	\$ 16.64	31.33%	\$ 13.86	\$ 21.86	24.00%	\$ 19.63	\$ 30.96
General Administrative	Secretary	\$ 8.66	\$ 11.58	31.33%	\$ 11.38	\$ 15.21	24.00%	\$ 16.11	\$ 21.54
General Administrative	Secretary Senior	\$ 11.62	\$ 20.52	31.33%	\$ 15.27	\$ 26.95	24.00%	\$ 21.62	\$ 38.17
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	31.33%	\$ 20.03	\$ 23.64	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.07	\$ 24.62	31.33%	\$ 13.23	\$ 32.33	24.00%	\$ 18.74	\$ 45.78
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	31.33%	\$ 26.27	\$ 34.79	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 18.06	\$ 22.27	31.33%	\$ 23.71	\$ 29.25	24.00%	\$ 33.58	\$ 41.43
Human Resources	Classification / Compensation Analyst Senior	\$ 22.32	\$ 29.56	31.33%	\$ 29.31	\$ 38.82	24.00%	\$ 41.51	\$ 54.98
Human Resources	Classification / Compensation Consultant	\$ 29.58	\$ 39.62	31.33%	\$ 38.85	\$ 52.03	24.00%	\$ 55.02	\$ 73.69
Human Resources	EEO Program Analyst	\$ 17.44	\$ 27.84	31.33%	\$ 22.90	\$ 36.56	24.00%	\$ 32.43	\$ 51.77
Human Resources	EEO Program Specialist	\$ 19.23	\$ 30.36	31.33%	\$ 25.25	\$ 39.88	24.00%	\$ 35.76	\$ 56.48
Human Resources	Employee Relations Analyst	\$ 15.70	\$ 19.88	31.33%	\$ 20.62	\$ 26.11	24.00%	\$ 29.21	\$ 36.98
Human Resources	Employee Relations Analyst Senior	\$ 19.93	\$ 35.17	31.33%	\$ 26.17	\$ 46.19	24.00%	\$ 37.07	\$ 65.42
Human Resources	Human Resources Assistant	\$ 12.05	\$ 17.35	31.33%	\$ 15.82	\$ 22.79	24.00%	\$ 22.41	\$ 32.28
Human Resources	Human Resources Generalist	\$ 13.97	\$ 17.77	31.33%	\$ 18.34	\$ 23.34	24.00%	\$ 25.98	\$ 33.05
Human Resources	Human Resources Generalist Senior	\$ 17.87	\$ 31.21	31.33%	\$ 23.47	\$ 40.99	24.00%	\$ 33.24	\$ 58.05
Human Resources	Personnel Analyst	\$ 13.83	\$ 17.59	31.33%	\$ 18.16	\$ 23.09	24.00%	\$ 25.72	\$ 32.71
Human Resources	Personnel Analyst Senior	\$ 17.63	\$ 21.33	31.33%	\$ 23.16	\$ 28.01	24.00%	\$ 32.79	\$ 39.68
Human Resources	Personnel Practices Analyst	\$ 21.39	\$ 25.19	31.33%	\$ 28.09	\$ 33.08	24.00%	\$ 39.78	\$ 46.85
Human Resources	Personnel Practices Analyst Senior	\$ 25.23	\$ 32.13	31.33%	\$ 33.14	\$ 42.19	24.00%	\$ 46.93	\$ 59.75
Human Resources	Personnel Practices Manager	\$ 31.61	\$ 39.32	31.33%	\$ 41.51	\$ 51.64	24.00%	\$ 58.79	\$ 73.14
Human Services	Social Worker	\$ 15.40	\$ 26.08	31.33%	\$ 20.22	\$ 34.25	24.00%	\$ 28.64	\$ 48.51
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	31.33%	\$ 29.55	\$ 40.71	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 11.68	\$ 16.13	31.33%	\$ 15.34	\$ 21.18	24.00%	\$ 21.73	\$ 30.00
Human Services	Support Enforcement Specialist Senior	\$ 16.18	\$ 19.09	31.33%	\$ 21.25	\$ 25.07	24.00%	\$ 30.10	\$ 35.51
Human Services	Utilization Review Analyst	\$ 16.18	\$ 23.21	31.33%	\$ 21.25	\$ 30.49	24.00%	\$ 30.10	\$ 43.18

Louisiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 23.26	\$ 37.31	31.33%	\$ 30.55	\$ 49.00	24.00%	\$ 43.26	\$ 69.40
Insurance	Claims Adjuster I	\$ 13.37	\$ 16.18	31.33%	\$ 17.56	\$ 21.25	24.00%	\$ 24.87	\$ 30.10
Insurance	Claims Adjuster II	\$ 16.23	\$ 23.21	31.33%	\$ 21.31	\$ 30.49	24.00%	\$ 30.19	\$ 43.18
Insurance	Claims Specialist	\$ 23.26	\$ 29.31	31.33%	\$ 30.55	\$ 38.49	24.00%	\$ 43.26	\$ 54.52
Insurance	Worker's Compensation Specialist	\$ 21.98	\$ 32.87	31.33%	\$ 28.86	\$ 43.17	24.00%	\$ 40.88	\$ 61.14
Laborer/Industrial	CDL Driver	\$ 11.73	\$ 16.83	35.10%	\$ 15.84	\$ 22.74	24.00%	\$ 21.81	\$ 31.30
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	35.10%	\$ 29.05	\$ 38.13	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	35.10%	\$ 37.76	\$ 44.87	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	35.10%	\$ 40.87	\$ 47.29	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	35.10%	\$ 33.44	\$ 40.53	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	35.10%	\$ 33.44	\$ 39.85	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	35.10%	\$ 42.56	\$ 51.00	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	35.10%	\$ 35.80	\$ 45.33	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 12.58	\$ 18.04	35.10%	\$ 17.00	\$ 24.37	24.00%	\$ 23.41	\$ 33.55
Laborer/Industrial	Forklift Operator	\$ 9.81	\$ 13.66	35.10%	\$ 13.25	\$ 18.46	24.00%	\$ 18.24	\$ 25.41
Laborer/Industrial	Forklift Operator Senior	\$ 13.69	\$ 19.93	35.10%	\$ 18.50	\$ 26.92	24.00%	\$ 25.47	\$ 37.07
Laborer/Industrial	Grounds Worker	\$ 7.94	\$ 11.02	35.10%	\$ 10.73	\$ 14.88	24.00%	\$ 14.78	\$ 20.49
Laborer/Industrial	Grounds Worker Lead	\$ 11.06	\$ 14.77	35.10%	\$ 14.94	\$ 19.96	24.00%	\$ 20.58	\$ 27.47
Laborer/Industrial	Grounds Worker Senior	\$ 11.81	\$ 14.68	35.10%	\$ 15.95	\$ 19.83	24.00%	\$ 21.97	\$ 27.30
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.20	\$ 11.50	35.10%	\$ 11.08	\$ 15.53	24.00%	\$ 15.26	\$ 21.38
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 11.51	\$ 14.68	35.10%	\$ 15.54	\$ 19.83	24.00%	\$ 21.40	\$ 27.30
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.25	\$ 11.04	35.10%	\$ 9.79	\$ 14.92	24.00%	\$ 13.49	\$ 20.54
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.25	\$ 11.04	35.10%	\$ 9.79	\$ 14.92	24.00%	\$ 13.49	\$ 20.54
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.25	\$ 11.04	35.10%	\$ 9.79	\$ 14.92	24.00%	\$ 13.49	\$ 20.54
Laborer/Industrial	Housekeeping Supervisor	\$ 9.81	\$ 13.62	35.10%	\$ 13.25	\$ 18.40	24.00%	\$ 18.24	\$ 25.33
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 13.65	\$ 21.11	35.10%	\$ 18.44	\$ 28.52	24.00%	\$ 25.38	\$ 39.26
Laborer/Industrial	Housekeeping Worker	\$ 7.27	\$ 11.12	35.10%	\$ 9.82	\$ 15.02	24.00%	\$ 13.52	\$ 20.68
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.16	\$ 14.25	35.10%	\$ 15.08	\$ 19.26	24.00%	\$ 20.76	\$ 26.51
Laborer/Industrial	Inventory Worker Light	\$ 8.68	\$ 13.60	35.10%	\$ 11.73	\$ 18.37	24.00%	\$ 16.15	\$ 25.29
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 7.94	\$ 15.26	35.10%	\$ 10.73	\$ 20.62	24.00%	\$ 14.78	\$ 28.38
Laborer/Industrial	Motor Vehicle Operator A	\$ 7.74	\$ 10.55	35.10%	\$ 10.46	\$ 14.26	24.00%	\$ 14.40	\$ 19.63
Laborer/Industrial	Motor Vehicle Operator B	\$ 10.60	\$ 17.11	35.10%	\$ 14.32	\$ 23.12	24.00%	\$ 19.72	\$ 31.83
Laborer/Industrial	Packer	\$ 7.25	\$ 11.04	35.10%	\$ 9.79	\$ 14.92	24.00%	\$ 13.49	\$ 20.54
Laborer/Industrial	Warehouse Specialist I	\$ 7.94	\$ 11.04	35.10%	\$ 10.73	\$ 14.92	24.00%	\$ 14.78	\$ 20.54
Laborer/Industrial	Warehouse Specialist II	\$ 11.06	\$ 13.83	35.10%	\$ 14.94	\$ 18.68	24.00%	\$ 20.58	\$ 25.72
Laborer/Industrial	Warehouse Specialist III	\$ 13.88	\$ 17.68	35.10%	\$ 18.75	\$ 23.88	24.00%	\$ 25.81	\$ 32.88
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	35.10%	\$ 12.16	\$ 14.86	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.25	\$ 11.04	35.10%	\$ 9.79	\$ 14.92	24.00%	\$ 13.49	\$ 20.54
Laborer/Industrial	Warehouse Worker II	\$ 11.06	\$ 13.83	35.10%	\$ 14.94	\$ 18.68	24.00%	\$ 20.58	\$ 25.72
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	35.10%	\$ 33.03	\$ 43.23	24.00%	\$ 45.48	\$ 59.52

Louisiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	35.10%	\$ 33.03	\$ 39.85	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	35.10%	\$ 33.03	\$ 39.85	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 10.55	\$ 13.62	30.92%	\$ 13.82	\$ 17.83	24.00%	\$ 19.63	\$ 25.33
Media	Audio Visual Technician Senior	\$ 13.65	\$ 22.61	30.92%	\$ 17.86	\$ 29.61	24.00%	\$ 25.38	\$ 42.06
Media	Graphic Artist	\$ 12.43	\$ 14.84	30.92%	\$ 16.27	\$ 19.42	24.00%	\$ 23.12	\$ 27.59
Media	Graphic Artist Senior	\$ 14.84	\$ 20.87	30.92%	\$ 19.42	\$ 27.32	24.00%	\$ 27.59	\$ 38.82
Media	Graphic Designer	\$ 12.43	\$ 14.84	30.92%	\$ 16.27	\$ 19.42	24.00%	\$ 23.12	\$ 27.59
Media	Graphic Designer Senior	\$ 14.86	\$ 20.87	30.92%	\$ 19.46	\$ 27.32	24.00%	\$ 27.65	\$ 38.82
Media	Photographer	\$ 8.20	\$ 10.86	30.92%	\$ 10.74	\$ 14.22	24.00%	\$ 15.26	\$ 20.20
Media	Photographer Senior	\$ 10.88	\$ 17.40	30.92%	\$ 14.24	\$ 22.78	24.00%	\$ 20.23	\$ 32.36
Media	TV / Video Production Specialist	\$ 16.41	\$ 21.12	30.92%	\$ 21.49	\$ 27.65	24.00%	\$ 30.53	\$ 39.28
Media	TV / Video Production Technician	\$ 21.15	\$ 28.61	30.92%	\$ 27.68	\$ 37.46	24.00%	\$ 39.33	\$ 53.22
Security	Armed Security Officer	\$ 13.14	\$ 17.59	43.87%	\$ 18.90	\$ 25.30	24.00%	\$ 24.44	\$ 32.71
Security	<u>Captain</u>	\$ 18.45	\$ 26.29	43.87%	\$ 26.55	\$ 37.83	24.00%	\$ 34.32	\$ 48.91
Security	Dispatcher/Police	\$ 12.73	\$ 21.70	43.87%	\$ 18.32	\$ 31.22	24.00%	\$ 23.68	\$ 40.36
Security	<u>Lieutenant</u>	\$ 16.61	\$ 23.07	43.87%	\$ 23.89	\$ 33.18	24.00%	\$ 30.89	\$ 42.90
Security	<u>Sergeant</u>	\$ 15.22	\$ 21.22	43.87%	\$ 21.90	\$ 30.53	24.00%	\$ 28.32	\$ 39.47
Security	Unarmed Security Guard	\$ 8.88	\$ 17.35	43.87%	\$ 12.77	\$ 24.95	24.00%	\$ 16.51	\$ 32.26
Tax	Data Entry Clerk	\$ 8.20	\$ 10.55	31.33%	\$ 10.77	\$ 13.86	24.00%	\$ 15.26	\$ 19.63
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 10.60	\$ 16.64	31.33%	\$ 13.92	\$ 21.86	24.00%	\$ 19.72	\$ 30.96
Tax	Error Resolution and Document Processor	\$ 13.79	\$ 19.16	31.33%	\$ 18.11	\$ 25.17	24.00%	\$ 25.66	\$ 35.64
Tax	General Clerical	\$ 7.98	\$ 11.80	31.33%	\$ 10.48	\$ 15.50	24.00%	\$ 14.84	\$ 21.95
Tax	On-Site Administrator (Day)	\$ 9.33	\$ 20.17	31.33%	\$ 12.25	\$ 26.49	24.00%	\$ 17.35	\$ 37.51
Tax	On-Site Administrator (Evening)	\$ 9.33	\$ 20.17	31.33%	\$ 12.25	\$ 26.49	24.00%	\$ 17.35	\$ 37.51
Tax	Remittance Processor	\$ 16.58	\$ 24.57	31.33%	\$ 21.77	\$ 32.27	24.00%	\$ 30.84	\$ 45.70
Tax	Taxpayer Information & Assistance Agent	\$ 14.69	\$ 21.10	31.33%	\$ 19.29	\$ 27.71	24.00%	\$ 27.32	\$ 39.25
Technical	Agricultural Technician	\$ 15.10	\$ 24.51	35.35%	\$ 20.44	\$ 33.18	24.00%	\$ 28.09	\$ 45.60
Technical	Agricultural Technician Lead	\$ 16.94	\$ 27.07	35.35%	\$ 22.93	\$ 36.64	24.00%	\$ 31.51	\$ 50.35
Technical	Agricultural Technician Supervisor	\$ 20.34	\$ 32.61	35.35%	\$ 27.54	\$ 44.14	24.00%	\$ 37.84	\$ 60.66
Technical	Analytical Chemist	\$ 16.01	\$ 27.07	35.35%	\$ 21.67	\$ 36.64	24.00%	\$ 29.77	\$ 50.35
Technical	Analytical Chemist Assistant	\$ 18.70	\$ 30.80	35.35%	\$ 25.31	\$ 41.68	24.00%	\$ 34.78	\$ 57.28
Technical	Analytical Chemist Senior	\$ 23.60	\$ 38.52	35.35%	\$ 31.94	\$ 52.14	24.00%	\$ 43.90	\$ 71.65
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	35.35%	\$ 26.79	\$ 42.00	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	35.35%	\$ 39.10	\$ 50.69	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 16.90	\$ 25.42	35.35%	\$ 22.88	\$ 34.40	24.00%	\$ 31.44	\$ 47.28
Technical	Bridge Design Drafter Senior	\$ 18.03	\$ 27.48	35.35%	\$ 24.40	\$ 37.20	24.00%	\$ 33.53	\$ 51.12
Technical	Cartographic Drafter	\$ 21.25	\$ 29.93	35.35%	\$ 28.76	\$ 40.51	24.00%	\$ 39.52	\$ 55.67
Technical	Cartographic Drafter Assistant	\$ 16.65	\$ 25.05	35.35%	\$ 22.54	\$ 33.90	24.00%	\$ 30.97	\$ 46.59
Technical	Cartographic Supervisor	\$ 28.99	\$ 38.97	35.35%	\$ 39.24	\$ 52.75	24.00%	\$ 53.92	\$ 72.49
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	35.35%	\$ 21.66	\$ 26.39	24.00%	\$ 29.76	\$ 36.27

Louisiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	<u>Direct Certification Coordinator</u>	\$ 39.59	\$ 48.15	35.35%	\$ 53.59	\$ 65.17	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 25.56	\$ 36.18	35.35%	\$ 34.59	\$ 48.96	24.00%	\$ 47.53	\$ 67.29
Technical	Engineering Design Drafting Supervisor	\$ 29.74	\$ 41.45	35.35%	\$ 40.25	\$ 56.11	24.00%	\$ 55.31	\$ 77.10
Technical	Engineering Design Drafting Technician	\$ 14.36	\$ 19.01	35.35%	\$ 19.43	\$ 25.72	24.00%	\$ 26.70	\$ 35.35
Technical	Engineering Drafting Technician	\$ 14.38	\$ 19.01	35.35%	\$ 19.47	\$ 25.72	24.00%	\$ 26.75	\$ 35.35
Technical	Engineering Drafting Technician Senior	\$ 16.67	\$ 24.24	35.35%	\$ 22.57	\$ 32.80	24.00%	\$ 31.01	\$ 45.08
Technical	Environmental Engineer	\$ 23.61	\$ 37.30	35.35%	\$ 31.96	\$ 50.49	24.00%	\$ 43.91	\$ 69.38
Technical	Environmental Engineer Senior	\$ 25.43	\$ 40.81	35.35%	\$ 34.42	\$ 55.23	24.00%	\$ 47.29	\$ 75.90
Technical	Environmental Program Analyst	\$ 20.03	\$ 29.60	35.35%	\$ 27.11	\$ 40.06	24.00%	\$ 37.26	\$ 55.05
Technical	Environmental Program Planner	\$ 21.40	\$ 31.98	35.35%	\$ 28.97	\$ 43.28	24.00%	\$ 39.81	\$ 59.48
Technical	Environmental Program Specialist	\$ 23.01	\$ 28.90	35.35%	\$ 31.14	\$ 39.11	24.00%	\$ 42.80	\$ 53.75
Technical	Environmental Specialist - Field	\$ 21.40	\$ 31.24	35.35%	\$ 28.97	\$ 42.28	24.00%	\$ 39.81	\$ 58.11
Technical	Environmental Specialist Senior - Field	\$ 22.01	\$ 32.70	35.35%	\$ 29.80	\$ 44.26	24.00%	\$ 40.95	\$ 60.82
Technical	Environmental Technician	\$ 20.03	\$ 29.60	35.35%	\$ 27.11	\$ 40.06	24.00%	\$ 37.26	\$ 55.05
Technical	Environmental Technician Senior	\$ 21.40	\$ 31.98	35.35%	\$ 28.97	\$ 43.28	24.00%	\$ 39.81	\$ 59.48
Technical	<u>Help Desk Support</u>	\$ 15.50	\$ 25.00	35.35%	\$ 20.98	\$ 33.84	24.00%	\$ 28.83	\$ 46.50
Technical	<u>Home Repair Coordinator</u>	\$ 17.25	\$ 24.00	35.35%	\$ 23.35	\$ 32.48	24.00%	\$ 32.09	\$ 44.64
Technical	<u>Housing Recovery Advisor</u>	\$ 18.25	\$ 22.30	35.35%	\$ 24.70	\$ 30.19	24.00%	\$ 33.94	\$ 41.49
Technical	Laboratory Technician	\$ 15.29	\$ 22.90	35.35%	\$ 20.69	\$ 30.99	24.00%	\$ 28.44	\$ 42.59
Technical	Laboratory Technician Senior	\$ 16.23	\$ 24.69	35.35%	\$ 21.97	\$ 33.42	24.00%	\$ 30.19	\$ 45.92
Technical	<u>Program Support Specialist</u>	\$ 22.00	\$ 26.50	35.35%	\$ 29.78	\$ 35.87	24.00%	\$ 40.92	\$ 49.29
Technical	<u>Regional Recovery Outreach Manager</u>	\$ 24.33	\$ 32.44	35.35%	\$ 32.93	\$ 43.91	24.00%	\$ 45.26	\$ 60.34
Technical	Residential Plan Reviewer	\$ 17.74	\$ 27.72	35.35%	\$ 24.01	\$ 37.51	24.00%	\$ 33.00	\$ 51.55
Technical	Right of Way Technician	\$ 25.18	\$ 39.81	35.35%	\$ 34.08	\$ 53.88	24.00%	\$ 46.83	\$ 74.05
Technical	Right of Way Technician Supervisor	\$ 27.18	\$ 43.70	35.35%	\$ 36.79	\$ 59.15	24.00%	\$ 50.56	\$ 81.29
Technical	Safety Engineer	\$ 24.81	\$ 38.91	35.35%	\$ 33.58	\$ 52.66	24.00%	\$ 46.14	\$ 72.37
Technical	Safety Engineer Senior	\$ 28.20	\$ 44.52	35.35%	\$ 38.17	\$ 60.25	24.00%	\$ 52.46	\$ 82.80
Technical	Title Examiner	\$ 17.28	\$ 24.30	35.35%	\$ 23.39	\$ 32.89	24.00%	\$ 32.14	\$ 45.20
Technical	Traffic Controller	\$ 20.92	\$ 33.81	35.35%	\$ 28.31	\$ 45.77	24.00%	\$ 38.90	\$ 62.89
Technical	Traffic Controller Senior	\$ 25.18	\$ 39.81	35.35%	\$ 34.08	\$ 53.88	24.00%	\$ 46.83	\$ 74.05
Technical	Transportation Data Analyst	\$ 20.92	\$ 33.81	35.35%	\$ 28.31	\$ 45.77	24.00%	\$ 38.90	\$ 62.89
Technical	Transportation Data Analyst Senior	\$ 25.18	\$ 39.81	35.35%	\$ 34.08	\$ 53.88	24.00%	\$ 46.83	\$ 74.05
Technical	Transportation Data Analyst Supervisor	\$ 25.18	\$ 39.81	35.35%	\$ 34.08	\$ 53.88	24.00%	\$ 46.83	\$ 74.05
Technical	Transportation Data Technician	\$ 20.92	\$ 33.81	35.35%	\$ 28.31	\$ 45.77	24.00%	\$ 38.90	\$ 62.89
Technical	Transportation District Utilities Specialist	\$ 24.71	\$ 39.80	35.35%	\$ 33.44	\$ 53.87	24.00%	\$ 45.96	\$ 74.03
Technical	Transportation Engineering Technician -Survey	\$ 25.66	\$ 43.55	35.35%	\$ 34.73	\$ 58.94	24.00%	\$ 47.72	\$ 81.00
Technical	Transportation Engineering Technician -Survey Senior	\$ 28.32	\$ 45.57	35.35%	\$ 38.34	\$ 61.68	24.00%	\$ 52.68	\$ 84.76
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 29.90	\$ 48.68	35.35%	\$ 40.47	\$ 65.88	24.00%	\$ 55.62	\$ 90.54
Technical	Transportation Materials Technician	\$ 12.01	\$ 17.28	35.35%	\$ 16.26	\$ 23.39	24.00%	\$ 22.34	\$ 32.14
Technical	Transportation Materials Technician Senior	\$ 12.82	\$ 18.74	35.35%	\$ 17.35	\$ 25.36	24.00%	\$ 23.84	\$ 34.85

Louisiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 25.66	\$ 42.61	35.35%	\$ 34.73	\$ 57.67	24.00%	\$ 47.72	\$ 79.25
Technical	Transportation Materials Technician Supervisor	\$ 29.90	\$ 48.68	35.35%	\$ 40.47	\$ 65.88	24.00%	\$ 55.62	\$ 90.54
Technical	Transportation Planning Specialist	\$ 24.71	\$ 39.80	35.35%	\$ 33.44	\$ 53.87	24.00%	\$ 45.96	\$ 74.03
Technical	Transportation Planning Specialist Senior	\$ 28.32	\$ 45.57	35.35%	\$ 38.34	\$ 61.68	24.00%	\$ 52.68	\$ 84.76
Technical	Transportation Technical Program Coordinator	\$ 24.71	\$ 39.80	35.35%	\$ 33.44	\$ 53.87	24.00%	\$ 45.96	\$ 74.03
Technical	Transportation Technical Support Coordinator	\$ 24.71	\$ 39.80	35.35%	\$ 33.44	\$ 53.87	24.00%	\$ 45.96	\$ 74.03
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	35.35%	\$ 50.76	\$ 60.91	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 14.29	\$ 17.59	41.87%	\$ 20.28	\$ 24.95	24.00%	\$ 26.58	\$ 32.71
Trades	Boiler Operator II	\$ 17.63	\$ 20.24	41.87%	\$ 25.01	\$ 28.72	24.00%	\$ 32.79	\$ 37.65
Trades	Boiler Operator Senior I	\$ 20.26	\$ 22.12	41.87%	\$ 28.74	\$ 31.37	24.00%	\$ 37.68	\$ 41.13
Trades	Boiler Operator Senior II	\$ 22.13	\$ 30.30	41.87%	\$ 31.40	\$ 42.98	24.00%	\$ 41.17	\$ 56.36
Trades	Carpenter Assistant	\$ 9.52	\$ 12.88	41.87%	\$ 13.51	\$ 18.27	24.00%	\$ 17.71	\$ 23.96
Trades	Carpenter	\$ 12.89	\$ 18.06	41.87%	\$ 18.29	\$ 25.62	24.00%	\$ 23.97	\$ 33.58
Trades	Carpenter Senior	\$ 19.06	\$ 25.75	41.87%	\$ 27.04	\$ 36.53	24.00%	\$ 35.45	\$ 47.90
Trades	Electrician	\$ 20.33	\$ 33.82	41.87%	\$ 28.84	\$ 47.98	24.00%	\$ 37.80	\$ 62.91
Trades	Electrician Assistant	\$ 10.84	\$ 13.38	41.87%	\$ 15.38	\$ 18.98	24.00%	\$ 20.16	\$ 24.88
Trades	Electrician Senior	\$ 15.69	\$ 18.10	41.87%	\$ 22.26	\$ 25.68	24.00%	\$ 29.19	\$ 33.67
Trades	Electrician Supervisor Senior	\$ 18.15	\$ 31.90	41.87%	\$ 25.75	\$ 45.26	24.00%	\$ 33.75	\$ 59.34
Trades	Electronic Equipment Install & Repair Supervisor	\$ 19.80	\$ 29.43	41.87%	\$ 28.09	\$ 41.75	24.00%	\$ 36.83	\$ 54.74
Trades	Electronic Equipment Install & Repair Technician	\$ 15.71	\$ 19.70	41.87%	\$ 22.29	\$ 27.95	24.00%	\$ 29.22	\$ 36.64
Trades	Electronic Technician	\$ 11.96	\$ 15.20	41.87%	\$ 16.96	\$ 21.56	24.00%	\$ 22.24	\$ 28.26
Trades	Electronic Technician Senior	\$ 15.24	\$ 26.96	41.87%	\$ 21.62	\$ 38.25	24.00%	\$ 28.35	\$ 50.14
Trades	Equipment Repair Supervisor	\$ 21.67	\$ 25.37	41.87%	\$ 30.75	\$ 36.00	24.00%	\$ 40.31	\$ 47.19
Trades	Equipment Repair Technician	\$ 11.96	\$ 15.20	41.87%	\$ 16.96	\$ 21.56	24.00%	\$ 22.24	\$ 28.26
Trades	Equipment Repair Technician Senior	\$ 15.24	\$ 21.62	41.87%	\$ 21.62	\$ 30.67	24.00%	\$ 28.35	\$ 40.21
Trades	HVAC Installation & Repair Assistant	\$ 9.33	\$ 14.88	41.87%	\$ 13.23	\$ 21.11	24.00%	\$ 17.35	\$ 27.68
Trades	HVAC Installation & Repair Assistant Senior	\$ 14.88	\$ 25.37	41.87%	\$ 21.11	\$ 36.00	24.00%	\$ 27.68	\$ 47.19
Trades	Laboratory Mechanic	\$ 11.97	\$ 16.23	41.87%	\$ 16.98	\$ 23.02	24.00%	\$ 22.26	\$ 30.19
Trades	Laboratory Mechanic Senior	\$ 16.23	\$ 24.69	41.87%	\$ 23.02	\$ 35.03	24.00%	\$ 30.19	\$ 45.92
Trades	Locksmith	\$ 14.68	\$ 21.59	41.87%	\$ 20.82	\$ 30.63	24.00%	\$ 27.30	\$ 40.16
Trades	Maintenance Field Worker	\$ 11.96	\$ 15.29	41.87%	\$ 16.96	\$ 21.69	24.00%	\$ 22.24	\$ 28.44
Trades	Mason Plasterer	\$ 14.77	\$ 17.02	41.87%	\$ 20.96	\$ 24.15	24.00%	\$ 27.47	\$ 31.66
Trades	Mason Plasterer Assistant	\$ 17.06	\$ 25.23	41.87%	\$ 24.20	\$ 35.80	24.00%	\$ 31.73	\$ 46.93
Trades	Mechanic	\$ 9.61	\$ 21.64	41.87%	\$ 13.64	\$ 30.69	24.00%	\$ 17.88	\$ 40.24
Trades	Painter	\$ 9.24	\$ 20.52	41.87%	\$ 13.12	\$ 29.11	24.00%	\$ 17.19	\$ 38.17
Trades	Plumber / Steamfitter	\$ 20.05	\$ 30.48	41.87%	\$ 28.44	\$ 43.25	24.00%	\$ 37.29	\$ 56.70
Trades	Plumber / Steamfitter Assistant	\$ 11.96	\$ 19.98	41.87%	\$ 16.96	\$ 28.35	24.00%	\$ 22.24	\$ 37.17
Trades	Printing Press Operator B	\$ 19.57	\$ 28.74	41.87%	\$ 27.76	\$ 40.77	24.00%	\$ 36.40	\$ 53.46
Trades	Production Supervisor	\$ 23.20	\$ 35.54	41.87%	\$ 32.92	\$ 50.42	24.00%	\$ 43.16	\$ 66.10
Trades	Radio Specialist	\$ 13.83	\$ 17.73	41.87%	\$ 19.62	\$ 25.16	24.00%	\$ 25.72	\$ 32.98

Louisiana (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 17.76	\$ 23.21	41.87%	\$ 25.20	\$ 32.93	24.00%	\$ 33.03	\$ 43.18
Trades	Sheet Metal Worker	\$ 13.16	\$ 16.93	41.87%	\$ 18.67	\$ 24.02	24.00%	\$ 24.47	\$ 31.49
Trades	Sheet Metal Worker Assistant	\$ 9.99	\$ 13.37	41.87%	\$ 14.18	\$ 18.97	24.00%	\$ 18.58	\$ 24.87
Trades	Sheet Metal Worker Lead	\$ 16.98	\$ 23.22	41.87%	\$ 24.08	\$ 32.95	24.00%	\$ 31.58	\$ 43.19
Trades	Shipping / Receiving Clerk	\$ 13.23	\$ 18.14	41.87%	\$ 18.77	\$ 25.73	24.00%	\$ 24.61	\$ 33.74
Trades	Storekeeper Assistant I	\$ 9.84	\$ 14.39	41.87%	\$ 13.95	\$ 20.42	24.00%	\$ 18.29	\$ 26.77
Trades	Storekeeper Assistant II	\$ 10.70	\$ 15.47	41.87%	\$ 15.18	\$ 21.95	24.00%	\$ 19.91	\$ 28.78
Trades	Storekeeper I	\$ 7.25	\$ 9.61	41.87%	\$ 10.29	\$ 13.64	24.00%	\$ 13.49	\$ 17.88
Trades	Storekeeper II	\$ 9.67	\$ 11.73	41.87%	\$ 13.72	\$ 16.64	24.00%	\$ 17.98	\$ 21.81
Trades	Storekeeper III	\$ 11.76	\$ 14.39	41.87%	\$ 16.69	\$ 20.42	24.00%	\$ 21.88	\$ 26.77
Trades	Storekeeper Senior	\$ 14.41	\$ 16.81	41.87%	\$ 20.45	\$ 23.85	24.00%	\$ 26.80	\$ 31.27
Trades	Tool Room Assistant	\$ 7.74	\$ 11.73	41.87%	\$ 10.98	\$ 16.64	24.00%	\$ 14.40	\$ 21.81
Trades	Tool Room Assistant Senior	\$ 11.73	\$ 16.37	41.87%	\$ 16.64	\$ 23.22	24.00%	\$ 21.81	\$ 30.44
Trades	Trades Utilities Worker Senior	\$ 11.97	\$ 17.53	41.87%	\$ 16.98	\$ 24.87	24.00%	\$ 22.26	\$ 32.61
Trades	Trades Utility Worker	\$ 9.14	\$ 11.92	41.87%	\$ 12.97	\$ 16.91	24.00%	\$ 17.01	\$ 22.17
Trades	Tradesman Helper	\$ 9.14	\$ 14.72	41.87%	\$ 12.97	\$ 20.89	24.00%	\$ 17.01	\$ 27.39
Trades	Tradesman Helper Senior	\$ 14.72	\$ 18.35	41.87%	\$ 20.89	\$ 26.03	24.00%	\$ 27.39	\$ 34.13
Trades	Welder	\$ 10.07	\$ 16.69	41.87%	\$ 14.29	\$ 23.68	24.00%	\$ 18.74	\$ 31.04
Trades	Welder Senior	\$ 16.74	\$ 20.07	41.87%	\$ 23.74	\$ 28.47	24.00%	\$ 31.13	\$ 37.32
Trades	Work Zone Safety Officer	\$ 20.92	\$ 33.81	41.87%	\$ 29.67	\$ 47.97	24.00%	\$ 38.90	\$ 62.89

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	30.90%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	31.33%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	46.16%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	31.33%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	31.33%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	35.10%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	30.92%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	43.87%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	31.33%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.35%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	41.87%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

- For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
- If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
- Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Maine (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 14.66	\$ 20.81	31.70%	\$ 19.30	\$ 27.41	24.00%	\$ 27.26	\$ 38.72
Accounting/Finance	Accountant JR	\$ 9.00	\$ 13.97	31.70%	\$ 11.85	\$ 18.40	24.00%	\$ 16.74	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 20.82	\$ 28.90	31.70%	\$ 27.43	\$ 38.07	24.00%	\$ 38.73	\$ 53.76
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	31.70%	\$ 27.26	\$ 34.08	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	31.70%	\$ 20.45	\$ 26.24	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	31.70%	\$ 12.95	\$ 16.36	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 19.08	\$ 21.84	31.70%	\$ 25.13	\$ 28.76	24.00%	\$ 35.49	\$ 40.62
Accounting/Finance	Accounting Manager B	\$ 21.78	\$ 26.72	31.70%	\$ 28.68	\$ 35.19	24.00%	\$ 40.50	\$ 49.70
Accounting/Finance	Accounting Manager C	\$ 26.77	\$ 33.84	31.70%	\$ 35.26	\$ 44.57	24.00%	\$ 49.80	\$ 62.94
Accounting/Finance	Auditing - External Auditor	\$ 18.83	\$ 23.82	31.70%	\$ 24.80	\$ 31.37	24.00%	\$ 35.03	\$ 44.30
Accounting/Finance	Auditing - External Auditor Senior	\$ 23.84	\$ 33.84	31.70%	\$ 31.40	\$ 44.57	24.00%	\$ 44.34	\$ 62.94
Accounting/Finance	Auditing - Internal Auditor	\$ 18.83	\$ 23.82	31.70%	\$ 24.80	\$ 31.37	24.00%	\$ 35.03	\$ 44.30
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 23.87	\$ 33.84	31.70%	\$ 31.43	\$ 44.57	24.00%	\$ 44.40	\$ 62.94
Accounting/Finance	Bookkeeper	\$ 9.91	\$ 15.00	31.70%	\$ 13.05	\$ 19.75	24.00%	\$ 18.43	\$ 27.90
Accounting/Finance	Budget Analyst	\$ 18.47	\$ 24.17	31.70%	\$ 24.33	\$ 31.83	24.00%	\$ 34.36	\$ 44.95
Accounting/Finance	Budget Analyst Senior	\$ 24.18	\$ 37.52	31.70%	\$ 31.84	\$ 49.42	24.00%	\$ 44.97	\$ 69.80
Accounting/Finance	Closure/Disbursement Specialists	\$ 30.80	\$ 34.28	31.70%	\$ 40.56	\$ 45.15	24.00%	\$ 57.29	\$ 63.76
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 28.92	\$ 37.49	31.70%	\$ 38.09	\$ 49.38	24.00%	\$ 53.80	\$ 69.74
Accounting/Finance	CPA	\$ 30.00	\$ 39.64	31.70%	\$ 39.51	\$ 52.20	24.00%	\$ 55.79	\$ 73.73
Accounting/Finance	Fiscal Assistant	\$ 10.43	\$ 16.03	31.70%	\$ 13.74	\$ 21.11	24.00%	\$ 19.40	\$ 29.81
Accounting/Finance	Fiscal Technical Senior	\$ 13.98	\$ 19.93	31.70%	\$ 18.41	\$ 26.25	24.00%	\$ 26.00	\$ 37.08
Accounting/Finance	Fiscal Technician	\$ 16.08	\$ 19.65	31.70%	\$ 21.18	\$ 25.88	24.00%	\$ 29.91	\$ 36.56
Accounting/Finance	Payroll Assistant	\$ 15.27	\$ 19.28	31.70%	\$ 20.11	\$ 25.40	24.00%	\$ 28.40	\$ 35.87
Accounting/Finance	Purchasing / Procurement	\$ 19.28	\$ 28.66	31.70%	\$ 25.40	\$ 37.74	24.00%	\$ 35.87	\$ 53.30
Accounting/Finance	Sr. Compliance Officer	\$ 37.23	\$ 42.32	31.70%	\$ 49.03	\$ 55.73	24.00%	\$ 69.24	\$ 78.71
Accounting/Finance	Supervising Auditor	\$ 37.23	\$ 42.85	31.70%	\$ 49.03	\$ 56.44	24.00%	\$ 69.24	\$ 79.71
Call Center/Customer Service	Customer Service Inbound I	\$ 9.82	\$ 14.45	32.70%	\$ 13.03	\$ 19.17	24.00%	\$ 18.27	\$ 26.87
Call Center/Customer Service	Customer Service Inbound II	\$ 14.51	\$ 23.36	32.70%	\$ 19.25	\$ 31.00	24.00%	\$ 26.98	\$ 43.45

Maine (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.82	\$ 14.45	32.70%	\$ 13.03	\$ 19.17	24.00%	\$ 18.27	\$ 26.87
Call Center/Customer Service	Customer Service Outbound II	\$ 14.51	\$ 23.36	32.70%	\$ 19.25	\$ 31.00	24.00%	\$ 26.98	\$ 43.45
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.64	\$ 16.34	32.70%	\$ 12.79	\$ 21.68	24.00%	\$ 17.93	\$ 30.39
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	32.70%	\$ 27.47	\$ 34.34	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 10.01	\$ 15.32	32.70%	\$ 13.29	\$ 20.33	24.00%	\$ 18.62	\$ 28.49
Call Center/Customer Service	Detailing Representative II	\$ 10.89	\$ 17.62	32.70%	\$ 14.46	\$ 23.38	24.00%	\$ 20.26	\$ 32.78
Call Center/Customer Service	Help Desk Analyst	\$ 12.98	\$ 28.80	32.70%	\$ 17.22	\$ 38.22	24.00%	\$ 24.13	\$ 53.58
Call Center/Customer Service	Market Research Inbound	\$ 19.03	\$ 22.86	32.70%	\$ 25.26	\$ 30.33	24.00%	\$ 35.40	\$ 42.51
Call Center/Customer Service	Market Research Outbound	\$ 22.88	\$ 34.83	32.70%	\$ 30.36	\$ 46.22	24.00%	\$ 42.55	\$ 64.79
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.00	\$ 12.73	32.70%	\$ 11.94	\$ 16.89	24.00%	\$ 16.74	\$ 23.67
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.89	\$ 18.41	32.70%	\$ 17.10	\$ 24.43	24.00%	\$ 23.97	\$ 34.25
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.00	\$ 12.73	32.70%	\$ 11.94	\$ 16.89	24.00%	\$ 16.74	\$ 23.67
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.89	\$ 18.41	32.70%	\$ 17.10	\$ 24.43	24.00%	\$ 23.97	\$ 34.25
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.00	\$ 12.47	32.70%	\$ 11.94	\$ 16.55	24.00%	\$ 16.74	\$ 23.20
Call Center/Customer Service	Sales Inbound I	\$ 9.42	\$ 16.28	32.70%	\$ 12.50	\$ 21.60	24.00%	\$ 17.52	\$ 30.28
Call Center/Customer Service	Sales Inbound II	\$ 12.89	\$ 18.41	32.70%	\$ 17.10	\$ 24.43	24.00%	\$ 23.97	\$ 34.25
Call Center/Customer Service	Sales Outbound I	\$ 11.67	\$ 16.38	32.70%	\$ 15.49	\$ 21.74	24.00%	\$ 21.71	\$ 30.47
Call Center/Customer Service	Sales Outbound II	\$ 12.89	\$ 18.41	32.70%	\$ 17.10	\$ 24.43	24.00%	\$ 23.97	\$ 34.25
Call Center/Customer Service	Tradeshow Booth Attendant I	\$ 9.00	\$ 12.76	32.70%	\$ 11.94	\$ 16.93	24.00%	\$ 16.74	\$ 23.72
Call Center/Customer Service	Tradeshow Booth Attendant II	\$ 12.77	\$ 16.54	32.70%	\$ 16.94	\$ 21.95	24.00%	\$ 23.74	\$ 30.76
Call Center/Customer Service	Tradeshow Host/Hostess I	\$ 9.40	\$ 12.57	32.70%	\$ 12.48	\$ 16.67	24.00%	\$ 17.49	\$ 23.37
Call Center/Customer Service	Tradeshow Host/Hostess II	\$ 12.62	\$ 22.21	32.70%	\$ 16.74	\$ 29.47	24.00%	\$ 23.46	\$ 41.30
Food Related Services	Barista (misc)	\$ 11.01	\$ 16.24	47.57%	\$ 16.25	\$ 23.96	24.00%	\$ 20.48	\$ 30.21
Food Related Services	Building Attendant (misc)	\$ 11.01	\$ 16.24	36.17%	\$ 15.00	\$ 22.11	24.00%	\$ 20.48	\$ 30.21
Food Related Services	Busser	\$ 11.01	\$ 16.24	36.17%	\$ 15.00	\$ 22.11	24.00%	\$ 20.48	\$ 30.21
Food Related Services	Cashiers	\$ 11.01	\$ 16.24	36.17%	\$ 15.00	\$ 22.11	24.00%	\$ 20.48	\$ 30.21
Food Related Services	Dishwasher	\$ 10.01	\$ 13.02	36.17%	\$ 13.63	\$ 17.72	24.00%	\$ 18.62	\$ 24.21
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	36.17%	\$ 19.61	\$ 23.97	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	36.17%	\$ 13.48	\$ 16.48	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.92	\$ 14.52	36.17%	\$ 13.51	\$ 19.77	24.00%	\$ 18.45	\$ 27.00
Food Related Services	Food Operations Manager Assistant	\$ 14.56	\$ 17.04	36.17%	\$ 19.82	\$ 23.20	24.00%	\$ 27.08	\$ 31.70
Food Related Services	Food Production Worker	\$ 9.00	\$ 13.08	36.17%	\$ 12.26	\$ 17.81	24.00%	\$ 16.74	\$ 24.32
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	36.17%	\$ 19.00	\$ 23.22	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	36.17%	\$ 14.71	\$ 17.97	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	36.17%	\$ 17.16	\$ 20.97	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 9.00	\$ 12.83	36.17%	\$ 12.26	\$ 17.46	24.00%	\$ 16.74	\$ 23.86
Food Related Services	Second Cook Senior	\$ 12.73	\$ 16.74	47.57%	\$ 18.78	\$ 24.70	24.00%	\$ 23.67	\$ 31.14
Food Related Services	Server	\$ 9.00	\$ 10.43	36.17%	\$ 12.26	\$ 14.21	24.00%	\$ 16.74	\$ 19.40
General Administrative	Administrative Assistant I	\$ 10.93	\$ 14.71	32.70%	\$ 14.51	\$ 19.52	24.00%	\$ 20.34	\$ 27.36
General Administrative	Administrative Assistant II	\$ 14.72	\$ 15.92	32.70%	\$ 19.53	\$ 21.12	24.00%	\$ 27.37	\$ 29.61

Maine (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 15.93	\$ 17.28	32.70%	\$ 21.14	\$ 22.93	24.00%	\$ 29.63	\$ 32.14
General Administrative	Administrative Assistant IV	\$ 17.29	\$ 19.13	32.70%	\$ 22.94	\$ 25.39	24.00%	\$ 32.16	\$ 35.59
General Administrative	Administrative Assistant V	\$ 19.15	\$ 21.58	32.70%	\$ 25.42	\$ 28.63	24.00%	\$ 35.62	\$ 40.13
General Administrative	Administrative Staff Assistant	\$ 21.23	\$ 24.27	32.70%	\$ 28.17	\$ 32.21	24.00%	\$ 39.48	\$ 45.14
General Administrative	Administrative Staff Specialist	\$ 24.28	\$ 30.02	32.70%	\$ 32.22	\$ 39.83	24.00%	\$ 45.16	\$ 55.83
General Administrative	Administrative Staff Specialist Senior	\$ 30.03	\$ 23.45	32.70%	\$ 39.84	\$ 31.12	24.00%	\$ 55.85	\$ 43.61
General Administrative	Agency Management Analyst	\$ 19.58	\$ 25.70	32.70%	\$ 25.99	\$ 34.10	24.00%	\$ 36.43	\$ 47.80
General Administrative	Agency Management Analyst Lead	\$ 25.71	\$ 29.87	32.70%	\$ 34.12	\$ 39.63	24.00%	\$ 47.82	\$ 55.55
General Administrative	Agency Management Analyst Senior	\$ 29.93	\$ 46.57	32.70%	\$ 39.71	\$ 61.79	24.00%	\$ 55.66	\$ 86.61
General Administrative	Clerk	\$ 10.14	\$ 11.72	32.70%	\$ 13.46	\$ 15.56	24.00%	\$ 18.86	\$ 21.80
General Administrative	Clerk Jr	\$ 9.00	\$ 10.09	32.70%	\$ 11.94	\$ 13.39	24.00%	\$ 16.74	\$ 18.77
General Administrative	Clerk Sr	\$ 11.77	\$ 13.63	32.70%	\$ 15.62	\$ 18.08	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.00	\$ 12.49	32.70%	\$ 11.94	\$ 16.58	24.00%	\$ 16.74	\$ 23.24
General Administrative	Data Entry Operator Senior	\$ 12.53	\$ 17.98	32.70%	\$ 16.62	\$ 23.86	24.00%	\$ 23.30	\$ 33.45
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	32.70%	\$ 13.60	\$ 19.91	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.78	\$ 19.61	32.70%	\$ 20.94	\$ 26.03	24.00%	\$ 29.35	\$ 36.48
General Administrative	Executive Secretary Senior	\$ 19.64	\$ 29.09	32.70%	\$ 26.07	\$ 38.61	24.00%	\$ 36.54	\$ 54.12
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	32.70%	\$ 23.22	\$ 27.54	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	32.70%	\$ 19.91	\$ 23.89	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.47	\$ 14.63	32.70%	\$ 16.55	\$ 19.41	24.00%	\$ 23.20	\$ 27.21
General Administrative	Legal Assistant Senior	\$ 14.66	\$ 36.95	32.70%	\$ 19.45	\$ 49.04	24.00%	\$ 27.26	\$ 68.73
General Administrative	Library Assistant	\$ 9.00	\$ 17.53	32.70%	\$ 11.94	\$ 23.26	24.00%	\$ 16.74	\$ 32.61
General Administrative	Medical Assistant I	\$ 11.95	\$ 13.95	32.70%	\$ 15.86	\$ 18.51	24.00%	\$ 22.24	\$ 25.94
General Administrative	Medical Assistant II	\$ 13.99	\$ 19.88	32.70%	\$ 18.56	\$ 26.39	24.00%	\$ 26.02	\$ 36.98
General Administrative	Medical Biller I	\$ 10.42	\$ 12.80	32.70%	\$ 13.83	\$ 16.98	24.00%	\$ 19.39	\$ 23.80
General Administrative	Medical Biller II	\$ 12.83	\$ 19.92	32.70%	\$ 17.02	\$ 26.44	24.00%	\$ 23.86	\$ 37.06
General Administrative	Medical Records Clerk I	\$ 12.53	\$ 18.24	32.70%	\$ 16.62	\$ 24.21	24.00%	\$ 23.30	\$ 33.93
General Administrative	Medical Records Clerk II	\$ 13.53	\$ 19.56	32.70%	\$ 17.95	\$ 25.96	24.00%	\$ 25.16	\$ 36.39
General Administrative	Office Manager	\$ 21.08	\$ 32.08	32.70%	\$ 27.97	\$ 42.57	24.00%	\$ 39.20	\$ 59.67
General Administrative	Office Services Aide	\$ 11.66	\$ 16.07	32.70%	\$ 15.48	\$ 21.32	24.00%	\$ 21.69	\$ 29.89
General Administrative	Office Services Assistant	\$ 12.50	\$ 16.97	32.70%	\$ 16.59	\$ 22.52	24.00%	\$ 23.26	\$ 31.56
General Administrative	Office Services Specialist	\$ 13.18	\$ 17.76	32.70%	\$ 17.48	\$ 23.57	24.00%	\$ 24.51	\$ 33.04
General Administrative	Office Services Supervisor	\$ 13.79	\$ 18.15	32.70%	\$ 18.29	\$ 24.09	24.00%	\$ 25.64	\$ 33.76
General Administrative	Office Services Supervisor Senior	\$ 15.98	\$ 20.36	32.70%	\$ 21.20	\$ 27.02	24.00%	\$ 29.72	\$ 37.88
General Administrative	Operator I	\$ 9.00	\$ 12.45	32.70%	\$ 11.94	\$ 16.53	24.00%	\$ 16.74	\$ 23.17
General Administrative	Operator II	\$ 12.47	\$ 14.56	32.70%	\$ 16.55	\$ 19.32	24.00%	\$ 23.20	\$ 27.08
General Administrative	Operator III (Key Disc Operator)	\$ 14.60	\$ 16.53	32.70%	\$ 19.37	\$ 21.94	24.00%	\$ 27.15	\$ 30.75
General Administrative	Operator IV (Key Disc Operator)	\$ 16.54	\$ 19.16	32.70%	\$ 21.95	\$ 25.43	24.00%	\$ 30.76	\$ 35.64
General Administrative	Paralegal	\$ 14.00	\$ 23.50	32.70%	\$ 18.58	\$ 31.18	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 11.10	\$ 14.86	32.70%	\$ 14.73	\$ 19.72	24.00%	\$ 20.65	\$ 27.64

Maine (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 14.87	\$ 15.85	32.70%	\$ 19.73	\$ 21.03	24.00%	\$ 27.65	\$ 29.48
General Administrative	Photocopy Supervisor	\$ 12.00	\$ 16.67	32.70%	\$ 15.93	\$ 22.12	24.00%	\$ 22.33	\$ 31.01
General Administrative	Photocopy Technician	\$ 10.84	\$ 15.33	32.70%	\$ 14.39	\$ 20.34	24.00%	\$ 20.17	\$ 28.51
General Administrative	Photo-Typesetting Specialist	\$ 14.12	\$ 20.32	32.70%	\$ 18.73	\$ 26.97	24.00%	\$ 26.26	\$ 37.80
General Administrative	Photo-Typesetting Supervisor	\$ 15.08	\$ 22.07	32.70%	\$ 20.01	\$ 29.28	24.00%	\$ 28.05	\$ 41.04
General Administrative	Postal Aide	\$ 9.00	\$ 10.84	32.70%	\$ 11.94	\$ 14.39	24.00%	\$ 16.74	\$ 20.17
General Administrative	Postal Aide Senior	\$ 10.89	\$ 17.14	32.70%	\$ 14.46	\$ 22.75	24.00%	\$ 20.26	\$ 31.88
General Administrative	Postal Assistant	\$ 17.20	\$ 19.11	32.70%	\$ 22.83	\$ 25.36	24.00%	\$ 31.99	\$ 35.55
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	32.70%	\$ 39.81	\$ 59.72	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	32.70%	\$ 26.54	\$ 33.18	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.73	\$ 16.80	32.70%	\$ 16.89	\$ 22.29	24.00%	\$ 23.67	\$ 31.25
General Administrative	Public Relations Specialist	\$ 17.68	\$ 30.24	32.70%	\$ 23.46	\$ 40.12	24.00%	\$ 32.89	\$ 56.24
General Administrative	Public Relations Specialist Assistant	\$ 12.73	\$ 17.65	32.70%	\$ 16.89	\$ 23.42	24.00%	\$ 23.67	\$ 32.83
General Administrative	Receptionist	\$ 9.00	\$ 11.44	32.70%	\$ 11.94	\$ 15.19	24.00%	\$ 16.74	\$ 21.29
General Administrative	Receptionist Senior	\$ 11.45	\$ 18.06	32.70%	\$ 15.20	\$ 23.97	24.00%	\$ 21.30	\$ 33.59
General Administrative	Secretary	\$ 9.40	\$ 12.57	32.70%	\$ 12.48	\$ 16.67	24.00%	\$ 17.49	\$ 23.37
General Administrative	Secretary Senior	\$ 12.62	\$ 22.27	32.70%	\$ 16.74	\$ 29.55	24.00%	\$ 23.46	\$ 41.42
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	32.70%	\$ 20.24	\$ 23.89	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.93	\$ 26.71	32.70%	\$ 14.51	\$ 35.45	24.00%	\$ 20.34	\$ 49.68
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	32.70%	\$ 26.54	\$ 35.15	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 19.59	\$ 24.17	32.70%	\$ 26.00	\$ 32.07	24.00%	\$ 36.44	\$ 44.95
Human Resources	Classification / Compensation Analyst Senior	\$ 24.22	\$ 32.08	32.70%	\$ 32.14	\$ 42.57	24.00%	\$ 45.05	\$ 59.67
Human Resources	Classification / Compensation Consultant	\$ 32.10	\$ 42.99	32.70%	\$ 42.59	\$ 57.05	24.00%	\$ 59.70	\$ 79.96
Human Resources	EEO Program Analyst	\$ 18.92	\$ 30.21	32.70%	\$ 25.11	\$ 40.08	24.00%	\$ 35.20	\$ 56.18
Human Resources	EEO Program Specialist	\$ 20.87	\$ 32.95	32.70%	\$ 27.69	\$ 43.72	24.00%	\$ 38.81	\$ 61.29
Human Resources	Employee Relations Analyst	\$ 17.04	\$ 21.58	32.70%	\$ 22.61	\$ 28.63	24.00%	\$ 31.70	\$ 40.13
Human Resources	Employee Relations Analyst Senior	\$ 21.63	\$ 38.17	32.70%	\$ 28.70	\$ 50.65	24.00%	\$ 40.22	\$ 70.99
Human Resources	Human Resources Assistant	\$ 13.08	\$ 18.83	32.70%	\$ 17.35	\$ 24.99	24.00%	\$ 24.32	\$ 35.03
Human Resources	Human Resources Generalist	\$ 15.16	\$ 19.28	32.70%	\$ 20.11	\$ 25.59	24.00%	\$ 28.19	\$ 35.87
Human Resources	Human Resources Generalist Senior	\$ 19.39	\$ 33.87	32.70%	\$ 25.73	\$ 44.95	24.00%	\$ 36.07	\$ 63.00
Human Resources	Personnel Analyst	\$ 15.01	\$ 19.08	32.70%	\$ 19.92	\$ 25.32	24.00%	\$ 27.91	\$ 35.49
Human Resources	Personnel Analyst Senior	\$ 19.13	\$ 23.15	32.70%	\$ 25.39	\$ 30.72	24.00%	\$ 35.59	\$ 43.05
Human Resources	Personnel Practices Analyst	\$ 23.21	\$ 27.33	32.70%	\$ 30.80	\$ 36.27	24.00%	\$ 43.17	\$ 50.84
Human Resources	Personnel Practices Analyst Senior	\$ 27.38	\$ 34.86	32.70%	\$ 36.34	\$ 46.26	24.00%	\$ 50.93	\$ 64.84
Human Resources	Personnel Practices Manager	\$ 34.30	\$ 42.67	32.70%	\$ 45.52	\$ 56.62	24.00%	\$ 63.80	\$ 79.37
Human Services	Social Worker	\$ 16.71	\$ 28.30	32.70%	\$ 22.17	\$ 37.56	24.00%	\$ 31.08	\$ 52.65
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	32.70%	\$ 29.86	\$ 41.14	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.68	\$ 17.50	32.70%	\$ 16.82	\$ 23.22	24.00%	\$ 23.58	\$ 32.55
Human Services	Support Enforcement Specialist Senior	\$ 17.56	\$ 20.71	32.70%	\$ 23.30	\$ 27.49	24.00%	\$ 32.66	\$ 38.53
Human Services	Utilization Review Analyst	\$ 17.56	\$ 25.19	32.70%	\$ 23.30	\$ 33.43	24.00%	\$ 32.66	\$ 46.85

Maine (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 25.24	\$ 40.49	32.70%	\$ 33.49	\$ 53.73	24.00%	\$ 46.95	\$ 75.31
Insurance	Claims Adjuster I	\$ 14.51	\$ 17.56	32.70%	\$ 19.25	\$ 23.30	24.00%	\$ 26.98	\$ 32.66
Insurance	Claims Adjuster II	\$ 17.61	\$ 25.19	32.70%	\$ 23.37	\$ 33.43	24.00%	\$ 32.76	\$ 46.85
Insurance	Claims Specialist	\$ 25.24	\$ 31.81	32.70%	\$ 33.49	\$ 42.21	24.00%	\$ 46.95	\$ 59.16
Insurance	Worker's Compensation Specialist	\$ 23.85	\$ 35.67	32.70%	\$ 31.65	\$ 47.34	24.00%	\$ 44.36	\$ 66.35
Laborer/Industrial	CDL Driver	\$ 12.73	\$ 18.26	36.17%	\$ 17.33	\$ 24.87	24.00%	\$ 23.67	\$ 33.97
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	36.17%	\$ 29.28	\$ 38.43	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	36.17%	\$ 38.06	\$ 45.22	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	36.17%	\$ 41.19	\$ 47.66	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	36.17%	\$ 33.70	\$ 40.85	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	36.17%	\$ 33.70	\$ 40.17	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	36.17%	\$ 42.89	\$ 51.40	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	36.17%	\$ 36.09	\$ 45.69	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.66	\$ 19.57	36.17%	\$ 18.60	\$ 26.65	24.00%	\$ 25.40	\$ 36.41
Laborer/Industrial	Forklift Operator	\$ 10.64	\$ 14.83	36.17%	\$ 14.49	\$ 20.19	24.00%	\$ 19.80	\$ 27.58
Laborer/Industrial	Forklift Operator Senior	\$ 14.86	\$ 21.63	36.17%	\$ 20.23	\$ 29.45	24.00%	\$ 27.64	\$ 40.22
Laborer/Industrial	Grounds Worker	\$ 9.00	\$ 11.95	36.17%	\$ 12.26	\$ 16.28	24.00%	\$ 16.74	\$ 22.24
Laborer/Industrial	Grounds Worker Lead	\$ 12.00	\$ 16.03	36.17%	\$ 16.35	\$ 21.83	24.00%	\$ 22.33	\$ 29.81
Laborer/Industrial	Grounds Worker Senior	\$ 12.82	\$ 15.93	36.17%	\$ 17.45	\$ 21.69	24.00%	\$ 23.84	\$ 29.63
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.00	\$ 12.47	36.17%	\$ 12.26	\$ 16.99	24.00%	\$ 16.74	\$ 23.20
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.48	\$ 15.93	36.17%	\$ 17.00	\$ 21.69	24.00%	\$ 23.22	\$ 29.63
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 9.00	\$ 11.98	36.17%	\$ 12.26	\$ 16.32	24.00%	\$ 16.74	\$ 22.29
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 9.00	\$ 11.98	36.17%	\$ 12.26	\$ 16.32	24.00%	\$ 16.74	\$ 22.29
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 9.00	\$ 11.98	36.17%	\$ 12.26	\$ 16.32	24.00%	\$ 16.74	\$ 22.29
Laborer/Industrial	Housekeeping Supervisor	\$ 10.64	\$ 14.78	36.17%	\$ 14.49	\$ 20.12	24.00%	\$ 19.80	\$ 27.49
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.81	\$ 22.91	36.17%	\$ 20.16	\$ 31.19	24.00%	\$ 27.54	\$ 42.61
Laborer/Industrial	Housekeeping Worker	\$ 9.00	\$ 12.06	36.17%	\$ 12.26	\$ 16.43	24.00%	\$ 16.74	\$ 22.44
Laborer/Industrial	Housekeeping Worker Senior	\$ 12.11	\$ 15.47	36.17%	\$ 16.50	\$ 21.06	24.00%	\$ 22.53	\$ 28.77
Laborer/Industrial	Inventory Worker Light	\$ 9.42	\$ 14.76	36.17%	\$ 12.83	\$ 20.10	24.00%	\$ 17.52	\$ 27.45
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 9.00	\$ 16.56	36.17%	\$ 12.26	\$ 22.55	24.00%	\$ 16.74	\$ 30.80
Laborer/Industrial	Motor Vehicle Operator A	\$ 9.00	\$ 11.45	36.17%	\$ 12.26	\$ 15.60	24.00%	\$ 16.74	\$ 21.30
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.50	\$ 18.57	36.17%	\$ 15.66	\$ 25.29	24.00%	\$ 21.40	\$ 34.54
Laborer/Industrial	Packer	\$ 9.00	\$ 11.98	36.17%	\$ 12.26	\$ 16.32	24.00%	\$ 16.74	\$ 22.29
Laborer/Industrial	Warehouse Specialist I	\$ 9.00	\$ 11.98	36.17%	\$ 12.26	\$ 16.32	24.00%	\$ 16.74	\$ 22.29
Laborer/Industrial	Warehouse Specialist II	\$ 12.00	\$ 15.01	36.17%	\$ 16.35	\$ 20.44	24.00%	\$ 22.33	\$ 27.91
Laborer/Industrial	Warehouse Specialist III	\$ 15.06	\$ 19.18	36.17%	\$ 20.50	\$ 26.12	24.00%	\$ 28.01	\$ 35.68
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	36.17%	\$ 12.26	\$ 14.98	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 9.00	\$ 11.98	36.17%	\$ 12.26	\$ 16.32	24.00%	\$ 16.74	\$ 22.29
Laborer/Industrial	Warehouse Worker II	\$ 12.00	\$ 15.01	36.17%	\$ 16.35	\$ 20.44	24.00%	\$ 22.33	\$ 27.91
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	36.17%	\$ 33.29	\$ 43.57	24.00%	\$ 45.48	\$ 59.52

Maine (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	36.17%	\$ 33.29	\$ 40.17	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	36.17%	\$ 33.29	\$ 40.17	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.45	\$ 14.78	31.75%	\$ 15.09	\$ 19.47	24.00%	\$ 21.30	\$ 27.49
Media	Audio Visual Technician Senior	\$ 14.81	\$ 24.54	31.75%	\$ 19.51	\$ 32.33	24.00%	\$ 27.54	\$ 45.64
Media	Graphic Artist	\$ 13.49	\$ 16.10	31.75%	\$ 17.77	\$ 21.21	24.00%	\$ 25.08	\$ 29.94
Media	Graphic Artist Senior	\$ 16.10	\$ 22.65	31.75%	\$ 21.21	\$ 29.84	24.00%	\$ 29.94	\$ 42.12
Media	Graphic Designer	\$ 13.49	\$ 16.10	31.75%	\$ 17.77	\$ 21.21	24.00%	\$ 25.08	\$ 29.94
Media	Graphic Designer Senior	\$ 16.13	\$ 22.65	31.75%	\$ 21.25	\$ 29.84	24.00%	\$ 30.00	\$ 42.12
Media	Photographer	\$ 9.00	\$ 11.78	31.75%	\$ 11.86	\$ 15.53	24.00%	\$ 16.74	\$ 21.92
Media	Photographer Senior	\$ 11.80	\$ 18.88	31.75%	\$ 15.55	\$ 24.88	24.00%	\$ 21.96	\$ 35.12
Media	TV / Video Production Specialist	\$ 17.81	\$ 22.92	31.75%	\$ 23.47	\$ 30.19	24.00%	\$ 33.13	\$ 42.63
Media	TV / Video Production Technician	\$ 22.95	\$ 31.05	31.75%	\$ 30.23	\$ 40.90	24.00%	\$ 42.68	\$ 57.75
Security	Armed Security Officer	\$ 14.26	\$ 19.08	45.21%	\$ 20.70	\$ 27.71	24.00%	\$ 26.52	\$ 35.49
Security	<u>Captain</u>	\$ 20.02	\$ 28.53	45.21%	\$ 29.08	\$ 41.43	24.00%	\$ 37.24	\$ 53.07
Security	Dispatcher/Police	\$ 13.82	\$ 23.55	45.21%	\$ 20.06	\$ 34.19	24.00%	\$ 25.70	\$ 43.80
Security	<u>Lieutenant</u>	\$ 18.02	\$ 25.03	45.21%	\$ 26.17	\$ 36.35	24.00%	\$ 33.52	\$ 46.56
Security	<u>Sergeant</u>	\$ 16.52	\$ 23.03	45.21%	\$ 23.99	\$ 33.44	24.00%	\$ 30.73	\$ 42.83
Security	Unarmed Security Guard	\$ 9.63	\$ 18.82	45.21%	\$ 13.99	\$ 27.33	24.00%	\$ 17.91	\$ 35.01
Tax	Data Entry Clerk	\$ 9.00	\$ 11.45	32.70%	\$ 11.94	\$ 15.20	24.00%	\$ 16.74	\$ 21.30
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.50	\$ 18.06	32.70%	\$ 15.27	\$ 23.97	24.00%	\$ 21.40	\$ 33.59
Tax	Error Resolution and Document Processor	\$ 14.97	\$ 20.79	32.70%	\$ 19.86	\$ 27.59	24.00%	\$ 27.84	\$ 38.68
Tax	General Clerical	\$ 9.00	\$ 12.81	32.70%	\$ 11.94	\$ 16.99	24.00%	\$ 16.74	\$ 23.82
Tax	On-Site Administrator (Day)	\$ 10.12	\$ 21.89	32.70%	\$ 13.43	\$ 29.04	24.00%	\$ 18.83	\$ 40.71
Tax	On-Site Administrator (Evening)	\$ 10.12	\$ 21.89	32.70%	\$ 13.43	\$ 29.04	24.00%	\$ 18.83	\$ 40.71
Tax	Remittance Processor	\$ 17.99	\$ 26.66	32.70%	\$ 23.87	\$ 35.38	24.00%	\$ 33.46	\$ 49.59
Tax	Taxpayer Information & Assistance Agent	\$ 15.94	\$ 22.90	32.70%	\$ 21.15	\$ 30.38	24.00%	\$ 29.65	\$ 42.59
Technical	Agricultural Technician	\$ 16.39	\$ 26.60	36.16%	\$ 22.32	\$ 36.22	24.00%	\$ 30.48	\$ 49.48
Technical	Agricultural Technician Lead	\$ 18.38	\$ 29.38	36.16%	\$ 25.03	\$ 40.00	24.00%	\$ 34.19	\$ 54.64
Technical	Agricultural Technician Supervisor	\$ 22.08	\$ 35.39	36.16%	\$ 30.06	\$ 48.19	24.00%	\$ 41.06	\$ 65.83
Technical	Analytical Chemist	\$ 17.37	\$ 29.38	36.16%	\$ 23.65	\$ 40.00	24.00%	\$ 32.31	\$ 54.64
Technical	Analytical Chemist Assistant	\$ 20.29	\$ 33.42	36.16%	\$ 27.63	\$ 45.50	24.00%	\$ 37.75	\$ 62.16
Technical	Analytical Chemist Senior	\$ 25.61	\$ 41.80	36.16%	\$ 34.87	\$ 56.92	24.00%	\$ 47.64	\$ 77.75
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	36.16%	\$ 26.95	\$ 42.25	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	36.16%	\$ 39.34	\$ 50.99	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 18.34	\$ 27.58	36.16%	\$ 24.97	\$ 37.56	24.00%	\$ 34.12	\$ 51.30
Technical	Bridge Design Drafter Senior	\$ 19.56	\$ 29.83	36.16%	\$ 26.64	\$ 40.61	24.00%	\$ 36.39	\$ 55.48
Technical	Cartographic Drafter	\$ 23.06	\$ 32.48	36.16%	\$ 31.40	\$ 44.22	24.00%	\$ 42.89	\$ 60.41
Technical	Cartographic Drafter Assistant	\$ 18.07	\$ 27.18	36.16%	\$ 24.61	\$ 37.01	24.00%	\$ 33.61	\$ 50.56
Technical	Cartographic Supervisor	\$ 31.46	\$ 42.29	36.16%	\$ 42.83	\$ 57.58	24.00%	\$ 58.51	\$ 78.66
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	36.16%	\$ 21.79	\$ 26.55	24.00%	\$ 29.76	\$ 36.27

Maine (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	36.16%	\$ 53.91	\$ 65.56	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 27.73	\$ 39.26	36.16%	\$ 37.76	\$ 53.45	24.00%	\$ 51.58	\$ 73.02
Technical	Engineering Design Drafting Supervisor	\$ 32.27	\$ 44.98	36.16%	\$ 43.94	\$ 61.25	24.00%	\$ 60.02	\$ 83.67
Technical	Engineering Design Drafting Technician	\$ 15.58	\$ 20.62	36.16%	\$ 21.21	\$ 28.08	24.00%	\$ 28.98	\$ 38.36
Technical	Engineering Drafting Technician	\$ 15.61	\$ 20.62	36.16%	\$ 21.25	\$ 28.08	24.00%	\$ 29.03	\$ 38.36
Technical	Engineering Drafting Technician Senior	\$ 18.09	\$ 26.30	36.16%	\$ 24.63	\$ 35.81	24.00%	\$ 33.65	\$ 48.92
Technical	Environmental Engineer	\$ 25.62	\$ 40.48	36.16%	\$ 34.89	\$ 55.12	24.00%	\$ 47.65	\$ 75.29
Technical	Environmental Engineer Senior	\$ 27.59	\$ 44.28	36.16%	\$ 37.57	\$ 60.30	24.00%	\$ 51.32	\$ 82.37
Technical	Environmental Program Analyst	\$ 21.74	\$ 32.12	36.16%	\$ 29.60	\$ 43.73	24.00%	\$ 40.43	\$ 59.74
Technical	Environmental Program Planner	\$ 23.23	\$ 34.70	36.16%	\$ 31.63	\$ 47.25	24.00%	\$ 43.20	\$ 64.54
Technical	Environmental Program Specialist	\$ 24.97	\$ 31.36	36.16%	\$ 34.00	\$ 42.70	24.00%	\$ 46.44	\$ 58.33
Technical	Environmental Specialist - Field	\$ 23.23	\$ 33.90	36.16%	\$ 31.63	\$ 46.16	24.00%	\$ 43.20	\$ 63.06
Technical	Environmental Specialist Senior - Field	\$ 23.89	\$ 35.48	36.16%	\$ 32.53	\$ 48.31	24.00%	\$ 44.43	\$ 66.00
Technical	Environmental Technician	\$ 21.74	\$ 32.12	36.16%	\$ 29.60	\$ 43.73	24.00%	\$ 40.43	\$ 59.74
Technical	Environmental Technician Senior	\$ 23.23	\$ 34.70	36.16%	\$ 31.63	\$ 47.25	24.00%	\$ 43.20	\$ 64.54
Technical	Help Desk Support	\$ 15.50	\$ 25.00	36.16%	\$ 21.10	\$ 34.04	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	36.16%	\$ 23.49	\$ 32.68	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 19.80	\$ 24.20	36.16%	\$ 26.96	\$ 32.96	24.00%	\$ 36.83	\$ 45.02
Technical	Laboratory Technician	\$ 16.59	\$ 24.85	36.16%	\$ 22.59	\$ 33.84	24.00%	\$ 30.86	\$ 46.22
Technical	Laboratory Technician Senior	\$ 17.61	\$ 26.79	36.16%	\$ 23.98	\$ 36.48	24.00%	\$ 32.76	\$ 49.83
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	36.16%	\$ 29.96	\$ 36.08	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 26.40	\$ 35.21	36.16%	\$ 35.95	\$ 47.94	24.00%	\$ 49.11	\$ 65.48
Technical	Residential Plan Reviewer	\$ 19.25	\$ 30.08	36.16%	\$ 26.21	\$ 40.95	24.00%	\$ 35.81	\$ 55.94
Technical	Right of Way Technician	\$ 27.32	\$ 43.20	36.16%	\$ 37.20	\$ 58.82	24.00%	\$ 50.82	\$ 80.36
Technical	Right of Way Technician Supervisor	\$ 29.50	\$ 47.43	36.16%	\$ 40.16	\$ 64.58	24.00%	\$ 54.86	\$ 88.21
Technical	Safety Engineer	\$ 26.92	\$ 42.22	36.16%	\$ 36.66	\$ 57.49	24.00%	\$ 50.08	\$ 78.53
Technical	Safety Engineer Senior	\$ 30.61	\$ 48.31	36.16%	\$ 41.67	\$ 65.78	24.00%	\$ 56.93	\$ 89.85
Technical	Title Examiner	\$ 18.75	\$ 26.37	36.16%	\$ 25.53	\$ 35.91	24.00%	\$ 34.88	\$ 49.05
Technical	Traffic Controller	\$ 22.70	\$ 36.69	36.16%	\$ 30.90	\$ 49.96	24.00%	\$ 42.22	\$ 68.25
Technical	Traffic Controller Senior	\$ 27.32	\$ 43.20	36.16%	\$ 37.20	\$ 58.82	24.00%	\$ 50.82	\$ 80.36
Technical	Transportation Data Analyst	\$ 22.70	\$ 36.69	36.16%	\$ 30.90	\$ 49.96	24.00%	\$ 42.22	\$ 68.25
Technical	Transportation Data Analyst Senior	\$ 27.32	\$ 43.20	36.16%	\$ 37.20	\$ 58.82	24.00%	\$ 50.82	\$ 80.36
Technical	Transportation Data Analyst Supervisor	\$ 27.32	\$ 43.20	36.16%	\$ 37.20	\$ 58.82	24.00%	\$ 50.82	\$ 80.36
Technical	Transportation Data Technician	\$ 22.70	\$ 36.69	36.16%	\$ 30.90	\$ 49.96	24.00%	\$ 42.22	\$ 68.25
Technical	Transportation District Utilities Specialist	\$ 26.81	\$ 43.19	36.16%	\$ 36.51	\$ 58.81	24.00%	\$ 49.87	\$ 80.34
Technical	Transportation Engineering Technician -Survey	\$ 27.84	\$ 47.26	36.16%	\$ 37.91	\$ 64.34	24.00%	\$ 51.79	\$ 87.90
Technical	Transportation Engineering Technician -Survey Senior	\$ 30.74	\$ 49.45	36.16%	\$ 41.85	\$ 67.33	24.00%	\$ 57.17	\$ 91.98
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 32.45	\$ 52.82	36.16%	\$ 44.18	\$ 71.92	24.00%	\$ 60.35	\$ 98.25
Technical	Transportation Materials Technician	\$ 13.04	\$ 18.75	36.16%	\$ 17.75	\$ 25.53	24.00%	\$ 24.25	\$ 34.88
Technical	Transportation Materials Technician Senior	\$ 13.91	\$ 20.33	36.16%	\$ 18.94	\$ 27.69	24.00%	\$ 25.87	\$ 37.82

Maine (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 27.84	\$ 46.24	36.16%	\$ 37.91	\$ 62.95	24.00%	\$ 51.79	\$ 86.00
Technical	Transportation Materials Technician Supervisor	\$ 32.45	\$ 52.82	36.16%	\$ 44.18	\$ 71.92	24.00%	\$ 60.35	\$ 98.25
Technical	Transportation Planning Specialist	\$ 26.81	\$ 43.19	36.16%	\$ 36.51	\$ 58.81	24.00%	\$ 49.87	\$ 80.34
Technical	Transportation Planning Specialist Senior	\$ 30.74	\$ 49.45	36.16%	\$ 41.85	\$ 67.33	24.00%	\$ 57.17	\$ 91.98
Technical	Transportation Technical Program Coordinator	\$ 26.81	\$ 43.19	36.16%	\$ 36.51	\$ 58.81	24.00%	\$ 49.87	\$ 80.34
Technical	Transportation Technical Support Coordinator	\$ 26.81	\$ 43.19	36.16%	\$ 36.51	\$ 58.81	24.00%	\$ 49.87	\$ 80.34
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	36.16%	\$ 51.06	\$ 61.27	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 15.51	\$ 19.08	43.09%	\$ 22.19	\$ 27.31	24.00%	\$ 28.85	\$ 35.49
Trades	Boiler Operator II	\$ 19.13	\$ 21.97	43.09%	\$ 27.38	\$ 31.43	24.00%	\$ 35.59	\$ 40.86
Trades	Boiler Operator Senior I	\$ 21.99	\$ 24.00	43.09%	\$ 31.46	\$ 34.34	24.00%	\$ 40.89	\$ 44.64
Trades	Boiler Operator Senior II	\$ 24.02	\$ 32.88	43.09%	\$ 34.37	\$ 47.05	24.00%	\$ 44.67	\$ 61.16
Trades	Carpenter Assistant	\$ 10.33	\$ 13.98	43.09%	\$ 14.78	\$ 20.00	24.00%	\$ 19.22	\$ 26.00
Trades	Carpenter	\$ 13.99	\$ 19.59	43.09%	\$ 20.01	\$ 28.04	24.00%	\$ 26.02	\$ 36.44
Trades	Carpenter Senior	\$ 20.68	\$ 27.94	43.09%	\$ 29.60	\$ 39.98	24.00%	\$ 38.47	\$ 51.97
Trades	Electrician	\$ 22.06	\$ 36.70	43.09%	\$ 31.56	\$ 52.52	24.00%	\$ 41.02	\$ 68.27
Trades	Electrician Assistant	\$ 11.76	\$ 14.52	43.09%	\$ 16.83	\$ 20.77	24.00%	\$ 21.88	\$ 27.00
Trades	Electrician Senior	\$ 17.03	\$ 19.64	43.09%	\$ 24.37	\$ 28.11	24.00%	\$ 31.68	\$ 36.54
Trades	Electrician Supervisor Senior	\$ 19.69	\$ 34.62	43.09%	\$ 28.18	\$ 49.54	24.00%	\$ 36.63	\$ 64.40
Trades	Electronic Equipment Install & Repair Supervisor	\$ 21.49	\$ 31.94	43.09%	\$ 30.74	\$ 45.70	24.00%	\$ 39.96	\$ 59.41
Trades	Electronic Equipment Install & Repair Technician	\$ 17.05	\$ 21.38	43.09%	\$ 24.40	\$ 30.59	24.00%	\$ 31.71	\$ 39.76
Trades	Electronic Technician	\$ 12.98	\$ 16.49	43.09%	\$ 18.57	\$ 23.60	24.00%	\$ 24.13	\$ 30.67
Trades	Electronic Technician Senior	\$ 16.54	\$ 29.26	43.09%	\$ 23.67	\$ 41.86	24.00%	\$ 30.76	\$ 54.41
Trades	Equipment Repair Supervisor	\$ 23.52	\$ 27.53	43.09%	\$ 33.65	\$ 39.40	24.00%	\$ 43.74	\$ 51.21
Trades	Equipment Repair Technician	\$ 12.98	\$ 16.49	43.09%	\$ 18.57	\$ 23.60	24.00%	\$ 24.13	\$ 30.67
Trades	Equipment Repair Technician Senior	\$ 16.54	\$ 23.46	43.09%	\$ 23.67	\$ 33.57	24.00%	\$ 30.76	\$ 43.63
Trades	HVAC Installation & Repair Assistant	\$ 10.12	\$ 16.15	43.09%	\$ 14.48	\$ 23.11	24.00%	\$ 18.83	\$ 30.04
Trades	HVAC Installation & Repair Assistant Senior	\$ 16.15	\$ 27.53	43.09%	\$ 23.11	\$ 39.40	24.00%	\$ 30.04	\$ 51.21
Trades	Laboratory Mechanic	\$ 12.99	\$ 17.61	43.09%	\$ 18.58	\$ 25.20	24.00%	\$ 24.15	\$ 32.76
Trades	Laboratory Mechanic Senior	\$ 17.61	\$ 26.79	43.09%	\$ 25.20	\$ 38.34	24.00%	\$ 32.76	\$ 49.83
Trades	Locksmith	\$ 15.93	\$ 23.43	43.09%	\$ 22.79	\$ 33.52	24.00%	\$ 29.63	\$ 43.58
Trades	Maintenance Field Worker	\$ 12.98	\$ 16.59	43.09%	\$ 18.57	\$ 23.74	24.00%	\$ 24.13	\$ 30.86
Trades	Mason Plasterer	\$ 16.03	\$ 18.47	43.09%	\$ 22.94	\$ 26.43	24.00%	\$ 29.81	\$ 34.36
Trades	Mason Plasterer Assistant	\$ 18.51	\$ 27.38	43.09%	\$ 26.49	\$ 39.18	24.00%	\$ 34.43	\$ 50.93
Trades	Mechanic	\$ 10.43	\$ 23.48	43.09%	\$ 14.93	\$ 33.59	24.00%	\$ 19.40	\$ 43.67
Trades	Painter	\$ 10.03	\$ 22.27	43.09%	\$ 14.35	\$ 31.86	24.00%	\$ 18.66	\$ 41.42
Trades	Plumber / Steamfitter	\$ 21.76	\$ 33.08	43.09%	\$ 31.13	\$ 47.33	24.00%	\$ 40.47	\$ 61.53
Trades	Plumber / Steamfitter Assistant	\$ 12.98	\$ 21.69	43.09%	\$ 18.57	\$ 31.03	24.00%	\$ 24.13	\$ 40.34
Trades	Printing Press Operator B	\$ 21.24	\$ 31.19	43.09%	\$ 30.39	\$ 44.63	24.00%	\$ 39.50	\$ 58.01
Trades	Production Supervisor	\$ 25.18	\$ 38.57	43.09%	\$ 36.03	\$ 55.18	24.00%	\$ 46.84	\$ 71.73
Trades	Radio Specialist	\$ 15.01	\$ 19.24	43.09%	\$ 21.47	\$ 27.53	24.00%	\$ 27.91	\$ 35.79

Maine (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 19.27	\$ 25.19	43.09%	\$ 27.58	\$ 36.04	24.00%	\$ 35.85	\$ 46.85
Trades	Sheet Metal Worker	\$ 14.28	\$ 18.37	43.09%	\$ 20.43	\$ 26.29	24.00%	\$ 26.56	\$ 34.17
Trades	Sheet Metal Worker Assistant	\$ 10.84	\$ 14.51	43.09%	\$ 15.52	\$ 20.76	24.00%	\$ 20.17	\$ 26.98
Trades	Sheet Metal Worker Lead	\$ 18.42	\$ 25.20	43.09%	\$ 26.36	\$ 36.06	24.00%	\$ 34.27	\$ 46.87
Trades	Shipping / Receiving Clerk	\$ 14.36	\$ 19.68	43.09%	\$ 20.54	\$ 28.17	24.00%	\$ 26.70	\$ 36.61
Trades	Storekeeper Assistant I	\$ 10.67	\$ 15.62	43.09%	\$ 15.27	\$ 22.35	24.00%	\$ 19.85	\$ 29.05
Trades	Storekeeper Assistant II	\$ 11.61	\$ 16.79	43.09%	\$ 16.62	\$ 24.02	24.00%	\$ 21.60	\$ 31.23
Trades	Storekeeper I	\$ 9.00	\$ 10.43	43.09%	\$ 12.88	\$ 14.93	24.00%	\$ 16.74	\$ 19.40
Trades	Storekeeper II	\$ 10.49	\$ 12.73	43.09%	\$ 15.01	\$ 18.21	24.00%	\$ 19.52	\$ 23.67
Trades	Storekeeper III	\$ 12.77	\$ 15.62	43.09%	\$ 18.27	\$ 22.35	24.00%	\$ 23.74	\$ 29.05
Trades	Storekeeper Senior	\$ 15.64	\$ 18.24	43.09%	\$ 22.38	\$ 26.10	24.00%	\$ 29.09	\$ 33.93
Trades	Tool Room Assistant	\$ 9.00	\$ 12.73	43.09%	\$ 12.88	\$ 18.21	24.00%	\$ 16.74	\$ 23.67
Trades	Tool Room Assistant Senior	\$ 12.73	\$ 17.76	43.09%	\$ 18.21	\$ 25.41	24.00%	\$ 23.67	\$ 33.04
Trades	Trades Utilities Worker Senior	\$ 12.99	\$ 19.02	43.09%	\$ 18.58	\$ 27.22	24.00%	\$ 24.15	\$ 35.38
Trades	Trades Utility Worker	\$ 9.92	\$ 12.94	43.09%	\$ 14.20	\$ 18.51	24.00%	\$ 18.45	\$ 24.06
Trades	Tradesman Helper	\$ 9.92	\$ 15.98	43.09%	\$ 14.20	\$ 22.86	24.00%	\$ 18.45	\$ 29.72
Trades	Tradesman Helper Senior	\$ 15.98	\$ 19.91	43.09%	\$ 22.86	\$ 28.49	24.00%	\$ 29.72	\$ 37.04
Trades	Welder	\$ 10.93	\$ 18.11	43.09%	\$ 15.64	\$ 25.92	24.00%	\$ 20.34	\$ 33.69
Trades	Welder Senior	\$ 18.16	\$ 21.78	43.09%	\$ 25.99	\$ 31.16	24.00%	\$ 33.78	\$ 40.50
Trades	Work Zone Safety Officer	\$ 22.70	\$ 36.69	43.09%	\$ 32.48	\$ 52.51	24.00%	\$ 42.22	\$ 68.25

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	31.70%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	32.70%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	47.57%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	32.70%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	32.70%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	36.17%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	31.75%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	45.21%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	32.70%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	36.16%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	43.09%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Maryland (2017 HOURLY MINIMUM WAGE = \$8.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 17.68	\$ 25.11	32.40%	\$ 23.41	\$ 33.24	24.00%	\$ 32.88	\$ 46.70
Accounting/Finance	Accountant JR	\$ 8.75	\$ 13.97	32.40%	\$ 11.59	\$ 18.50	24.00%	\$ 16.28	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 25.12	\$ 34.86	32.40%	\$ 33.26	\$ 46.16	24.00%	\$ 46.72	\$ 64.84
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	32.40%	\$ 27.41	\$ 34.26	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	32.40%	\$ 20.56	\$ 26.38	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	32.40%	\$ 13.02	\$ 16.44	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 23.02	\$ 26.34	32.40%	\$ 30.47	\$ 34.87	24.00%	\$ 42.81	\$ 48.99
Accounting/Finance	Accounting Manager B	\$ 26.26	\$ 32.23	32.40%	\$ 34.77	\$ 42.67	24.00%	\$ 48.85	\$ 59.95
Accounting/Finance	Accounting Manager C	\$ 32.29	\$ 40.82	32.40%	\$ 42.75	\$ 54.04	24.00%	\$ 60.06	\$ 75.92
Accounting/Finance	Auditing - External Auditor	\$ 22.71	\$ 28.73	32.40%	\$ 30.07	\$ 38.04	24.00%	\$ 42.25	\$ 53.43
Accounting/Finance	Auditing - External Auditor Senior	\$ 28.75	\$ 40.82	32.40%	\$ 38.07	\$ 54.04	24.00%	\$ 53.48	\$ 75.92
Accounting/Finance	Auditing - Internal Auditor	\$ 22.71	\$ 28.73	32.40%	\$ 30.07	\$ 38.04	24.00%	\$ 42.25	\$ 53.43
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 28.79	\$ 40.82	32.40%	\$ 38.12	\$ 54.04	24.00%	\$ 53.55	\$ 75.92
Accounting/Finance	Bookkeeper	\$ 11.95	\$ 18.09	32.40%	\$ 15.82	\$ 23.95	24.00%	\$ 22.23	\$ 33.65
Accounting/Finance	Budget Analyst	\$ 22.28	\$ 29.15	32.40%	\$ 29.50	\$ 38.60	24.00%	\$ 41.44	\$ 54.22
Accounting/Finance	Budget Analyst Senior	\$ 29.16	\$ 45.26	32.40%	\$ 38.61	\$ 59.92	24.00%	\$ 54.24	\$ 84.18
Accounting/Finance	Closure/Disbursement Specialists	\$ 37.15	\$ 41.35	32.40%	\$ 49.18	\$ 54.74	24.00%	\$ 69.09	\$ 76.91
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 34.89	\$ 45.22	32.40%	\$ 46.19	\$ 59.88	24.00%	\$ 64.89	\$ 84.11
Accounting/Finance	CPA	\$ 36.18	\$ 47.81	32.40%	\$ 47.90	\$ 63.30	24.00%	\$ 67.29	\$ 88.92
Accounting/Finance	Fiscal Assistant	\$ 12.58	\$ 19.33	32.40%	\$ 16.66	\$ 25.60	24.00%	\$ 23.40	\$ 35.96
Accounting/Finance	Fiscal Technical Senior	\$ 16.86	\$ 24.04	32.40%	\$ 22.32	\$ 31.83	24.00%	\$ 31.35	\$ 44.72
Accounting/Finance	Fiscal Technician	\$ 19.39	\$ 23.70	32.40%	\$ 25.68	\$ 31.38	24.00%	\$ 36.07	\$ 44.09
Accounting/Finance	Payroll Assistant	\$ 18.41	\$ 23.26	32.40%	\$ 24.38	\$ 30.79	24.00%	\$ 34.25	\$ 43.26
Accounting/Finance	Purchasing / Procurement	\$ 23.26	\$ 34.56	32.40%	\$ 30.79	\$ 45.76	24.00%	\$ 43.26	\$ 64.29
Accounting/Finance	Sr. Compliance Officer	\$ 44.90	\$ 51.04	32.40%	\$ 59.45	\$ 67.58	24.00%	\$ 83.52	\$ 94.93
Accounting/Finance	Supervising Auditor	\$ 44.90	\$ 51.68	32.40%	\$ 59.45	\$ 68.43	24.00%	\$ 83.52	\$ 96.13
Call Center/Customer Service	Customer Service Inbound I	\$ 11.85	\$ 17.43	33.90%	\$ 15.86	\$ 23.33	24.00%	\$ 22.03	\$ 32.41
Call Center/Customer Service	Customer Service Inbound II	\$ 17.50	\$ 28.17	33.90%	\$ 23.43	\$ 37.72	24.00%	\$ 32.55	\$ 52.40

Maryland (2017 HOURLY MINIMUM WAGE = \$8.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 11.85	\$ 17.43	33.90%	\$ 15.86	\$ 23.33	24.00%	\$ 22.03	\$ 32.41
Call Center/Customer Service	Customer Service Outbound II	\$ 17.50	\$ 28.17	33.90%	\$ 23.43	\$ 37.72	24.00%	\$ 32.55	\$ 52.40
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 11.63	\$ 19.70	33.90%	\$ 15.57	\$ 26.38	24.00%	\$ 21.63	\$ 36.65
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	33.90%	\$ 27.72	\$ 34.65	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 12.08	\$ 18.48	33.90%	\$ 16.17	\$ 24.74	24.00%	\$ 22.46	\$ 34.36
Call Center/Customer Service	Detailing Representative II	\$ 13.14	\$ 21.25	33.90%	\$ 17.59	\$ 28.46	24.00%	\$ 24.44	\$ 39.53
Call Center/Customer Service	Help Desk Analyst	\$ 15.65	\$ 34.74	33.90%	\$ 20.96	\$ 46.52	24.00%	\$ 29.11	\$ 64.62
Call Center/Customer Service	Market Research Inbound	\$ 22.96	\$ 27.57	33.90%	\$ 30.74	\$ 36.91	24.00%	\$ 42.70	\$ 51.28
Call Center/Customer Service	Market Research Outbound	\$ 27.59	\$ 42.01	33.90%	\$ 36.95	\$ 56.25	24.00%	\$ 51.32	\$ 78.14
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 10.74	\$ 15.35	33.90%	\$ 14.37	\$ 20.55	24.00%	\$ 19.97	\$ 28.55
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 15.54	\$ 22.21	33.90%	\$ 20.81	\$ 29.74	24.00%	\$ 28.91	\$ 41.31
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 10.74	\$ 15.35	33.90%	\$ 14.37	\$ 20.55	24.00%	\$ 19.97	\$ 28.55
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 15.54	\$ 22.21	33.90%	\$ 20.81	\$ 29.74	24.00%	\$ 28.91	\$ 41.31
Call Center/Customer Service	Sales & Promotion Sampler	\$ 10.74	\$ 15.05	33.90%	\$ 14.37	\$ 20.15	24.00%	\$ 19.97	\$ 27.99
Call Center/Customer Service	Sales Inbound I	\$ 11.36	\$ 19.63	33.90%	\$ 15.22	\$ 26.29	24.00%	\$ 21.14	\$ 36.52
Call Center/Customer Service	Sales Inbound II	\$ 15.54	\$ 22.21	33.90%	\$ 20.81	\$ 29.74	24.00%	\$ 28.91	\$ 41.31
Call Center/Customer Service	Sales Outbound I	\$ 14.08	\$ 19.76	33.90%	\$ 18.85	\$ 26.45	24.00%	\$ 26.19	\$ 36.75
Call Center/Customer Service	Sales Outbound II	\$ 15.54	\$ 22.21	33.90%	\$ 20.81	\$ 29.74	24.00%	\$ 28.91	\$ 41.31
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 9.52	\$ 15.38	33.90%	\$ 12.74	\$ 20.60	24.00%	\$ 17.70	\$ 28.61
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 15.40	\$ 19.95	33.90%	\$ 20.62	\$ 26.71	24.00%	\$ 28.64	\$ 37.10
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 11.34	\$ 15.15	33.90%	\$ 15.18	\$ 20.29	24.00%	\$ 21.09	\$ 28.19
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 15.22	\$ 26.78	33.90%	\$ 20.37	\$ 35.86	24.00%	\$ 28.30	\$ 49.82
Food Related Services	Barista (misc)	\$ 13.28	\$ 19.59	50.54%	\$ 20.00	\$ 29.49	24.00%	\$ 24.71	\$ 36.43
Food Related Services	Building Attendant (misc)	\$ 13.28	\$ 19.59	38.43%	\$ 18.39	\$ 27.11	24.00%	\$ 24.71	\$ 36.43
Food Related Services	Busser	\$ 13.28	\$ 19.59	38.43%	\$ 18.39	\$ 27.11	24.00%	\$ 24.71	\$ 36.43
Food Related Services	Cashiers	\$ 13.28	\$ 19.59	38.43%	\$ 18.39	\$ 27.11	24.00%	\$ 24.71	\$ 36.43
Food Related Services	Dishwasher	\$ 12.08	\$ 15.70	38.43%	\$ 16.72	\$ 21.73	24.00%	\$ 22.46	\$ 29.20
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	38.43%	\$ 19.93	\$ 24.36	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	38.43%	\$ 13.70	\$ 16.75	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 11.97	\$ 17.51	38.43%	\$ 16.57	\$ 24.24	24.00%	\$ 22.26	\$ 32.57
Food Related Services	Food Operations Manager Assistant	\$ 17.56	\$ 20.55	38.43%	\$ 24.31	\$ 28.45	24.00%	\$ 32.66	\$ 38.23
Food Related Services	Food Production Worker	\$ 9.64	\$ 15.77	38.43%	\$ 13.34	\$ 21.83	24.00%	\$ 17.92	\$ 29.33
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	38.43%	\$ 19.31	\$ 23.60	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	38.43%	\$ 14.95	\$ 18.27	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	38.43%	\$ 17.44	\$ 21.32	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 9.60	\$ 15.47	38.43%	\$ 13.29	\$ 21.41	24.00%	\$ 17.86	\$ 28.77
Food Related Services	Second Cook Senior	\$ 15.35	\$ 20.19	50.54%	\$ 23.10	\$ 30.39	24.00%	\$ 28.55	\$ 37.55
Food Related Services	Server	\$ 9.21	\$ 12.58	38.43%	\$ 12.75	\$ 17.42	24.00%	\$ 17.14	\$ 23.40
General Administrative	Administrative Assistant I	\$ 13.19	\$ 17.74	33.90%	\$ 17.66	\$ 23.75	24.00%	\$ 24.53	\$ 32.99
General Administrative	Administrative Assistant II	\$ 17.75	\$ 19.20	33.90%	\$ 23.77	\$ 25.71	24.00%	\$ 33.02	\$ 35.71

Maryland (2017 HOURLY MINIMUM WAGE = \$8.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 19.21	\$ 20.84	33.90%	\$ 25.73	\$ 27.91	24.00%	\$ 35.73	\$ 38.77
General Administrative	Administrative Assistant IV	\$ 20.85	\$ 23.08	33.90%	\$ 27.92	\$ 30.90	24.00%	\$ 38.79	\$ 42.92
General Administrative	Administrative Assistant V	\$ 23.10	\$ 26.02	33.90%	\$ 30.93	\$ 34.84	24.00%	\$ 42.97	\$ 48.40
General Administrative	Administrative Staff Assistant	\$ 25.60	\$ 29.27	33.90%	\$ 34.28	\$ 39.19	24.00%	\$ 47.62	\$ 54.44
General Administrative	Administrative Staff Specialist	\$ 29.28	\$ 36.20	33.90%	\$ 39.21	\$ 48.48	24.00%	\$ 54.47	\$ 67.34
General Administrative	Administrative Staff Specialist Senior	\$ 36.21	\$ 28.28	33.90%	\$ 48.49	\$ 37.87	24.00%	\$ 67.36	\$ 52.60
General Administrative	Agency Management Analyst	\$ 23.62	\$ 31.00	33.90%	\$ 31.63	\$ 41.51	24.00%	\$ 43.93	\$ 57.66
General Administrative	Agency Management Analyst Lead	\$ 31.01	\$ 36.02	33.90%	\$ 41.52	\$ 48.23	24.00%	\$ 57.68	\$ 67.00
General Administrative	Agency Management Analyst Senior	\$ 36.09	\$ 56.16	33.90%	\$ 48.33	\$ 75.20	24.00%	\$ 67.13	\$ 104.46
General Administrative	<u>Clerk</u>	\$ 9.86	\$ 11.40	33.90%	\$ 13.20	\$ 15.26	24.00%	\$ 18.34	\$ 21.20
General Administrative	<u>Clerk Jr</u>	\$ 8.75	\$ 9.81	33.90%	\$ 11.72	\$ 13.14	24.00%	\$ 16.28	\$ 18.25
General Administrative	<u>Clerk Sr</u>	\$ 11.45	\$ 13.25	33.90%	\$ 15.33	\$ 17.74	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 10.74	\$ 15.07	33.90%	\$ 14.37	\$ 20.18	24.00%	\$ 19.97	\$ 28.03
General Administrative	Data Entry Operator Senior	\$ 15.11	\$ 21.69	33.90%	\$ 20.23	\$ 29.04	24.00%	\$ 28.10	\$ 40.34
General Administrative	<u>Document Control Clerk / Filing Specialist</u>	\$ 10.25	\$ 15.00	33.90%	\$ 13.72	\$ 20.09	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 19.03	\$ 23.66	33.90%	\$ 25.48	\$ 31.68	24.00%	\$ 35.40	\$ 44.00
General Administrative	Executive Secretary Senior	\$ 23.69	\$ 35.09	33.90%	\$ 31.72	\$ 46.99	24.00%	\$ 44.07	\$ 65.27
General Administrative	<u>Intake Specialist (HMGP)</u>	\$ 17.50	\$ 20.75	33.90%	\$ 23.43	\$ 27.78	24.00%	\$ 32.55	\$ 38.60
General Administrative	<u>Inventory Specialist</u>	\$ 15.00	\$ 18.00	33.90%	\$ 20.09	\$ 24.10	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 15.05	\$ 17.64	33.90%	\$ 20.15	\$ 23.62	24.00%	\$ 27.99	\$ 32.81
General Administrative	Legal Assistant Senior	\$ 17.68	\$ 44.57	33.90%	\$ 23.67	\$ 59.68	24.00%	\$ 32.88	\$ 82.90
General Administrative	Library Assistant	\$ 10.74	\$ 21.14	33.90%	\$ 14.37	\$ 28.31	24.00%	\$ 19.97	\$ 39.33
General Administrative	Medical Assistant I	\$ 14.42	\$ 16.82	33.90%	\$ 19.31	\$ 22.52	24.00%	\$ 26.82	\$ 31.29
General Administrative	Medical Assistant II	\$ 16.87	\$ 23.98	33.90%	\$ 22.59	\$ 32.11	24.00%	\$ 31.38	\$ 44.61
General Administrative	Medical Biller I	\$ 12.57	\$ 15.43	33.90%	\$ 16.83	\$ 20.66	24.00%	\$ 23.38	\$ 28.70
General Administrative	Medical Biller II	\$ 15.47	\$ 24.03	33.90%	\$ 20.71	\$ 32.18	24.00%	\$ 28.77	\$ 44.70
General Administrative	Medical Records Clerk I	\$ 15.11	\$ 22.00	33.90%	\$ 20.23	\$ 29.46	24.00%	\$ 28.10	\$ 40.92
General Administrative	Medical Records Clerk II	\$ 16.31	\$ 23.60	33.90%	\$ 21.84	\$ 31.59	24.00%	\$ 30.34	\$ 43.89
General Administrative	Office Manager	\$ 25.42	\$ 38.69	33.90%	\$ 34.04	\$ 51.81	24.00%	\$ 47.28	\$ 71.96
General Administrative	Office Services Aide	\$ 14.07	\$ 19.38	33.90%	\$ 18.84	\$ 25.95	24.00%	\$ 26.17	\$ 36.05
General Administrative	Office Services Assistant	\$ 15.08	\$ 20.47	33.90%	\$ 20.20	\$ 27.41	24.00%	\$ 28.05	\$ 38.07
General Administrative	Office Services Specialist	\$ 15.89	\$ 21.42	33.90%	\$ 21.28	\$ 28.68	24.00%	\$ 29.56	\$ 39.85
General Administrative	Office Services Supervisor	\$ 16.63	\$ 21.89	33.90%	\$ 22.26	\$ 29.31	24.00%	\$ 30.93	\$ 40.72
General Administrative	Office Services Supervisor Senior	\$ 19.27	\$ 24.56	33.90%	\$ 25.81	\$ 32.89	24.00%	\$ 35.85	\$ 45.68
General Administrative	Operator I	\$ 10.45	\$ 15.02	33.90%	\$ 13.99	\$ 20.11	24.00%	\$ 19.43	\$ 27.94
General Administrative	Operator II	\$ 15.05	\$ 17.56	33.90%	\$ 20.15	\$ 23.51	24.00%	\$ 27.99	\$ 32.66
General Administrative	Operator III (Key Disc Operator)	\$ 17.61	\$ 19.94	33.90%	\$ 23.57	\$ 26.70	24.00%	\$ 32.75	\$ 37.08
General Administrative	Operator IV (Key Disc Operator)	\$ 19.95	\$ 23.11	33.90%	\$ 26.71	\$ 30.95	24.00%	\$ 37.10	\$ 42.99
General Administrative	<u>Paralegal</u>	\$ 14.00	\$ 23.50	33.90%	\$ 18.75	\$ 31.47	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 13.39	\$ 17.92	33.90%	\$ 17.93	\$ 24.00	24.00%	\$ 24.91	\$ 33.33

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 17.93	\$ 19.12	33.90%	\$ 24.01	\$ 25.60	24.00%	\$ 33.35	\$ 35.56
General Administrative	Photocopy Supervisor	\$ 14.48	\$ 20.11	33.90%	\$ 19.39	\$ 26.92	24.00%	\$ 26.93	\$ 37.40
General Administrative	Photocopy Technician	\$ 13.08	\$ 18.49	33.90%	\$ 17.51	\$ 24.76	24.00%	\$ 24.32	\$ 34.39
General Administrative	Photo-Typesetting Specialist	\$ 17.03	\$ 24.51	33.90%	\$ 22.80	\$ 32.82	24.00%	\$ 31.67	\$ 45.59
General Administrative	Photo-Typesetting Supervisor	\$ 18.19	\$ 26.61	33.90%	\$ 24.35	\$ 35.64	24.00%	\$ 33.83	\$ 49.50
General Administrative	Postal Aide	\$ 9.55	\$ 13.08	33.90%	\$ 12.79	\$ 17.51	24.00%	\$ 17.77	\$ 24.32
General Administrative	Postal Aide Senior	\$ 13.14	\$ 20.67	33.90%	\$ 17.59	\$ 27.68	24.00%	\$ 24.44	\$ 38.45
General Administrative	Postal Assistant	\$ 20.75	\$ 23.05	33.90%	\$ 27.78	\$ 30.87	24.00%	\$ 38.59	\$ 42.88
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	33.90%	\$ 40.17	\$ 60.26	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	33.90%	\$ 26.78	\$ 33.48	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 15.35	\$ 20.26	33.90%	\$ 20.55	\$ 27.13	24.00%	\$ 28.55	\$ 37.69
General Administrative	Public Relations Specialist	\$ 21.33	\$ 36.47	33.90%	\$ 28.55	\$ 48.83	24.00%	\$ 39.67	\$ 67.83
General Administrative	Public Relations Specialist Assistant	\$ 15.35	\$ 21.29	33.90%	\$ 20.55	\$ 28.51	24.00%	\$ 28.55	\$ 39.60
General Administrative	Receptionist	\$ 10.72	\$ 13.80	33.90%	\$ 14.36	\$ 18.48	24.00%	\$ 19.95	\$ 25.67
General Administrative	Receptionist Senior	\$ 13.81	\$ 21.78	33.90%	\$ 18.50	\$ 29.17	24.00%	\$ 25.69	\$ 40.52
General Administrative	Secretary	\$ 11.34	\$ 15.15	33.90%	\$ 15.18	\$ 20.29	24.00%	\$ 21.09	\$ 28.19
General Administrative	Secretary Senior	\$ 15.22	\$ 26.86	33.90%	\$ 20.37	\$ 35.96	24.00%	\$ 28.30	\$ 49.95
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	33.90%	\$ 20.42	\$ 24.10	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 13.19	\$ 32.22	33.90%	\$ 17.66	\$ 43.14	24.00%	\$ 24.53	\$ 59.92
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	33.90%	\$ 26.78	\$ 35.47	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 23.63	\$ 29.15	33.90%	\$ 31.64	\$ 39.03	24.00%	\$ 43.96	\$ 54.22
Human Resources	Classification / Compensation Analyst Senior	\$ 29.21	\$ 38.69	33.90%	\$ 39.11	\$ 51.81	24.00%	\$ 54.33	\$ 71.96
Human Resources	Classification / Compensation Consultant	\$ 38.71	\$ 51.85	33.90%	\$ 51.84	\$ 69.43	24.00%	\$ 72.01	\$ 96.45
Human Resources	EEO Program Analyst	\$ 22.82	\$ 36.43	33.90%	\$ 30.56	\$ 48.78	24.00%	\$ 42.45	\$ 67.76
Human Resources	EEO Program Specialist	\$ 25.17	\$ 39.74	33.90%	\$ 33.70	\$ 53.21	24.00%	\$ 46.81	\$ 73.92
Human Resources	Employee Relations Analyst	\$ 20.55	\$ 26.02	33.90%	\$ 27.52	\$ 34.84	24.00%	\$ 38.23	\$ 48.40
Human Resources	Employee Relations Analyst Senior	\$ 26.08	\$ 46.03	33.90%	\$ 34.93	\$ 61.64	24.00%	\$ 48.51	\$ 85.62
Human Resources	Human Resources Assistant	\$ 15.77	\$ 22.71	33.90%	\$ 21.12	\$ 30.41	24.00%	\$ 29.33	\$ 42.25
Human Resources	Human Resources Generalist	\$ 18.28	\$ 23.26	33.90%	\$ 24.48	\$ 31.14	24.00%	\$ 34.01	\$ 43.26
Human Resources	Human Resources Generalist Senior	\$ 23.39	\$ 40.85	33.90%	\$ 31.32	\$ 54.70	24.00%	\$ 43.51	\$ 75.98
Human Resources	Personnel Analyst	\$ 18.10	\$ 23.02	33.90%	\$ 24.24	\$ 30.82	24.00%	\$ 33.67	\$ 42.81
Human Resources	Personnel Analyst Senior	\$ 23.08	\$ 27.92	33.90%	\$ 30.90	\$ 37.38	24.00%	\$ 42.92	\$ 51.93
Human Resources	Personnel Practices Analyst	\$ 27.99	\$ 32.97	33.90%	\$ 37.48	\$ 44.14	24.00%	\$ 52.06	\$ 61.32
Human Resources	Personnel Practices Analyst Senior	\$ 33.03	\$ 42.05	33.90%	\$ 44.22	\$ 56.30	24.00%	\$ 61.43	\$ 78.21
Human Resources	Personnel Practices Manager	\$ 41.37	\$ 51.47	33.90%	\$ 55.40	\$ 68.91	24.00%	\$ 76.95	\$ 95.73
Human Services	Social Worker	\$ 20.15	\$ 34.14	33.90%	\$ 26.99	\$ 45.71	24.00%	\$ 37.49	\$ 63.50
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	33.90%	\$ 30.13	\$ 41.51	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 15.29	\$ 21.11	33.90%	\$ 20.47	\$ 28.26	24.00%	\$ 28.44	\$ 39.26
Human Services	Support Enforcement Specialist Senior	\$ 21.18	\$ 24.98	33.90%	\$ 28.36	\$ 33.45	24.00%	\$ 39.40	\$ 46.47
Human Services	Utilization Review Analyst	\$ 21.18	\$ 30.38	33.90%	\$ 28.36	\$ 40.68	24.00%	\$ 39.40	\$ 56.51

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Human Services	Utilization Review Analyst Senior	\$ 30.44	\$ 48.83	33.90%	\$ 40.76	\$ 65.39	24.00%	\$ 56.62	\$ 90.83
Insurance	Claims Adjuster I	\$ 17.50	\$ 21.18	33.90%	\$ 23.43	\$ 28.36	24.00%	\$ 32.55	\$ 39.40
Insurance	Claims Adjuster II	\$ 21.24	\$ 30.38	33.90%	\$ 28.44	\$ 40.68	24.00%	\$ 39.51	\$ 56.51
Insurance	Claims Specialist	\$ 30.44	\$ 38.36	33.90%	\$ 40.76	\$ 51.37	24.00%	\$ 56.62	\$ 71.36
Insurance	Worker's Compensation Specialist	\$ 28.76	\$ 43.03	33.90%	\$ 38.52	\$ 57.61	24.00%	\$ 53.50	\$ 80.03
Laborer/Industrial	CDL Driver	\$ 15.35	\$ 22.03	38.43%	\$ 21.25	\$ 30.49	24.00%	\$ 28.55	\$ 40.97
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	38.43%	\$ 29.76	\$ 39.06	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	38.43%	\$ 38.69	\$ 45.97	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	38.43%	\$ 41.88	\$ 48.45	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	38.43%	\$ 34.26	\$ 41.53	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	38.43%	\$ 34.26	\$ 40.84	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	38.43%	\$ 43.61	\$ 52.26	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	38.43%	\$ 36.68	\$ 46.44	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 16.47	\$ 23.61	38.43%	\$ 22.80	\$ 32.68	24.00%	\$ 30.64	\$ 43.91
Laborer/Industrial	Forklift Operator	\$ 12.84	\$ 17.88	38.43%	\$ 17.77	\$ 24.76	24.00%	\$ 23.88	\$ 33.26
Laborer/Industrial	Forklift Operator Senior	\$ 17.92	\$ 26.08	38.43%	\$ 24.81	\$ 36.11	24.00%	\$ 33.33	\$ 48.51
Laborer/Industrial	Grounds Worker	\$ 10.40	\$ 14.42	38.43%	\$ 14.39	\$ 19.96	24.00%	\$ 19.34	\$ 26.82
Laborer/Industrial	Grounds Worker Lead	\$ 14.48	\$ 19.33	38.43%	\$ 20.04	\$ 26.76	24.00%	\$ 26.93	\$ 35.96
Laborer/Industrial	Grounds Worker Senior	\$ 15.46	\$ 19.21	38.43%	\$ 21.40	\$ 26.60	24.00%	\$ 28.75	\$ 35.73
Laborer/Industrial	Groundskeeper / Landscaper	\$ 10.74	\$ 15.05	38.43%	\$ 14.86	\$ 20.83	24.00%	\$ 19.97	\$ 27.99
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 15.06	\$ 19.21	38.43%	\$ 20.85	\$ 26.60	24.00%	\$ 28.01	\$ 35.73
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 9.39	\$ 14.45	38.43%	\$ 13.01	\$ 20.01	24.00%	\$ 17.47	\$ 26.89
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 9.39	\$ 14.45	38.43%	\$ 13.01	\$ 20.01	24.00%	\$ 17.47	\$ 26.89
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 9.39	\$ 14.45	38.43%	\$ 13.01	\$ 20.01	24.00%	\$ 17.47	\$ 26.89
Laborer/Industrial	Housekeeping Supervisor	\$ 12.84	\$ 17.82	38.43%	\$ 17.77	\$ 24.67	24.00%	\$ 23.88	\$ 33.15
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 17.86	\$ 27.63	38.43%	\$ 24.72	\$ 38.25	24.00%	\$ 33.22	\$ 51.39
Laborer/Industrial	Housekeeping Worker	\$ 9.52	\$ 14.55	38.43%	\$ 13.17	\$ 20.14	24.00%	\$ 17.70	\$ 27.07
Laborer/Industrial	Housekeeping Worker Senior	\$ 14.61	\$ 18.66	38.43%	\$ 20.23	\$ 25.83	24.00%	\$ 27.18	\$ 34.70
Laborer/Industrial	Inventory Worker Light	\$ 11.36	\$ 17.80	38.43%	\$ 15.73	\$ 24.64	24.00%	\$ 21.14	\$ 33.11
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 10.40	\$ 19.97	38.43%	\$ 14.39	\$ 27.65	24.00%	\$ 19.34	\$ 37.15
Laborer/Industrial	Motor Vehicle Operator A	\$ 10.13	\$ 13.81	38.43%	\$ 14.02	\$ 19.12	24.00%	\$ 18.84	\$ 25.69
Laborer/Industrial	Motor Vehicle Operator B	\$ 13.87	\$ 22.40	38.43%	\$ 19.21	\$ 31.01	24.00%	\$ 25.81	\$ 41.66
Laborer/Industrial	Packer	\$ 9.39	\$ 14.45	38.43%	\$ 13.01	\$ 20.01	24.00%	\$ 17.47	\$ 26.89
Laborer/Industrial	Warehouse Specialist I	\$ 10.40	\$ 14.45	38.43%	\$ 14.39	\$ 20.01	24.00%	\$ 19.34	\$ 26.89
Laborer/Industrial	Warehouse Specialist II	\$ 14.48	\$ 18.10	38.43%	\$ 20.04	\$ 25.06	24.00%	\$ 26.93	\$ 33.67
Laborer/Industrial	Warehouse Specialist III	\$ 18.16	\$ 23.14	38.43%	\$ 25.14	\$ 32.03	24.00%	\$ 33.78	\$ 43.03
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	38.43%	\$ 12.46	\$ 15.23	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 9.39	\$ 14.45	38.43%	\$ 13.01	\$ 20.01	24.00%	\$ 17.47	\$ 26.89
Laborer/Industrial	Warehouse Worker II	\$ 14.48	\$ 18.10	38.43%	\$ 20.04	\$ 25.06	24.00%	\$ 26.93	\$ 33.67
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	38.43%	\$ 33.85	\$ 44.30	24.00%	\$ 45.48	\$ 59.52

Maryland (2017 HOURLY MINIMUM WAGE = \$8.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	38.43%	\$ 33.85	\$ 40.84	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	38.43%	\$ 33.85	\$ 40.84	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 13.81	\$ 17.82	32.47%	\$ 18.30	\$ 23.61	24.00%	\$ 25.69	\$ 33.15
Media	Audio Visual Technician Senior	\$ 17.86	\$ 29.60	32.47%	\$ 23.66	\$ 39.21	24.00%	\$ 33.22	\$ 55.05
Media	Graphic Artist	\$ 16.27	\$ 19.42	32.47%	\$ 21.55	\$ 25.72	24.00%	\$ 30.25	\$ 36.12
Media	Graphic Artist Senior	\$ 19.42	\$ 27.31	32.47%	\$ 25.72	\$ 36.18	24.00%	\$ 36.12	\$ 50.81
Media	Graphic Designer	\$ 16.27	\$ 19.42	32.47%	\$ 21.55	\$ 25.72	24.00%	\$ 30.25	\$ 36.12
Media	Graphic Designer Senior	\$ 19.45	\$ 27.31	32.47%	\$ 25.77	\$ 36.18	24.00%	\$ 36.18	\$ 50.81
Media	Photographer	\$ 10.74	\$ 14.21	32.47%	\$ 14.22	\$ 18.83	24.00%	\$ 19.97	\$ 26.44
Media	Photographer Senior	\$ 14.24	\$ 22.77	32.47%	\$ 18.86	\$ 30.17	24.00%	\$ 26.48	\$ 42.36
Media	TV / Video Production Specialist	\$ 21.48	\$ 27.64	32.47%	\$ 28.46	\$ 36.62	24.00%	\$ 39.96	\$ 51.41
Media	TV / Video Production Technician	\$ 27.68	\$ 37.45	32.47%	\$ 36.66	\$ 49.61	24.00%	\$ 51.48	\$ 69.65
Security	Armed Security Officer	\$ 17.20	\$ 23.02	48.04%	\$ 25.46	\$ 34.07	24.00%	\$ 31.98	\$ 42.81
Security	<u>Captain</u>	\$ 24.15	\$ 34.42	48.04%	\$ 35.75	\$ 50.95	24.00%	\$ 44.92	\$ 64.01
Security	Dispatcher/Police	\$ 16.66	\$ 28.40	48.04%	\$ 24.67	\$ 42.05	24.00%	\$ 31.00	\$ 52.83
Security	<u>Lieutenant</u>	\$ 21.74	\$ 30.19	48.04%	\$ 32.18	\$ 44.69	24.00%	\$ 40.43	\$ 56.15
Security	<u>Sergeant</u>	\$ 19.92	\$ 27.77	48.04%	\$ 29.50	\$ 41.12	24.00%	\$ 37.06	\$ 51.66
Security	Unarmed Security Guard	\$ 11.62	\$ 22.70	48.04%	\$ 17.20	\$ 33.61	24.00%	\$ 21.61	\$ 42.23
Tax	Data Entry Clerk	\$ 10.74	\$ 13.81	33.90%	\$ 14.37	\$ 18.50	24.00%	\$ 19.97	\$ 25.69
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 13.87	\$ 21.78	33.90%	\$ 18.58	\$ 29.17	24.00%	\$ 25.81	\$ 40.52
Tax	Error Resolution and Document Processor	\$ 18.05	\$ 25.08	33.90%	\$ 24.17	\$ 33.58	24.00%	\$ 33.58	\$ 46.65
Tax	General Clerical	\$ 10.45	\$ 15.44	33.90%	\$ 13.99	\$ 20.68	24.00%	\$ 19.43	\$ 28.73
Tax	On-Site Administrator (Day)	\$ 12.21	\$ 26.40	33.90%	\$ 16.35	\$ 35.35	24.00%	\$ 22.71	\$ 49.10
Tax	On-Site Administrator (Evening)	\$ 12.21	\$ 26.40	33.90%	\$ 16.35	\$ 35.35	24.00%	\$ 22.71	\$ 49.10
Tax	Remittance Processor	\$ 21.70	\$ 32.16	33.90%	\$ 29.06	\$ 43.06	24.00%	\$ 40.36	\$ 59.81
Tax	Taxpayer Information & Assistance Agent	\$ 19.22	\$ 27.62	33.90%	\$ 25.74	\$ 36.98	24.00%	\$ 35.76	\$ 51.37
Technical	Agricultural Technician	\$ 19.77	\$ 32.08	36.38%	\$ 26.96	\$ 43.76	24.00%	\$ 36.77	\$ 59.68
Technical	Agricultural Technician Lead	\$ 22.17	\$ 35.43	36.38%	\$ 30.24	\$ 48.32	24.00%	\$ 41.24	\$ 65.90
Technical	Agricultural Technician Supervisor	\$ 26.63	\$ 42.69	36.38%	\$ 36.31	\$ 58.22	24.00%	\$ 49.53	\$ 79.40
Technical	Analytical Chemist	\$ 20.95	\$ 35.43	36.38%	\$ 28.57	\$ 48.32	24.00%	\$ 38.97	\$ 65.90
Technical	Analytical Chemist Assistant	\$ 24.48	\$ 40.31	36.38%	\$ 33.38	\$ 54.97	24.00%	\$ 45.53	\$ 74.97
Technical	Analytical Chemist Senior	\$ 30.89	\$ 50.42	36.38%	\$ 42.13	\$ 68.76	24.00%	\$ 57.45	\$ 93.77
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	36.38%	\$ 27.00	\$ 42.32	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	36.38%	\$ 39.40	\$ 51.07	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 22.12	\$ 33.27	36.38%	\$ 30.17	\$ 45.37	24.00%	\$ 41.15	\$ 61.88
Technical	Bridge Design Drafter Senior	\$ 23.60	\$ 35.97	36.38%	\$ 32.18	\$ 49.06	24.00%	\$ 43.89	\$ 66.91
Technical	Cartographic Drafter	\$ 27.81	\$ 39.17	36.38%	\$ 37.93	\$ 53.42	24.00%	\$ 51.73	\$ 72.86
Technical	Cartographic Drafter Assistant	\$ 21.80	\$ 32.79	36.38%	\$ 29.73	\$ 44.71	24.00%	\$ 40.54	\$ 60.98
Technical	Cartographic Supervisor	\$ 37.94	\$ 51.01	36.38%	\$ 51.74	\$ 69.56	24.00%	\$ 70.57	\$ 94.87
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	36.38%	\$ 21.82	\$ 26.59	24.00%	\$ 29.76	\$ 36.27

Maryland (2017 HOURLY MINIMUM WAGE = \$8.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	<u>Direct Certification Coordinator</u>	\$ 39.59	\$ 48.15	36.38%	\$ 53.99	\$ 65.67	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 33.45	\$ 47.35	36.38%	\$ 45.62	\$ 64.57	24.00%	\$ 62.22	\$ 88.07
Technical	Engineering Design Drafting Supervisor	\$ 38.92	\$ 54.26	36.38%	\$ 53.08	\$ 73.99	24.00%	\$ 72.39	\$ 100.92
Technical	Engineering Design Drafting Technician	\$ 18.79	\$ 24.88	36.38%	\$ 25.63	\$ 33.93	24.00%	\$ 34.95	\$ 46.27
Technical	Engineering Drafting Technician	\$ 18.83	\$ 24.88	36.38%	\$ 25.67	\$ 33.93	24.00%	\$ 35.02	\$ 46.27
Technical	Engineering Drafting Technician Senior	\$ 21.82	\$ 31.72	36.38%	\$ 29.76	\$ 43.26	24.00%	\$ 40.59	\$ 59.00
Technical	Environmental Engineer	\$ 30.90	\$ 48.82	36.38%	\$ 42.14	\$ 66.58	24.00%	\$ 57.48	\$ 90.81
Technical	Environmental Engineer Senior	\$ 33.28	\$ 53.41	36.38%	\$ 45.39	\$ 72.84	24.00%	\$ 61.90	\$ 99.34
Technical	Environmental Program Analyst	\$ 26.22	\$ 38.74	36.38%	\$ 35.75	\$ 52.83	24.00%	\$ 48.76	\$ 72.05
Technical	Environmental Program Planner	\$ 28.02	\$ 41.85	36.38%	\$ 38.21	\$ 57.08	24.00%	\$ 52.11	\$ 77.85
Technical	Environmental Program Specialist	\$ 30.12	\$ 37.82	36.38%	\$ 41.07	\$ 51.58	24.00%	\$ 56.02	\$ 70.35
Technical	Environmental Specialist - Field	\$ 28.02	\$ 40.89	36.38%	\$ 38.21	\$ 55.76	24.00%	\$ 52.11	\$ 76.05
Technical	Environmental Specialist Senior - Field	\$ 28.81	\$ 42.80	36.38%	\$ 39.29	\$ 58.37	24.00%	\$ 53.59	\$ 79.60
Technical	Environmental Technician	\$ 26.22	\$ 38.74	36.38%	\$ 35.75	\$ 52.83	24.00%	\$ 48.76	\$ 72.05
Technical	Environmental Technician Senior	\$ 28.02	\$ 41.85	36.38%	\$ 38.21	\$ 57.08	24.00%	\$ 52.11	\$ 77.85
Technical	<u>Help Desk Support</u>	\$ 15.50	\$ 25.00	36.38%	\$ 21.14	\$ 34.10	24.00%	\$ 28.83	\$ 46.50
Technical	<u>Home Repair Coordinator</u>	\$ 17.25	\$ 24.00	36.38%	\$ 23.53	\$ 32.73	24.00%	\$ 32.09	\$ 44.64
Technical	<u>Housing Recovery Advisor</u>	\$ 23.89	\$ 29.19	36.38%	\$ 32.57	\$ 39.81	24.00%	\$ 44.43	\$ 54.30
Technical	Laboratory Technician	\$ 20.01	\$ 29.97	36.38%	\$ 27.29	\$ 40.88	24.00%	\$ 37.22	\$ 55.75
Technical	Laboratory Technician Senior	\$ 21.24	\$ 32.31	36.38%	\$ 28.97	\$ 44.07	24.00%	\$ 39.51	\$ 60.10
Technical	<u>Program Support Specialist</u>	\$ 22.00	\$ 26.50	36.38%	\$ 30.00	\$ 36.14	24.00%	\$ 40.92	\$ 49.29
Technical	<u>Regional Recovery Outreach Manager</u>	\$ 31.85	\$ 42.46	36.38%	\$ 43.43	\$ 57.91	24.00%	\$ 59.24	\$ 78.98
Technical	Residential Plan Reviewer	\$ 23.22	\$ 36.28	36.38%	\$ 31.67	\$ 49.47	24.00%	\$ 43.19	\$ 67.47
Technical	Right of Way Technician	\$ 32.95	\$ 52.11	36.38%	\$ 44.94	\$ 71.06	24.00%	\$ 61.29	\$ 96.92
Technical	Right of Way Technician Supervisor	\$ 35.57	\$ 57.20	36.38%	\$ 48.52	\$ 78.01	24.00%	\$ 66.17	\$ 106.40
Technical	Safety Engineer	\$ 32.47	\$ 50.92	36.38%	\$ 44.28	\$ 69.45	24.00%	\$ 60.40	\$ 94.72
Technical	Safety Engineer Senior	\$ 36.92	\$ 58.26	36.38%	\$ 50.34	\$ 79.46	24.00%	\$ 68.66	\$ 108.37
Technical	Title Examiner	\$ 22.62	\$ 31.81	36.38%	\$ 30.85	\$ 43.38	24.00%	\$ 42.07	\$ 59.16
Technical	Traffic Controller	\$ 27.38	\$ 44.26	36.38%	\$ 37.33	\$ 60.36	24.00%	\$ 50.92	\$ 82.32
Technical	Traffic Controller Senior	\$ 32.95	\$ 52.11	36.38%	\$ 44.94	\$ 71.06	24.00%	\$ 61.29	\$ 96.92
Technical	Transportation Data Analyst	\$ 27.38	\$ 44.26	36.38%	\$ 37.33	\$ 60.36	24.00%	\$ 50.92	\$ 82.32
Technical	Transportation Data Analyst Senior	\$ 32.95	\$ 52.11	36.38%	\$ 44.94	\$ 71.06	24.00%	\$ 61.29	\$ 96.92
Technical	Transportation Data Analyst Supervisor	\$ 32.95	\$ 52.11	36.38%	\$ 44.94	\$ 71.06	24.00%	\$ 61.29	\$ 96.92
Technical	Transportation Data Technician	\$ 27.38	\$ 44.26	36.38%	\$ 37.33	\$ 60.36	24.00%	\$ 50.92	\$ 82.32
Technical	Transportation District Utilities Specialist	\$ 32.34	\$ 52.09	36.38%	\$ 44.10	\$ 71.05	24.00%	\$ 60.15	\$ 96.89
Technical	Transportation Engineering Technician -Survey	\$ 33.58	\$ 57.00	36.38%	\$ 45.80	\$ 77.73	24.00%	\$ 62.46	\$ 106.01
Technical	Transportation Engineering Technician -Survey Senior	\$ 37.07	\$ 59.64	36.38%	\$ 50.56	\$ 81.34	24.00%	\$ 68.95	\$ 110.93
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 39.14	\$ 63.71	36.38%	\$ 53.38	\$ 86.89	24.00%	\$ 72.79	\$ 118.50
Technical	Transportation Materials Technician	\$ 15.72	\$ 22.62	36.38%	\$ 21.44	\$ 30.85	24.00%	\$ 29.24	\$ 42.07
Technical	Transportation Materials Technician Senior	\$ 16.77	\$ 24.53	36.38%	\$ 22.88	\$ 33.45	24.00%	\$ 31.20	\$ 45.62

Maryland (2017 HOURLY MINIMUM WAGE = \$8.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 33.58	\$ 55.77	36.38%	\$ 45.80	\$ 76.05	24.00%	\$ 62.46	\$ 103.72
Technical	Transportation Materials Technician Supervisor	\$ 39.14	\$ 63.71	36.38%	\$ 53.38	\$ 86.89	24.00%	\$ 72.79	\$ 118.50
Technical	Transportation Planning Specialist	\$ 32.34	\$ 52.09	36.38%	\$ 44.10	\$ 71.05	24.00%	\$ 60.15	\$ 96.89
Technical	Transportation Planning Specialist Senior	\$ 37.07	\$ 59.64	36.38%	\$ 50.56	\$ 81.34	24.00%	\$ 68.95	\$ 110.93
Technical	Transportation Technical Program Coordinator	\$ 32.34	\$ 52.09	36.38%	\$ 44.10	\$ 71.05	24.00%	\$ 60.15	\$ 96.89
Technical	Transportation Technical Support Coordinator	\$ 32.34	\$ 52.09	36.38%	\$ 44.10	\$ 71.05	24.00%	\$ 60.15	\$ 96.89
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	36.38%	\$ 51.14	\$ 61.37	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 18.71	\$ 23.02	44.15%	\$ 26.96	\$ 33.18	24.00%	\$ 34.79	\$ 42.81
Trades	Boiler Operator II	\$ 23.08	\$ 26.49	44.15%	\$ 33.26	\$ 38.19	24.00%	\$ 42.92	\$ 49.28
Trades	Boiler Operator Senior I	\$ 26.52	\$ 28.95	44.15%	\$ 38.23	\$ 41.72	24.00%	\$ 49.32	\$ 53.84
Trades	Boiler Operator Senior II	\$ 28.97	\$ 39.66	44.15%	\$ 41.76	\$ 57.16	24.00%	\$ 53.88	\$ 73.76
Trades	Carpenter Assistant	\$ 12.46	\$ 16.86	44.15%	\$ 17.96	\$ 24.30	24.00%	\$ 23.18	\$ 31.35
Trades	Carpenter	\$ 16.87	\$ 23.63	44.15%	\$ 24.32	\$ 34.07	24.00%	\$ 31.38	\$ 43.96
Trades	Carpenter Senior	\$ 24.95	\$ 33.70	44.15%	\$ 35.96	\$ 48.58	24.00%	\$ 46.40	\$ 62.69
Trades	Electrician	\$ 26.60	\$ 44.27	44.15%	\$ 38.35	\$ 63.81	24.00%	\$ 49.48	\$ 82.34
Trades	Electrician Assistant	\$ 14.19	\$ 17.51	44.15%	\$ 20.45	\$ 25.24	24.00%	\$ 26.39	\$ 32.57
Trades	Electrician Senior	\$ 20.54	\$ 23.69	44.15%	\$ 29.61	\$ 34.15	24.00%	\$ 38.21	\$ 44.07
Trades	Electrician Supervisor Senior	\$ 23.75	\$ 41.76	44.15%	\$ 34.24	\$ 60.19	24.00%	\$ 44.18	\$ 77.67
Trades	Electronic Equipment Install & Repair Supervisor	\$ 25.91	\$ 38.52	44.15%	\$ 37.36	\$ 55.53	24.00%	\$ 48.20	\$ 71.65
Trades	Electronic Equipment Install & Repair Technician	\$ 20.56	\$ 25.78	44.15%	\$ 29.64	\$ 37.16	24.00%	\$ 38.25	\$ 47.95
Trades	Electronic Technician	\$ 15.65	\$ 19.89	44.15%	\$ 22.56	\$ 28.67	24.00%	\$ 29.11	\$ 36.99
Trades	Electronic Technician Senior	\$ 19.95	\$ 35.28	44.15%	\$ 28.76	\$ 50.86	24.00%	\$ 37.10	\$ 65.63
Trades	Equipment Repair Supervisor	\$ 28.37	\$ 33.21	44.15%	\$ 40.89	\$ 47.87	24.00%	\$ 52.76	\$ 61.77
Trades	Equipment Repair Technician	\$ 15.65	\$ 19.89	44.15%	\$ 22.56	\$ 28.67	24.00%	\$ 29.11	\$ 36.99
Trades	Equipment Repair Technician Senior	\$ 19.95	\$ 28.29	44.15%	\$ 28.76	\$ 40.78	24.00%	\$ 37.10	\$ 52.63
Trades	HVAC Installation & Repair Assistant	\$ 12.21	\$ 19.48	44.15%	\$ 17.60	\$ 28.08	24.00%	\$ 22.71	\$ 36.23
Trades	HVAC Installation & Repair Assistant Senior	\$ 19.48	\$ 33.21	44.15%	\$ 28.08	\$ 47.87	24.00%	\$ 36.23	\$ 61.77
Trades	Laboratory Mechanic	\$ 15.66	\$ 21.24	44.15%	\$ 22.58	\$ 30.62	24.00%	\$ 29.13	\$ 39.51
Trades	Laboratory Mechanic Senior	\$ 21.24	\$ 32.31	44.15%	\$ 30.62	\$ 46.58	24.00%	\$ 39.51	\$ 60.10
Trades	Locksmith	\$ 19.21	\$ 28.26	44.15%	\$ 27.69	\$ 40.73	24.00%	\$ 35.73	\$ 52.56
Trades	Maintenance Field Worker	\$ 15.65	\$ 20.01	44.15%	\$ 22.56	\$ 28.84	24.00%	\$ 29.11	\$ 37.22
Trades	Mason Plasterer	\$ 19.33	\$ 22.28	44.15%	\$ 27.87	\$ 32.12	24.00%	\$ 35.96	\$ 41.44
Trades	Mason Plasterer Assistant	\$ 22.33	\$ 33.03	44.15%	\$ 32.19	\$ 47.61	24.00%	\$ 41.53	\$ 61.43
Trades	Mechanic	\$ 12.58	\$ 28.32	44.15%	\$ 18.14	\$ 40.82	24.00%	\$ 23.40	\$ 52.67
Trades	Painter	\$ 12.10	\$ 26.86	44.15%	\$ 17.44	\$ 38.71	24.00%	\$ 22.51	\$ 49.95
Trades	Plumber / Steamfitter	\$ 26.24	\$ 39.90	44.15%	\$ 37.83	\$ 57.51	24.00%	\$ 48.81	\$ 74.21
Trades	Plumber / Steamfitter Assistant	\$ 15.65	\$ 26.16	44.15%	\$ 22.56	\$ 37.70	24.00%	\$ 29.11	\$ 48.65
Trades	Printing Press Operator B	\$ 25.61	\$ 37.62	44.15%	\$ 36.92	\$ 54.22	24.00%	\$ 47.64	\$ 69.96
Trades	Production Supervisor	\$ 30.37	\$ 46.52	44.15%	\$ 43.78	\$ 67.05	24.00%	\$ 56.49	\$ 86.52
Trades	Radio Specialist	\$ 18.10	\$ 23.21	44.15%	\$ 26.09	\$ 33.46	24.00%	\$ 33.67	\$ 43.17

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 23.25	\$ 30.38	44.15%	\$ 33.51	\$ 43.80	24.00%	\$ 43.24	\$ 56.51
Trades	Sheet Metal Worker	\$ 17.22	\$ 22.16	44.15%	\$ 24.82	\$ 31.94	24.00%	\$ 32.03	\$ 41.22
Trades	Sheet Metal Worker Assistant	\$ 13.08	\$ 17.50	44.15%	\$ 18.85	\$ 25.22	24.00%	\$ 24.32	\$ 32.55
Trades	Sheet Metal Worker Lead	\$ 22.22	\$ 30.39	44.15%	\$ 32.03	\$ 43.81	24.00%	\$ 41.33	\$ 56.53
Trades	Shipping / Receiving Clerk	\$ 17.32	\$ 23.74	44.15%	\$ 24.96	\$ 34.22	24.00%	\$ 32.21	\$ 44.16
Trades	Storekeeper Assistant I	\$ 12.87	\$ 18.84	44.15%	\$ 18.56	\$ 27.15	24.00%	\$ 23.94	\$ 35.04
Trades	Storekeeper Assistant II	\$ 14.01	\$ 20.25	44.15%	\$ 20.19	\$ 29.19	24.00%	\$ 26.05	\$ 37.67
Trades	Storekeeper I	\$ 9.15	\$ 12.58	44.15%	\$ 13.19	\$ 18.14	24.00%	\$ 17.03	\$ 23.40
Trades	Storekeeper II	\$ 12.66	\$ 15.35	44.15%	\$ 18.24	\$ 22.12	24.00%	\$ 23.54	\$ 28.55
Trades	Storekeeper III	\$ 15.40	\$ 18.84	44.15%	\$ 22.19	\$ 27.15	24.00%	\$ 28.64	\$ 35.04
Trades	Storekeeper Senior	\$ 18.86	\$ 22.00	44.15%	\$ 27.19	\$ 31.72	24.00%	\$ 35.08	\$ 40.92
Trades	Tool Room Assistant	\$ 10.13	\$ 15.35	44.15%	\$ 14.60	\$ 22.12	24.00%	\$ 18.84	\$ 28.55
Trades	Tool Room Assistant Senior	\$ 15.35	\$ 21.42	44.15%	\$ 22.12	\$ 30.88	24.00%	\$ 28.55	\$ 39.85
Trades	Trades Utilities Worker Senior	\$ 15.66	\$ 22.94	44.15%	\$ 22.58	\$ 33.07	24.00%	\$ 29.13	\$ 42.68
Trades	Trades Utility Worker	\$ 11.97	\$ 15.60	44.15%	\$ 17.25	\$ 22.49	24.00%	\$ 22.26	\$ 29.02
Trades	Tradesman Helper	\$ 11.97	\$ 19.27	44.15%	\$ 17.25	\$ 27.78	24.00%	\$ 22.26	\$ 35.85
Trades	Tradesman Helper Senior	\$ 19.27	\$ 24.02	44.15%	\$ 27.78	\$ 34.62	24.00%	\$ 35.85	\$ 44.67
Trades	Welder	\$ 13.19	\$ 21.84	44.15%	\$ 19.01	\$ 31.49	24.00%	\$ 24.53	\$ 40.63
Trades	Welder Senior	\$ 21.91	\$ 26.26	44.15%	\$ 31.58	\$ 37.86	24.00%	\$ 40.74	\$ 48.85
Trades	Work Zone Safety Officer	\$ 27.38	\$ 44.26	44.15%	\$ 39.46	\$ 63.80	24.00%	\$ 50.92	\$ 82.32

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	32.40%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	33.90%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	50.54%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	33.90%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	33.90%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	38.43%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	32.47%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	48.04%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	33.90%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	36.38%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	44.15%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Massachusetts (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 19.24	\$ 27.33	34.60%	\$ 25.90	\$ 36.78	24.00%	\$ 35.79	\$ 50.82
Accounting/Finance	Accountant JR	\$ 11.00	\$ 13.97	34.60%	\$ 14.81	\$ 18.81	24.00%	\$ 20.46	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 27.34	\$ 37.94	34.60%	\$ 36.80	\$ 51.07	24.00%	\$ 50.85	\$ 70.58
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	34.60%	\$ 27.86	\$ 34.83	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	34.60%	\$ 20.90	\$ 26.82	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 11.00	\$ 12.42	34.60%	\$ 14.81	\$ 16.72	24.00%	\$ 20.46	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 25.05	\$ 28.67	34.60%	\$ 33.72	\$ 38.58	24.00%	\$ 46.60	\$ 53.32
Accounting/Finance	Accounting Manager B	\$ 28.59	\$ 35.08	34.60%	\$ 38.48	\$ 47.22	24.00%	\$ 53.17	\$ 65.25
Accounting/Finance	Accounting Manager C	\$ 35.15	\$ 44.42	34.60%	\$ 47.31	\$ 59.80	24.00%	\$ 65.37	\$ 82.63
Accounting/Finance	Auditing - External Auditor	\$ 24.72	\$ 31.27	34.60%	\$ 33.28	\$ 42.09	24.00%	\$ 45.98	\$ 58.16
Accounting/Finance	Auditing - External Auditor Senior	\$ 31.29	\$ 44.42	34.60%	\$ 42.12	\$ 59.80	24.00%	\$ 58.21	\$ 82.63
Accounting/Finance	Auditing - Internal Auditor	\$ 24.72	\$ 31.27	34.60%	\$ 33.28	\$ 42.09	24.00%	\$ 45.98	\$ 58.16
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 31.33	\$ 44.42	34.60%	\$ 42.18	\$ 59.80	24.00%	\$ 58.28	\$ 82.63
Accounting/Finance	Bookkeeper	\$ 13.01	\$ 19.69	34.60%	\$ 17.51	\$ 26.50	24.00%	\$ 24.20	\$ 36.62
Accounting/Finance	Budget Analyst	\$ 24.25	\$ 31.73	34.60%	\$ 32.64	\$ 42.71	24.00%	\$ 45.10	\$ 59.01
Accounting/Finance	Budget Analyst Senior	\$ 31.74	\$ 49.26	34.60%	\$ 42.72	\$ 66.31	24.00%	\$ 59.04	\$ 91.63
Accounting/Finance	Closure/Disbursement Specialists	\$ 40.43	\$ 45.00	34.60%	\$ 54.42	\$ 60.57	24.00%	\$ 75.20	\$ 83.71
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 37.97	\$ 49.22	34.60%	\$ 51.11	\$ 66.25	24.00%	\$ 70.63	\$ 91.55
Accounting/Finance	CPA	\$ 39.38	\$ 52.04	34.60%	\$ 53.00	\$ 70.04	24.00%	\$ 73.24	\$ 96.79
Accounting/Finance	Fiscal Assistant	\$ 13.70	\$ 21.04	34.60%	\$ 18.43	\$ 28.32	24.00%	\$ 25.47	\$ 39.14
Accounting/Finance	Fiscal Technical Senior	\$ 18.35	\$ 26.17	34.60%	\$ 24.70	\$ 35.22	24.00%	\$ 34.13	\$ 48.67
Accounting/Finance	Fiscal Technician	\$ 21.11	\$ 25.80	34.60%	\$ 28.41	\$ 34.73	24.00%	\$ 39.26	\$ 47.99
Accounting/Finance	Payroll Assistant	\$ 20.04	\$ 25.31	34.60%	\$ 26.97	\$ 34.07	24.00%	\$ 37.28	\$ 47.09
Accounting/Finance	Purchasing / Procurement	\$ 25.31	\$ 37.62	34.60%	\$ 34.07	\$ 50.64	24.00%	\$ 47.09	\$ 69.97
Accounting/Finance	Sr. Compliance Officer	\$ 48.87	\$ 55.55	34.60%	\$ 65.78	\$ 74.77	24.00%	\$ 90.90	\$ 103.33
Accounting/Finance	Supervising Auditor	\$ 48.87	\$ 56.25	34.60%	\$ 65.78	\$ 75.72	24.00%	\$ 90.90	\$ 104.63
Call Center/Customer Service	Customer Service Inbound I	\$ 12.89	\$ 18.97	37.65%	\$ 17.75	\$ 26.11	24.00%	\$ 23.98	\$ 35.28
Call Center/Customer Service	Customer Service Inbound II	\$ 19.04	\$ 30.66	37.65%	\$ 26.22	\$ 42.21	24.00%	\$ 35.42	\$ 57.03

Massachusetts (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 12.89	\$ 18.97	37.65%	\$ 17.75	\$ 26.11	24.00%	\$ 23.98	\$ 35.28
Call Center/Customer Service	Customer Service Outbound II	\$ 19.04	\$ 30.66	37.65%	\$ 26.22	\$ 42.21	24.00%	\$ 35.42	\$ 57.03
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 12.66	\$ 21.45	37.65%	\$ 17.42	\$ 29.52	24.00%	\$ 23.54	\$ 39.89
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	37.65%	\$ 28.49	\$ 35.62	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 13.14	\$ 20.11	37.65%	\$ 18.09	\$ 27.68	24.00%	\$ 24.45	\$ 37.40
Call Center/Customer Service	Detailing Representative II	\$ 14.30	\$ 23.13	37.65%	\$ 19.68	\$ 31.84	24.00%	\$ 26.60	\$ 43.03
Call Center/Customer Service	Help Desk Analyst	\$ 17.03	\$ 37.81	37.65%	\$ 23.45	\$ 52.05	24.00%	\$ 31.68	\$ 70.33
Call Center/Customer Service	Market Research Inbound	\$ 24.99	\$ 30.01	37.65%	\$ 34.39	\$ 41.30	24.00%	\$ 46.47	\$ 55.81
Call Center/Customer Service	Market Research Outbound	\$ 30.03	\$ 45.73	37.65%	\$ 41.34	\$ 62.94	24.00%	\$ 55.86	\$ 85.05
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 11.68	\$ 16.71	37.65%	\$ 16.08	\$ 22.99	24.00%	\$ 21.73	\$ 31.07
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 16.92	\$ 24.17	37.65%	\$ 23.28	\$ 33.27	24.00%	\$ 31.46	\$ 44.96
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 11.68	\$ 16.71	37.65%	\$ 16.08	\$ 22.99	24.00%	\$ 21.73	\$ 31.07
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 16.92	\$ 24.17	37.65%	\$ 23.28	\$ 33.27	24.00%	\$ 31.46	\$ 44.96
Call Center/Customer Service	Sales & Promotion Sampler	\$ 11.68	\$ 16.38	37.65%	\$ 16.08	\$ 22.54	24.00%	\$ 21.73	\$ 30.46
Call Center/Customer Service	Sales Inbound I	\$ 12.37	\$ 21.37	37.65%	\$ 17.02	\$ 29.42	24.00%	\$ 23.00	\$ 39.75
Call Center/Customer Service	Sales Inbound II	\$ 16.92	\$ 24.17	37.65%	\$ 23.28	\$ 33.27	24.00%	\$ 31.46	\$ 44.96
Call Center/Customer Service	Sales Outbound I	\$ 15.33	\$ 21.50	37.65%	\$ 21.10	\$ 29.60	24.00%	\$ 28.50	\$ 39.99
Call Center/Customer Service	Sales Outbound II	\$ 16.92	\$ 24.17	37.65%	\$ 23.28	\$ 33.27	24.00%	\$ 31.46	\$ 44.96
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 11.00	\$ 16.74	37.65%	\$ 15.14	\$ 23.05	24.00%	\$ 20.46	\$ 31.15
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 16.76	\$ 21.71	37.65%	\$ 23.07	\$ 29.89	24.00%	\$ 31.17	\$ 40.39
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 12.34	\$ 16.49	37.65%	\$ 16.99	\$ 22.71	24.00%	\$ 22.96	\$ 30.68
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 16.56	\$ 29.15	37.65%	\$ 22.80	\$ 40.13	24.00%	\$ 30.80	\$ 54.22
Food Related Services	Barista (misc)	\$ 14.46	\$ 21.32	56.96%	\$ 22.69	\$ 33.46	24.00%	\$ 26.89	\$ 39.65
Food Related Services	Building Attendant (misc)	\$ 14.46	\$ 21.32	43.31%	\$ 20.72	\$ 30.55	24.00%	\$ 26.89	\$ 39.65
Food Related Services	Busser	\$ 14.46	\$ 21.32	43.31%	\$ 20.72	\$ 30.55	24.00%	\$ 26.89	\$ 39.65
Food Related Services	Cashiers	\$ 14.46	\$ 21.32	43.31%	\$ 20.72	\$ 30.55	24.00%	\$ 26.89	\$ 39.65
Food Related Services	Dishwasher	\$ 13.14	\$ 17.09	43.31%	\$ 18.84	\$ 24.49	24.00%	\$ 24.45	\$ 31.78
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	43.31%	\$ 20.64	\$ 25.22	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 11.00	\$ 12.10	43.31%	\$ 15.76	\$ 17.34	24.00%	\$ 20.46	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 13.03	\$ 19.06	43.31%	\$ 18.67	\$ 27.31	24.00%	\$ 24.23	\$ 35.45
Food Related Services	Food Operations Manager Assistant	\$ 19.11	\$ 22.37	43.31%	\$ 27.39	\$ 32.06	24.00%	\$ 35.55	\$ 41.61
Food Related Services	Food Production Worker	\$ 11.00	\$ 17.17	43.31%	\$ 15.76	\$ 24.60	24.00%	\$ 20.46	\$ 31.93
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	43.31%	\$ 19.99	\$ 24.43	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 11.00	\$ 13.20	43.31%	\$ 15.76	\$ 18.92	24.00%	\$ 20.46	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	43.31%	\$ 18.06	\$ 22.07	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 11.00	\$ 16.84	43.31%	\$ 15.76	\$ 24.13	24.00%	\$ 20.46	\$ 31.32
Food Related Services	Second Cook Senior	\$ 16.71	\$ 21.98	56.96%	\$ 26.22	\$ 34.49	24.00%	\$ 31.07	\$ 40.87
Food Related Services	Server	\$ 11.00	\$ 13.70	43.31%	\$ 15.76	\$ 19.63	24.00%	\$ 20.46	\$ 25.47
General Administrative	Administrative Assistant I	\$ 14.35	\$ 19.31	37.65%	\$ 19.76	\$ 26.58	24.00%	\$ 26.70	\$ 35.91
General Administrative	Administrative Assistant II	\$ 19.32	\$ 20.90	37.65%	\$ 26.60	\$ 28.77	24.00%	\$ 35.94	\$ 38.87

Massachusetts (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 20.91	\$ 22.69	37.65%	\$ 28.78	\$ 31.23	24.00%	\$ 38.89	\$ 42.19
General Administrative	Administrative Assistant IV	\$ 22.70	\$ 25.12	37.65%	\$ 31.24	\$ 34.57	24.00%	\$ 42.22	\$ 46.72
General Administrative	Administrative Assistant V	\$ 25.14	\$ 28.32	37.65%	\$ 34.61	\$ 38.99	24.00%	\$ 46.77	\$ 52.68
General Administrative	Administrative Staff Assistant	\$ 27.86	\$ 31.86	37.65%	\$ 38.35	\$ 43.85	24.00%	\$ 51.83	\$ 59.26
General Administrative	Administrative Staff Specialist	\$ 31.87	\$ 39.40	37.65%	\$ 43.87	\$ 54.24	24.00%	\$ 59.28	\$ 73.29
General Administrative	Administrative Staff Specialist Senior	\$ 39.42	\$ 30.78	37.65%	\$ 54.26	\$ 42.37	24.00%	\$ 73.32	\$ 57.25
General Administrative	Agency Management Analyst	\$ 25.71	\$ 33.74	37.65%	\$ 35.39	\$ 46.44	24.00%	\$ 47.82	\$ 62.75
General Administrative	Agency Management Analyst Lead	\$ 33.75	\$ 39.21	37.65%	\$ 46.46	\$ 53.97	24.00%	\$ 62.78	\$ 72.92
General Administrative	Agency Management Analyst Senior	\$ 39.29	\$ 61.13	37.65%	\$ 54.08	\$ 84.15	24.00%	\$ 73.07	\$ 113.70
General Administrative	Clerk	\$ 12.38	\$ 14.31	37.65%	\$ 17.05	\$ 19.70	24.00%	\$ 23.03	\$ 26.62
General Administrative	Clerk Jr	\$ 11.00	\$ 12.33	37.65%	\$ 15.14	\$ 16.98	24.00%	\$ 20.46	\$ 22.94
General Administrative	Clerk Sr	\$ 14.36	\$ 16.63	37.65%	\$ 19.77	\$ 22.88	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 11.68	\$ 16.40	37.65%	\$ 16.08	\$ 22.58	24.00%	\$ 21.73	\$ 30.51
General Administrative	Data Entry Operator Senior	\$ 16.44	\$ 23.61	37.65%	\$ 22.63	\$ 32.49	24.00%	\$ 30.58	\$ 43.91
General Administrative	Document Control Clerk / Filing Specialist	\$ 11.00	\$ 15.00	37.65%	\$ 15.14	\$ 20.65	24.00%	\$ 20.46	\$ 27.90
General Administrative	Executive Secretary	\$ 20.71	\$ 25.75	37.65%	\$ 28.51	\$ 35.44	24.00%	\$ 38.53	\$ 47.89
General Administrative	Executive Secretary Senior	\$ 25.79	\$ 38.19	37.65%	\$ 35.50	\$ 52.57	24.00%	\$ 47.96	\$ 71.04
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	37.65%	\$ 24.09	\$ 28.56	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	37.65%	\$ 20.65	\$ 24.78	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 16.38	\$ 19.20	37.65%	\$ 22.54	\$ 26.43	24.00%	\$ 30.46	\$ 35.72
General Administrative	Legal Assistant Senior	\$ 19.24	\$ 48.51	37.65%	\$ 26.49	\$ 66.78	24.00%	\$ 35.79	\$ 90.23
General Administrative	Library Assistant	\$ 11.68	\$ 23.01	37.65%	\$ 16.08	\$ 31.68	24.00%	\$ 21.73	\$ 42.81
General Administrative	Medical Assistant I	\$ 15.69	\$ 18.31	37.65%	\$ 21.60	\$ 25.20	24.00%	\$ 29.19	\$ 34.05
General Administrative	Medical Assistant II	\$ 18.36	\$ 26.10	37.65%	\$ 25.27	\$ 35.93	24.00%	\$ 34.15	\$ 48.55
General Administrative	Medical Biller I	\$ 13.68	\$ 16.80	37.65%	\$ 18.83	\$ 23.12	24.00%	\$ 25.45	\$ 31.24
General Administrative	Medical Biller II	\$ 16.84	\$ 26.16	37.65%	\$ 23.18	\$ 36.00	24.00%	\$ 31.32	\$ 48.65
General Administrative	Medical Records Clerk I	\$ 16.44	\$ 23.95	37.65%	\$ 22.63	\$ 32.96	24.00%	\$ 30.58	\$ 44.54
General Administrative	Medical Records Clerk II	\$ 17.76	\$ 25.68	37.65%	\$ 24.44	\$ 35.35	24.00%	\$ 33.03	\$ 47.77
General Administrative	Office Manager	\$ 27.67	\$ 42.11	37.65%	\$ 38.08	\$ 57.97	24.00%	\$ 51.46	\$ 78.33
General Administrative	Office Services Aide	\$ 15.31	\$ 21.10	37.65%	\$ 21.08	\$ 29.04	24.00%	\$ 28.48	\$ 39.24
General Administrative	Office Services Assistant	\$ 16.42	\$ 22.28	37.65%	\$ 22.60	\$ 30.67	24.00%	\$ 30.53	\$ 41.44
General Administrative	Office Services Specialist	\$ 17.30	\$ 23.32	37.65%	\$ 23.81	\$ 32.09	24.00%	\$ 32.17	\$ 43.37
General Administrative	Office Services Supervisor	\$ 18.10	\$ 23.83	37.65%	\$ 24.91	\$ 32.80	24.00%	\$ 33.66	\$ 44.32
General Administrative	Office Services Supervisor Senior	\$ 20.98	\$ 26.73	37.65%	\$ 28.87	\$ 36.80	24.00%	\$ 39.02	\$ 49.72
General Administrative	Operator I	\$ 11.37	\$ 16.35	37.65%	\$ 15.65	\$ 22.51	24.00%	\$ 21.15	\$ 30.41
General Administrative	Operator II	\$ 16.38	\$ 19.11	37.65%	\$ 22.54	\$ 26.31	24.00%	\$ 30.46	\$ 35.55
General Administrative	Operator III (Key Disc Operator)	\$ 19.16	\$ 21.70	37.65%	\$ 26.38	\$ 29.87	24.00%	\$ 35.64	\$ 40.36
General Administrative	Operator IV (Key Disc Operator)	\$ 21.71	\$ 25.16	37.65%	\$ 29.89	\$ 34.63	24.00%	\$ 40.39	\$ 46.79
General Administrative	Paralegal	\$ 14.00	\$ 23.50	37.65%	\$ 19.27	\$ 32.35	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 14.58	\$ 19.50	37.65%	\$ 20.06	\$ 26.85	24.00%	\$ 27.11	\$ 36.28

Massachusetts (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 19.52	\$ 20.81	37.65%	\$ 26.87	\$ 28.64	24.00%	\$ 36.30	\$ 38.70
General Administrative	Photocopy Supervisor	\$ 15.76	\$ 21.88	37.65%	\$ 21.69	\$ 30.12	24.00%	\$ 29.31	\$ 40.70
General Administrative	Photocopy Technician	\$ 14.23	\$ 20.12	37.65%	\$ 19.59	\$ 27.70	24.00%	\$ 26.48	\$ 37.43
General Administrative	Photo-Typesetting Specialist	\$ 18.53	\$ 26.68	37.65%	\$ 25.51	\$ 36.73	24.00%	\$ 34.47	\$ 49.63
General Administrative	Photo-Typesetting Supervisor	\$ 19.79	\$ 28.97	37.65%	\$ 27.25	\$ 39.87	24.00%	\$ 36.82	\$ 53.88
General Administrative	Postal Aide	\$ 11.00	\$ 14.23	37.65%	\$ 15.14	\$ 19.59	24.00%	\$ 20.46	\$ 26.48
General Administrative	Postal Aide Senior	\$ 14.30	\$ 22.50	37.65%	\$ 19.68	\$ 30.97	24.00%	\$ 26.60	\$ 41.85
General Administrative	Postal Assistant	\$ 22.58	\$ 25.09	37.65%	\$ 31.08	\$ 34.54	24.00%	\$ 42.00	\$ 46.67
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	37.65%	\$ 41.30	\$ 61.94	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	37.65%	\$ 27.53	\$ 34.41	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 16.71	\$ 22.05	37.65%	\$ 22.99	\$ 30.36	24.00%	\$ 31.07	\$ 41.02
General Administrative	Public Relations Specialist	\$ 23.21	\$ 39.69	37.65%	\$ 31.95	\$ 54.64	24.00%	\$ 43.17	\$ 73.83
General Administrative	Public Relations Specialist Assistant	\$ 16.71	\$ 23.17	37.65%	\$ 22.99	\$ 31.90	24.00%	\$ 31.07	\$ 43.10
General Administrative	Receptionist	\$ 11.67	\$ 15.02	37.65%	\$ 16.07	\$ 20.68	24.00%	\$ 21.71	\$ 27.94
General Administrative	Receptionist Senior	\$ 15.04	\$ 23.71	37.65%	\$ 20.70	\$ 32.64	24.00%	\$ 27.97	\$ 44.10
General Administrative	Secretary	\$ 12.34	\$ 16.49	37.65%	\$ 16.99	\$ 22.71	24.00%	\$ 22.96	\$ 30.68
General Administrative	Secretary Senior	\$ 16.56	\$ 29.23	37.65%	\$ 22.80	\$ 40.24	24.00%	\$ 30.80	\$ 54.37
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00	37.65%	\$ 20.99	\$ 24.78	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 14.35	\$ 35.07	37.65%	\$ 19.76	\$ 48.27	24.00%	\$ 26.70	\$ 65.22
Human Resources	Claims Representative	\$ 20.00	\$ 26.49	37.65%	\$ 27.53	\$ 36.46	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 25.72	\$ 31.73	37.65%	\$ 35.41	\$ 43.67	24.00%	\$ 47.84	\$ 59.01
Human Resources	Classification / Compensation Analyst Senior	\$ 31.79	\$ 42.11	37.65%	\$ 43.76	\$ 57.97	24.00%	\$ 59.14	\$ 78.33
Human Resources	Classification / Compensation Consultant	\$ 42.14	\$ 56.44	37.65%	\$ 58.00	\$ 77.69	24.00%	\$ 78.38	\$ 104.97
Human Resources	EEO Program Analyst	\$ 24.84	\$ 39.65	37.65%	\$ 34.19	\$ 54.58	24.00%	\$ 46.20	\$ 73.76
Human Resources	EEO Program Specialist	\$ 27.39	\$ 43.25	37.65%	\$ 37.70	\$ 59.54	24.00%	\$ 50.95	\$ 80.45
Human Resources	Employee Relations Analyst	\$ 22.37	\$ 28.32	37.65%	\$ 30.79	\$ 38.99	24.00%	\$ 41.61	\$ 52.68
Human Resources	Employee Relations Analyst Senior	\$ 28.39	\$ 50.10	37.65%	\$ 39.08	\$ 68.97	24.00%	\$ 52.80	\$ 93.19
Human Resources	Human Resources Assistant	\$ 17.17	\$ 24.72	37.65%	\$ 23.63	\$ 34.03	24.00%	\$ 31.93	\$ 45.98
Human Resources	Human Resources Generalist	\$ 19.90	\$ 25.31	37.65%	\$ 27.39	\$ 34.84	24.00%	\$ 37.01	\$ 47.08
Human Resources	Human Resources Generalist Senior	\$ 25.46	\$ 44.46	37.65%	\$ 35.04	\$ 61.20	24.00%	\$ 47.35	\$ 82.70
Human Resources	Personnel Analyst	\$ 19.70	\$ 25.05	37.65%	\$ 27.12	\$ 34.48	24.00%	\$ 36.65	\$ 46.60
Human Resources	Personnel Analyst Senior	\$ 25.12	\$ 30.39	37.65%	\$ 34.57	\$ 41.83	24.00%	\$ 46.72	\$ 56.52
Human Resources	Personnel Practices Analyst	\$ 30.47	\$ 35.88	37.65%	\$ 41.94	\$ 49.39	24.00%	\$ 56.67	\$ 66.74
Human Resources	Personnel Practices Analyst Senior	\$ 35.95	\$ 45.77	37.65%	\$ 49.48	\$ 63.00	24.00%	\$ 66.86	\$ 85.12
Human Resources	Personnel Practices Manager	\$ 45.03	\$ 56.02	37.65%	\$ 61.98	\$ 77.11	24.00%	\$ 83.75	\$ 104.19
Human Services	Social Worker	\$ 21.94	\$ 37.16	34.74%	\$ 29.56	\$ 50.06	24.00%	\$ 40.80	\$ 69.11
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	34.74%	\$ 30.32	\$ 41.77	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 16.64	\$ 22.97	34.74%	\$ 22.42	\$ 30.96	24.00%	\$ 30.95	\$ 42.73
Human Services	Support Enforcement Specialist Senior	\$ 23.05	\$ 27.19	34.74%	\$ 31.06	\$ 36.64	24.00%	\$ 42.88	\$ 50.58
Human Services	Utilization Review Analyst	\$ 23.05	\$ 33.07	34.74%	\$ 31.06	\$ 44.56	24.00%	\$ 42.88	\$ 61.51

Massachusetts (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 33.13	\$ 53.15	34.74%	\$ 44.65	\$ 71.62	24.00%	\$ 61.63	\$ 98.86
Insurance	Claims Adjuster I	\$ 19.04	\$ 23.05	34.74%	\$ 25.66	\$ 31.06	24.00%	\$ 35.42	\$ 42.88
Insurance	Claims Adjuster II	\$ 23.12	\$ 33.07	34.74%	\$ 31.15	\$ 44.56	24.00%	\$ 43.00	\$ 61.51
Insurance	Claims Specialist	\$ 33.13	\$ 41.76	34.74%	\$ 44.65	\$ 56.26	24.00%	\$ 61.63	\$ 77.67
Insurance	Worker's Compensation Specialist	\$ 31.31	\$ 46.83	34.74%	\$ 42.18	\$ 63.10	24.00%	\$ 58.23	\$ 87.10
Laborer/Industrial	CDL Driver	\$ 16.71	\$ 23.97	43.31%	\$ 23.94	\$ 34.36	24.00%	\$ 31.07	\$ 44.59
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	43.31%	\$ 30.81	\$ 40.44	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	43.31%	\$ 40.06	\$ 47.59	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	43.31%	\$ 43.35	\$ 50.16	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	43.31%	\$ 35.47	\$ 42.99	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	43.31%	\$ 35.47	\$ 42.28	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	43.31%	\$ 45.14	\$ 54.10	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	43.31%	\$ 37.98	\$ 48.08	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 17.93	\$ 25.70	43.31%	\$ 25.69	\$ 36.82	24.00%	\$ 33.35	\$ 47.79
Laborer/Industrial	Forklift Operator	\$ 13.97	\$ 19.47	43.31%	\$ 20.02	\$ 27.90	24.00%	\$ 25.99	\$ 36.21
Laborer/Industrial	Forklift Operator Senior	\$ 19.50	\$ 28.39	43.31%	\$ 27.95	\$ 40.69	24.00%	\$ 36.28	\$ 52.80
Laborer/Industrial	Grounds Worker	\$ 11.32	\$ 15.69	43.31%	\$ 16.22	\$ 22.49	24.00%	\$ 21.05	\$ 29.19
Laborer/Industrial	Grounds Worker Lead	\$ 15.76	\$ 21.04	43.31%	\$ 22.58	\$ 30.16	24.00%	\$ 29.31	\$ 39.14
Laborer/Industrial	Grounds Worker Senior	\$ 16.82	\$ 20.91	43.31%	\$ 24.11	\$ 29.97	24.00%	\$ 31.29	\$ 38.89
Laborer/Industrial	Groundskeeper / Landscaper	\$ 11.68	\$ 16.38	43.31%	\$ 16.74	\$ 23.47	24.00%	\$ 21.73	\$ 30.46
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 16.39	\$ 20.91	43.31%	\$ 23.49	\$ 29.97	24.00%	\$ 30.48	\$ 38.89
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 11.00	\$ 15.73	43.31%	\$ 15.76	\$ 22.55	24.00%	\$ 20.46	\$ 29.26
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 11.00	\$ 15.73	43.31%	\$ 15.76	\$ 22.55	24.00%	\$ 20.46	\$ 29.26
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 11.00	\$ 15.73	43.31%	\$ 15.76	\$ 22.55	24.00%	\$ 20.46	\$ 29.26
Laborer/Industrial	Housekeeping Supervisor	\$ 13.97	\$ 19.40	43.31%	\$ 20.02	\$ 27.80	24.00%	\$ 25.99	\$ 36.08
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 19.44	\$ 30.07	43.31%	\$ 27.86	\$ 43.10	24.00%	\$ 36.16	\$ 55.93
Laborer/Industrial	Housekeeping Worker	\$ 11.00	\$ 15.84	43.31%	\$ 15.76	\$ 22.70	24.00%	\$ 20.46	\$ 29.46
Laborer/Industrial	Housekeeping Worker Senior	\$ 15.90	\$ 20.31	43.31%	\$ 22.79	\$ 29.10	24.00%	\$ 29.58	\$ 37.77
Laborer/Industrial	Inventory Worker Light	\$ 12.37	\$ 19.37	43.31%	\$ 17.72	\$ 27.76	24.00%	\$ 23.00	\$ 36.03
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 11.32	\$ 21.74	43.31%	\$ 16.22	\$ 31.15	24.00%	\$ 21.05	\$ 40.43
Laborer/Industrial	Motor Vehicle Operator A	\$ 11.03	\$ 15.04	43.31%	\$ 15.80	\$ 21.55	24.00%	\$ 20.51	\$ 27.97
Laborer/Industrial	Motor Vehicle Operator B	\$ 15.10	\$ 24.38	43.31%	\$ 21.64	\$ 34.94	24.00%	\$ 28.09	\$ 45.35
Laborer/Industrial	Packer	\$ 11.00	\$ 15.73	43.31%	\$ 15.76	\$ 22.55	24.00%	\$ 20.46	\$ 29.26
Laborer/Industrial	Warehouse Specialist I	\$ 11.32	\$ 15.73	43.31%	\$ 16.22	\$ 22.55	24.00%	\$ 21.05	\$ 29.26
Laborer/Industrial	Warehouse Specialist II	\$ 15.76	\$ 19.70	43.31%	\$ 22.58	\$ 28.23	24.00%	\$ 29.31	\$ 36.65
Laborer/Industrial	Warehouse Specialist III	\$ 19.77	\$ 25.18	43.31%	\$ 28.33	\$ 36.09	24.00%	\$ 36.77	\$ 46.84
Laborer/Industrial	Warehouse worker (included)	\$ 11.00	\$ 11.00	43.31%	\$ 15.76	\$ 15.76	24.00%	\$ 20.46	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 11.00	\$ 15.73	43.31%	\$ 15.76	\$ 22.55	24.00%	\$ 20.46	\$ 29.26
Laborer/Industrial	Warehouse Worker II	\$ 15.76	\$ 19.70	43.31%	\$ 22.58	\$ 28.23	24.00%	\$ 29.31	\$ 36.65
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	43.31%	\$ 35.04	\$ 45.86	24.00%	\$ 45.48	\$ 59.52

Massachusetts (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	43.31%	\$ 35.04	\$ 42.28	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	43.31%	\$ 35.04	\$ 42.28	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 15.04	\$ 19.40	34.74%	\$ 20.26	\$ 26.14	24.00%	\$ 27.97	\$ 36.08
Media	Audio Visual Technician Senior	\$ 19.44	\$ 32.21	34.74%	\$ 26.19	\$ 43.41	24.00%	\$ 36.16	\$ 59.92
Media	Graphic Artist	\$ 17.70	\$ 21.13	34.74%	\$ 23.85	\$ 28.48	24.00%	\$ 32.93	\$ 39.31
Media	Graphic Artist Senior	\$ 21.13	\$ 29.73	34.74%	\$ 28.48	\$ 40.06	24.00%	\$ 39.31	\$ 55.30
Media	Graphic Designer	\$ 17.70	\$ 21.13	34.74%	\$ 23.85	\$ 28.48	24.00%	\$ 32.93	\$ 39.31
Media	Graphic Designer Senior	\$ 21.17	\$ 29.73	34.74%	\$ 28.53	\$ 40.06	24.00%	\$ 39.38	\$ 55.30
Media	Photographer	\$ 11.68	\$ 15.47	34.74%	\$ 15.74	\$ 20.84	24.00%	\$ 21.73	\$ 28.77
Media	Photographer Senior	\$ 15.50	\$ 24.79	34.74%	\$ 20.88	\$ 33.40	24.00%	\$ 28.82	\$ 46.11
Media	TV / Video Production Specialist	\$ 23.38	\$ 30.09	34.74%	\$ 31.50	\$ 40.54	24.00%	\$ 43.49	\$ 55.96
Media	TV / Video Production Technician	\$ 30.12	\$ 40.76	34.74%	\$ 40.59	\$ 54.92	24.00%	\$ 56.03	\$ 75.81
Security	Armed Security Officer	\$ 18.72	\$ 25.05	54.13%	\$ 28.85	\$ 38.61	24.00%	\$ 34.81	\$ 46.60
Security	<u>Captain</u>	\$ 26.29	\$ 37.46	54.13%	\$ 40.52	\$ 57.73	24.00%	\$ 48.89	\$ 69.67
Security	Dispatcher/Police	\$ 18.14	\$ 30.91	54.13%	\$ 27.96	\$ 47.65	24.00%	\$ 33.74	\$ 57.50
Security	<u>Lieutenant</u>	\$ 23.66	\$ 32.86	54.13%	\$ 36.46	\$ 50.64	24.00%	\$ 44.00	\$ 61.12
Security	<u>Sergeant</u>	\$ 21.69	\$ 30.23	54.13%	\$ 33.43	\$ 46.59	24.00%	\$ 40.34	\$ 56.23
Security	Unarmed Security Guard	\$ 12.64	\$ 24.71	54.13%	\$ 19.49	\$ 38.08	24.00%	\$ 23.52	\$ 45.96
Tax	Data Entry Clerk	\$ 11.68	\$ 15.04	37.65%	\$ 16.08	\$ 20.70	24.00%	\$ 21.73	\$ 29.97
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 15.10	\$ 23.71	37.65%	\$ 20.79	\$ 32.64	24.00%	\$ 28.09	\$ 44.10
Tax	Error Resolution and Document Processor	\$ 19.65	\$ 27.30	37.65%	\$ 27.05	\$ 37.58	24.00%	\$ 36.55	\$ 50.78
Tax	General Clerical	\$ 11.37	\$ 16.81	37.65%	\$ 15.65	\$ 23.14	24.00%	\$ 21.15	\$ 31.27
Tax	On-Site Administrator (Day)	\$ 13.29	\$ 28.73	37.65%	\$ 18.29	\$ 39.55	24.00%	\$ 24.72	\$ 53.44
Tax	On-Site Administrator (Evening)	\$ 13.29	\$ 28.73	37.65%	\$ 18.29	\$ 39.55	24.00%	\$ 24.72	\$ 53.44
Tax	Remittance Processor	\$ 23.62	\$ 35.00	37.65%	\$ 32.51	\$ 48.18	24.00%	\$ 43.93	\$ 65.10
Tax	Taxpayer Information & Assistance Agent	\$ 20.92	\$ 30.06	37.65%	\$ 28.80	\$ 41.38	24.00%	\$ 38.92	\$ 55.91
Technical	Agricultural Technician	\$ 21.52	\$ 34.92	38.04%	\$ 29.70	\$ 48.21	24.00%	\$ 40.02	\$ 64.95
Technical	Agricultural Technician Lead	\$ 24.13	\$ 38.56	38.04%	\$ 33.31	\$ 53.23	24.00%	\$ 44.88	\$ 71.73
Technical	Agricultural Technician Supervisor	\$ 28.98	\$ 46.46	38.04%	\$ 40.01	\$ 64.14	24.00%	\$ 53.90	\$ 86.42
Technical	Analytical Chemist	\$ 22.80	\$ 38.56	38.04%	\$ 31.48	\$ 53.23	24.00%	\$ 42.41	\$ 71.73
Technical	Analytical Chemist Assistant	\$ 26.64	\$ 43.87	38.04%	\$ 36.78	\$ 60.56	24.00%	\$ 49.55	\$ 81.60
Technical	Analytical Chemist Senior	\$ 33.62	\$ 54.87	38.04%	\$ 46.41	\$ 75.75	24.00%	\$ 62.53	\$ 102.06
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	38.04%	\$ 27.33	\$ 42.83	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	38.04%	\$ 39.88	\$ 51.70	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 24.08	\$ 36.21	38.04%	\$ 33.24	\$ 49.98	24.00%	\$ 44.79	\$ 67.35
Technical	Bridge Design Drafter Senior	\$ 25.68	\$ 39.15	38.04%	\$ 35.45	\$ 54.05	24.00%	\$ 47.77	\$ 72.83
Technical	Cartographic Drafter	\$ 30.27	\$ 42.64	38.04%	\$ 41.78	\$ 58.86	24.00%	\$ 56.30	\$ 79.30
Technical	Cartographic Drafter Assistant	\$ 23.72	\$ 35.68	38.04%	\$ 32.75	\$ 49.26	24.00%	\$ 44.13	\$ 66.37
Technical	Cartographic Supervisor	\$ 41.30	\$ 55.52	38.04%	\$ 57.01	\$ 76.64	24.00%	\$ 76.81	\$ 103.26
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	38.04%	\$ 22.09	\$ 26.92	24.00%	\$ 29.76	\$ 36.27

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Technical	<u>Direct Certification Coordinator</u>	\$ 39.59	\$ 48.15	38.04%	\$ 54.65	\$ 66.47	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 36.41	\$ 51.54	38.04%	\$ 50.26	\$ 71.14	24.00%	\$ 67.72	\$ 95.86
Technical	Engineering Design Drafting Supervisor	\$ 42.36	\$ 59.05	38.04%	\$ 58.48	\$ 81.52	24.00%	\$ 78.79	\$ 109.84
Technical	Engineering Design Drafting Technician	\$ 20.45	\$ 27.08	38.04%	\$ 28.23	\$ 37.37	24.00%	\$ 38.04	\$ 50.36
Technical	Engineering Drafting Technician	\$ 20.49	\$ 27.08	38.04%	\$ 28.29	\$ 37.37	24.00%	\$ 38.11	\$ 50.36
Technical	Engineering Drafting Technician Senior	\$ 23.75	\$ 34.53	38.04%	\$ 32.78	\$ 47.66	24.00%	\$ 44.18	\$ 64.22
Technical	Environmental Engineer	\$ 33.63	\$ 53.14	38.04%	\$ 46.43	\$ 73.35	24.00%	\$ 62.56	\$ 98.84
Technical	Environmental Engineer Senior	\$ 36.22	\$ 58.13	38.04%	\$ 50.00	\$ 80.25	24.00%	\$ 67.38	\$ 108.13
Technical	Environmental Program Analyst	\$ 28.53	\$ 42.16	38.04%	\$ 39.39	\$ 58.20	24.00%	\$ 53.07	\$ 78.42
Technical	Environmental Program Planner	\$ 30.49	\$ 45.55	38.04%	\$ 42.09	\$ 62.88	24.00%	\$ 56.72	\$ 84.73
Technical	Environmental Program Specialist	\$ 32.78	\$ 41.17	38.04%	\$ 45.25	\$ 56.82	24.00%	\$ 60.97	\$ 76.57
Technical	Environmental Specialist - Field	\$ 30.49	\$ 44.50	38.04%	\$ 42.09	\$ 61.43	24.00%	\$ 56.72	\$ 82.78
Technical	Environmental Specialist Senior - Field	\$ 31.36	\$ 46.58	38.04%	\$ 43.29	\$ 64.30	24.00%	\$ 58.33	\$ 86.64
Technical	Environmental Technician	\$ 28.53	\$ 42.16	38.04%	\$ 39.39	\$ 58.20	24.00%	\$ 53.07	\$ 78.42
Technical	Environmental Technician Senior	\$ 30.49	\$ 45.55	38.04%	\$ 42.09	\$ 62.88	24.00%	\$ 56.72	\$ 84.73
Technical	<u>Help Desk Support</u>	\$ 15.50	\$ 25.00	38.04%	\$ 21.40	\$ 34.51	24.00%	\$ 28.83	\$ 46.50
Technical	<u>Home Repair Coordinator</u>	\$ 17.25	\$ 24.00	38.04%	\$ 23.81	\$ 33.13	24.00%	\$ 32.09	\$ 44.64
Technical	<u>Housing Recovery Advisor</u>	\$ 26.00	\$ 31.77	38.04%	\$ 35.89	\$ 43.86	24.00%	\$ 48.36	\$ 59.10
Technical	Laboratory Technician	\$ 21.78	\$ 32.62	38.04%	\$ 30.06	\$ 45.03	24.00%	\$ 40.51	\$ 60.68
Technical	Laboratory Technician Senior	\$ 23.12	\$ 35.17	38.04%	\$ 31.91	\$ 48.55	24.00%	\$ 43.00	\$ 65.42
Technical	<u>Program Support Specialist</u>	\$ 22.00	\$ 26.50	38.04%	\$ 30.37	\$ 36.58	24.00%	\$ 40.92	\$ 49.29
Technical	<u>Regional Recovery Outreach Manager</u>	\$ 34.66	\$ 46.22	38.04%	\$ 47.85	\$ 63.80	24.00%	\$ 64.47	\$ 85.96
Technical	Residential Plan Reviewer	\$ 25.27	\$ 39.48	38.04%	\$ 34.89	\$ 54.50	24.00%	\$ 47.01	\$ 73.44
Technical	Right of Way Technician	\$ 35.87	\$ 56.71	38.04%	\$ 49.51	\$ 78.29	24.00%	\$ 66.71	\$ 105.49
Technical	Right of Way Technician Supervisor	\$ 38.72	\$ 62.26	38.04%	\$ 53.45	\$ 85.94	24.00%	\$ 72.02	\$ 115.80
Technical	Safety Engineer	\$ 35.34	\$ 55.43	38.04%	\$ 48.79	\$ 76.51	24.00%	\$ 65.74	\$ 103.09
Technical	Safety Engineer Senior	\$ 40.18	\$ 63.42	38.04%	\$ 55.46	\$ 87.54	24.00%	\$ 74.73	\$ 117.96
Technical	Title Examiner	\$ 24.62	\$ 34.62	38.04%	\$ 33.98	\$ 47.79	24.00%	\$ 45.79	\$ 64.39
Technical	Traffic Controller	\$ 29.80	\$ 48.17	38.04%	\$ 41.13	\$ 66.49	24.00%	\$ 55.42	\$ 89.60
Technical	Traffic Controller Senior	\$ 35.87	\$ 56.71	38.04%	\$ 49.51	\$ 78.29	24.00%	\$ 66.71	\$ 105.49
Technical	Transportation Data Analyst	\$ 29.80	\$ 48.17	38.04%	\$ 41.13	\$ 66.49	24.00%	\$ 55.42	\$ 89.60
Technical	Transportation Data Analyst Senior	\$ 35.87	\$ 56.71	38.04%	\$ 49.51	\$ 78.29	24.00%	\$ 66.71	\$ 105.49
Technical	Transportation Data Analyst Supervisor	\$ 35.87	\$ 56.71	38.04%	\$ 49.51	\$ 78.29	24.00%	\$ 66.71	\$ 105.49
Technical	Transportation Data Technician	\$ 29.80	\$ 48.17	38.04%	\$ 41.13	\$ 66.49	24.00%	\$ 55.42	\$ 89.60
Technical	Transportation District Utilities Specialist	\$ 35.20	\$ 56.70	38.04%	\$ 48.59	\$ 78.27	24.00%	\$ 65.47	\$ 105.46
Technical	Transportation Engineering Technician -Survey	\$ 36.55	\$ 62.04	38.04%	\$ 50.46	\$ 85.64	24.00%	\$ 67.99	\$ 115.39
Technical	Transportation Engineering Technician -Survey Senior	\$ 40.35	\$ 64.92	38.04%	\$ 55.70	\$ 89.61	24.00%	\$ 75.05	\$ 120.74
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 42.60	\$ 69.34	38.04%	\$ 58.80	\$ 95.72	24.00%	\$ 79.23	\$ 128.98
Technical	Transportation Materials Technician	\$ 17.11	\$ 24.62	38.04%	\$ 23.62	\$ 33.98	24.00%	\$ 31.83	\$ 45.79
Technical	Transportation Materials Technician Senior	\$ 18.26	\$ 26.69	38.04%	\$ 25.20	\$ 36.85	24.00%	\$ 33.96	\$ 49.65

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 36.55	\$ 60.70	38.04%	\$ 50.46	\$ 83.78	24.00%	\$ 67.99	\$ 112.89
Technical	Transportation Materials Technician Supervisor	\$ 42.60	\$ 69.34	38.04%	\$ 58.80	\$ 95.72	24.00%	\$ 79.23	\$ 128.98
Technical	Transportation Planning Specialist	\$ 35.20	\$ 56.70	38.04%	\$ 48.59	\$ 78.27	24.00%	\$ 65.47	\$ 105.46
Technical	Transportation Planning Specialist Senior	\$ 40.35	\$ 64.92	38.04%	\$ 55.70	\$ 89.61	24.00%	\$ 75.05	\$ 120.74
Technical	Transportation Technical Program Coordinator	\$ 35.20	\$ 56.70	38.04%	\$ 48.59	\$ 78.27	24.00%	\$ 65.47	\$ 105.46
Technical	Transportation Technical Support Coordinator	\$ 35.20	\$ 56.70	38.04%	\$ 48.59	\$ 78.27	24.00%	\$ 65.47	\$ 105.46
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	38.04%	\$ 51.77	\$ 62.12	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 20.36	\$ 25.05	46.47%	\$ 29.82	\$ 36.69	24.00%	\$ 37.87	\$ 46.60
Trades	Boiler Operator II	\$ 25.12	\$ 28.84	46.47%	\$ 36.79	\$ 42.24	24.00%	\$ 46.72	\$ 53.64
Trades	Boiler Operator Senior I	\$ 28.86	\$ 31.50	46.47%	\$ 42.28	\$ 46.14	24.00%	\$ 53.68	\$ 58.60
Trades	Boiler Operator Senior II	\$ 31.53	\$ 43.16	46.47%	\$ 46.18	\$ 63.22	24.00%	\$ 58.65	\$ 80.28
Trades	Carpenter Assistant	\$ 13.56	\$ 18.35	46.47%	\$ 19.87	\$ 26.87	24.00%	\$ 25.23	\$ 34.13
Trades	Carpenter	\$ 18.36	\$ 25.72	46.47%	\$ 26.89	\$ 37.67	24.00%	\$ 34.15	\$ 47.84
Trades	Carpenter Senior	\$ 27.15	\$ 36.68	46.47%	\$ 39.77	\$ 53.73	24.00%	\$ 50.51	\$ 68.23
Trades	Electrician	\$ 28.95	\$ 48.18	46.47%	\$ 42.41	\$ 70.57	24.00%	\$ 53.86	\$ 89.62
Trades	Electrician Assistant	\$ 15.44	\$ 19.06	46.47%	\$ 22.62	\$ 27.91	24.00%	\$ 28.72	\$ 35.45
Trades	Electrician Senior	\$ 22.36	\$ 25.79	46.47%	\$ 32.75	\$ 37.77	24.00%	\$ 41.58	\$ 47.96
Trades	Electrician Supervisor Senior	\$ 25.85	\$ 45.45	46.47%	\$ 37.87	\$ 66.57	24.00%	\$ 48.09	\$ 84.54
Trades	Electronic Equipment Install & Repair Supervisor	\$ 28.21	\$ 41.93	46.47%	\$ 41.31	\$ 61.41	24.00%	\$ 52.46	\$ 77.98
Trades	Electronic Equipment Install & Repair Technician	\$ 22.38	\$ 28.06	46.47%	\$ 32.78	\$ 41.10	24.00%	\$ 41.63	\$ 52.19
Trades	Electronic Technician	\$ 17.03	\$ 21.65	46.47%	\$ 24.95	\$ 31.71	24.00%	\$ 31.68	\$ 40.26
Trades	Electronic Technician Senior	\$ 21.71	\$ 38.40	46.47%	\$ 31.80	\$ 56.25	24.00%	\$ 40.39	\$ 71.43
Trades	Equipment Repair Supervisor	\$ 30.87	\$ 36.14	46.47%	\$ 45.22	\$ 52.94	24.00%	\$ 57.43	\$ 67.23
Trades	Equipment Repair Technician	\$ 17.03	\$ 21.65	46.47%	\$ 24.95	\$ 31.71	24.00%	\$ 31.68	\$ 40.26
Trades	Equipment Repair Technician Senior	\$ 21.71	\$ 30.79	46.47%	\$ 31.80	\$ 45.11	24.00%	\$ 40.39	\$ 57.28
Trades	HVAC Installation & Repair Assistant	\$ 13.29	\$ 21.20	46.47%	\$ 19.46	\$ 31.05	24.00%	\$ 24.72	\$ 39.43
Trades	HVAC Installation & Repair Assistant Senior	\$ 21.20	\$ 36.14	46.47%	\$ 31.05	\$ 52.94	24.00%	\$ 39.43	\$ 67.23
Trades	Laboratory Mechanic	\$ 17.05	\$ 23.12	46.47%	\$ 24.97	\$ 33.86	24.00%	\$ 31.71	\$ 43.00
Trades	Laboratory Mechanic Senior	\$ 23.12	\$ 35.17	46.47%	\$ 33.86	\$ 51.52	24.00%	\$ 43.00	\$ 65.42
Trades	Locksmith	\$ 20.91	\$ 30.76	46.47%	\$ 30.63	\$ 45.05	24.00%	\$ 38.89	\$ 57.21
Trades	Maintenance Field Worker	\$ 17.03	\$ 21.78	46.47%	\$ 24.95	\$ 31.90	24.00%	\$ 31.68	\$ 40.51
Trades	Mason Plasterer	\$ 21.04	\$ 24.25	46.47%	\$ 30.82	\$ 35.52	24.00%	\$ 39.14	\$ 45.10
Trades	Mason Plasterer Assistant	\$ 24.30	\$ 35.95	46.47%	\$ 35.60	\$ 52.65	24.00%	\$ 45.20	\$ 66.86
Trades	Mechanic	\$ 13.70	\$ 30.82	46.47%	\$ 20.06	\$ 45.14	24.00%	\$ 25.47	\$ 57.33
Trades	Painter	\$ 13.17	\$ 29.23	46.47%	\$ 19.29	\$ 42.81	24.00%	\$ 24.50	\$ 54.37
Trades	Plumber / Steamfitter	\$ 28.56	\$ 43.43	46.47%	\$ 41.83	\$ 63.61	24.00%	\$ 53.12	\$ 80.77
Trades	Plumber / Steamfitter Assistant	\$ 17.03	\$ 28.47	46.47%	\$ 24.95	\$ 41.70	24.00%	\$ 31.68	\$ 52.95
Trades	Printing Press Operator B	\$ 27.88	\$ 40.94	46.47%	\$ 40.83	\$ 59.97	24.00%	\$ 51.85	\$ 76.15
Trades	Production Supervisor	\$ 33.06	\$ 50.63	46.47%	\$ 48.42	\$ 74.16	24.00%	\$ 61.48	\$ 94.17
Trades	Radio Specialist	\$ 19.70	\$ 25.26	46.47%	\$ 28.86	\$ 37.00	24.00%	\$ 36.65	\$ 46.99

Massachusetts (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 25.30	\$ 33.07	46.47%	\$ 37.06	\$ 48.44	24.00%	\$ 47.06	\$ 61.51
Trades	Sheet Metal Worker	\$ 18.74	\$ 24.12	46.47%	\$ 27.45	\$ 35.33	24.00%	\$ 34.86	\$ 44.86
Trades	Sheet Metal Worker Assistant	\$ 14.23	\$ 19.04	46.47%	\$ 20.85	\$ 27.89	24.00%	\$ 26.48	\$ 35.42
Trades	Sheet Metal Worker Lead	\$ 24.18	\$ 33.08	46.47%	\$ 35.42	\$ 48.46	24.00%	\$ 44.98	\$ 61.53
Trades	Shipping / Receiving Clerk	\$ 18.85	\$ 25.84	46.47%	\$ 27.61	\$ 37.85	24.00%	\$ 35.06	\$ 48.06
Trades	Storekeeper Assistant I	\$ 14.01	\$ 20.50	46.47%	\$ 20.52	\$ 30.03	24.00%	\$ 26.06	\$ 38.14
Trades	Storekeeper Assistant II	\$ 15.25	\$ 22.04	46.47%	\$ 22.33	\$ 32.28	24.00%	\$ 28.36	\$ 41.00
Trades	Storekeeper I	\$ 11.00	\$ 13.70	46.47%	\$ 16.11	\$ 20.06	24.00%	\$ 20.46	\$ 25.47
Trades	Storekeeper II	\$ 13.77	\$ 16.71	46.47%	\$ 20.18	\$ 24.47	24.00%	\$ 25.62	\$ 31.07
Trades	Storekeeper III	\$ 16.76	\$ 20.50	46.47%	\$ 24.55	\$ 30.03	24.00%	\$ 31.17	\$ 38.14
Trades	Storekeeper Senior	\$ 20.53	\$ 23.95	46.47%	\$ 30.07	\$ 35.08	24.00%	\$ 38.19	\$ 44.54
Trades	Tool Room Assistant	\$ 11.03	\$ 16.71	46.47%	\$ 16.15	\$ 24.47	24.00%	\$ 20.51	\$ 31.07
Trades	Tool Room Assistant Senior	\$ 16.71	\$ 23.32	46.47%	\$ 24.47	\$ 34.15	24.00%	\$ 31.07	\$ 43.37
Trades	Trades Utilities Worker Senior	\$ 17.05	\$ 24.97	46.47%	\$ 24.97	\$ 36.58	24.00%	\$ 31.71	\$ 46.45
Trades	Trades Utility Worker	\$ 13.03	\$ 16.98	46.47%	\$ 19.08	\$ 24.87	24.00%	\$ 24.23	\$ 31.59
Trades	Tradesman Helper	\$ 13.03	\$ 20.98	46.47%	\$ 19.08	\$ 30.72	24.00%	\$ 24.23	\$ 39.02
Trades	Tradesman Helper Senior	\$ 20.98	\$ 26.14	46.47%	\$ 30.72	\$ 38.29	24.00%	\$ 39.02	\$ 48.62
Trades	Welder	\$ 14.35	\$ 23.78	46.47%	\$ 21.02	\$ 34.83	24.00%	\$ 26.70	\$ 44.22
Trades	Welder Senior	\$ 23.84	\$ 28.59	46.47%	\$ 34.92	\$ 41.87	24.00%	\$ 44.35	\$ 53.17
Trades	Work Zone Safety Officer	\$ 29.80	\$ 48.17	46.47%	\$ 43.64	\$ 70.56	24.00%	\$ 55.42	\$ 89.60

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	34.60%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	37.65%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	56.96%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	37.65%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	34.74%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	43.31%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	34.74%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	54.13%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	37.65%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	38.04%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	46.47%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Michigan (2017 HOURLY MINIMUM WAGE = \$8.90)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 14.95	\$ 21.23	34.00%	\$ 20.03	\$ 28.44	24.00%	\$ 27.80	\$ 39.48
Accounting/Finance	Accountant JR	\$ 8.90	\$ 13.97	34.00%	\$ 11.93	\$ 18.72	24.00%	\$ 16.55	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 21.24	\$ 29.48	34.00%	\$ 28.46	\$ 39.50	24.00%	\$ 39.50	\$ 54.83
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	34.00%	\$ 27.74	\$ 34.67	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	34.00%	\$ 20.80	\$ 26.70	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	34.00%	\$ 13.18	\$ 16.64	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 19.46	\$ 22.27	34.00%	\$ 26.08	\$ 29.84	24.00%	\$ 36.20	\$ 41.42
Accounting/Finance	Accounting Manager B	\$ 22.21	\$ 27.25	34.00%	\$ 29.76	\$ 36.52	24.00%	\$ 41.30	\$ 50.69
Accounting/Finance	Accounting Manager C	\$ 27.30	\$ 34.51	34.00%	\$ 36.58	\$ 46.24	24.00%	\$ 50.78	\$ 64.19
Accounting/Finance	Auditing - External Auditor	\$ 19.20	\$ 24.29	34.00%	\$ 25.73	\$ 32.55	24.00%	\$ 35.72	\$ 45.18
Accounting/Finance	Auditing - External Auditor Senior	\$ 24.31	\$ 34.51	34.00%	\$ 32.58	\$ 46.24	24.00%	\$ 45.22	\$ 64.19
Accounting/Finance	Auditing - Internal Auditor	\$ 19.20	\$ 24.29	34.00%	\$ 25.73	\$ 32.55	24.00%	\$ 35.72	\$ 45.18
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 24.34	\$ 34.51	34.00%	\$ 32.62	\$ 46.24	24.00%	\$ 45.27	\$ 64.19
Accounting/Finance	Bookkeeper	\$ 10.11	\$ 15.29	34.00%	\$ 13.54	\$ 20.50	24.00%	\$ 18.80	\$ 28.45
Accounting/Finance	Budget Analyst	\$ 18.84	\$ 24.65	34.00%	\$ 25.24	\$ 33.03	24.00%	\$ 35.04	\$ 45.84
Accounting/Finance	Budget Analyst Senior	\$ 24.66	\$ 38.27	34.00%	\$ 33.04	\$ 51.28	24.00%	\$ 45.86	\$ 71.18
Accounting/Finance	Closure/Disbursement Specialists	\$ 31.41	\$ 34.96	34.00%	\$ 42.09	\$ 46.84	24.00%	\$ 58.42	\$ 65.02
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 29.50	\$ 38.24	34.00%	\$ 39.53	\$ 51.24	24.00%	\$ 54.86	\$ 71.12
Accounting/Finance	CPA	\$ 30.59	\$ 40.42	34.00%	\$ 40.99	\$ 54.17	24.00%	\$ 56.90	\$ 75.19
Accounting/Finance	Fiscal Assistant	\$ 10.64	\$ 16.35	34.00%	\$ 14.26	\$ 21.90	24.00%	\$ 19.79	\$ 30.40
Accounting/Finance	Fiscal Technical Senior	\$ 14.25	\$ 20.33	34.00%	\$ 19.10	\$ 27.24	24.00%	\$ 26.51	\$ 37.81
Accounting/Finance	Fiscal Technician	\$ 16.40	\$ 20.04	34.00%	\$ 21.97	\$ 26.86	24.00%	\$ 30.50	\$ 37.28
Accounting/Finance	Payroll Assistant	\$ 15.57	\$ 19.66	34.00%	\$ 20.86	\$ 26.35	24.00%	\$ 28.96	\$ 36.58
Accounting/Finance	Purchasing / Procurement	\$ 19.66	\$ 29.22	34.00%	\$ 26.35	\$ 39.16	24.00%	\$ 36.58	\$ 54.36
Accounting/Finance	Sr. Compliance Officer	\$ 37.96	\$ 43.15	34.00%	\$ 50.87	\$ 57.83	24.00%	\$ 70.61	\$ 80.27
Accounting/Finance	Supervising Auditor	\$ 37.96	\$ 43.70	34.00%	\$ 50.87	\$ 58.56	24.00%	\$ 70.61	\$ 81.28
Call Center/Customer Service	Customer Service Inbound I	\$ 10.02	\$ 14.73	36.29%	\$ 13.65	\$ 20.08	24.00%	\$ 18.63	\$ 27.40
Call Center/Customer Service	Customer Service Inbound II	\$ 14.79	\$ 23.82	36.29%	\$ 20.16	\$ 32.46	24.00%	\$ 27.52	\$ 44.30

Michigan (2017 HOURLY MINIMUM WAGE = \$8.90)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 10.02	\$ 14.73	36.29%	\$ 13.65	\$ 20.08	24.00%	\$ 18.63	\$ 27.40
Call Center/Customer Service	Customer Service Outbound II	\$ 14.79	\$ 23.82	36.29%	\$ 20.16	\$ 32.46	24.00%	\$ 27.52	\$ 44.30
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.83	\$ 16.66	36.29%	\$ 13.40	\$ 22.71	24.00%	\$ 18.29	\$ 30.99
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	36.29%	\$ 28.21	\$ 35.27	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 10.21	\$ 15.62	36.29%	\$ 13.92	\$ 21.29	24.00%	\$ 18.99	\$ 29.06
Call Center/Customer Service	Detailing Representative II	\$ 11.11	\$ 17.97	36.29%	\$ 15.14	\$ 24.49	24.00%	\$ 20.66	\$ 33.42
Call Center/Customer Service	Help Desk Analyst	\$ 13.23	\$ 29.37	36.29%	\$ 18.03	\$ 40.03	24.00%	\$ 24.61	\$ 54.64
Call Center/Customer Service	Market Research Inbound	\$ 19.41	\$ 23.31	36.29%	\$ 26.45	\$ 31.77	24.00%	\$ 36.10	\$ 43.36
Call Center/Customer Service	Market Research Outbound	\$ 23.33	\$ 35.52	36.29%	\$ 31.80	\$ 48.41	24.00%	\$ 43.39	\$ 66.07
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.08	\$ 12.98	36.29%	\$ 12.37	\$ 17.69	24.00%	\$ 16.88	\$ 24.14
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 13.14	\$ 18.78	36.29%	\$ 17.91	\$ 25.59	24.00%	\$ 24.44	\$ 34.92
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.08	\$ 12.98	36.29%	\$ 12.37	\$ 17.69	24.00%	\$ 16.88	\$ 24.14
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 13.14	\$ 18.78	36.29%	\$ 17.91	\$ 25.59	24.00%	\$ 24.44	\$ 34.92
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.08	\$ 12.72	36.29%	\$ 12.37	\$ 17.34	24.00%	\$ 16.88	\$ 23.66
Call Center/Customer Service	Sales Inbound I	\$ 9.61	\$ 16.60	36.29%	\$ 13.09	\$ 22.63	24.00%	\$ 17.87	\$ 30.88
Call Center/Customer Service	Sales Inbound II	\$ 13.14	\$ 18.78	36.29%	\$ 17.91	\$ 25.59	24.00%	\$ 24.44	\$ 34.92
Call Center/Customer Service	Sales Outbound I	\$ 11.90	\$ 16.70	36.29%	\$ 16.23	\$ 22.77	24.00%	\$ 22.14	\$ 31.07
Call Center/Customer Service	Sales Outbound II	\$ 13.14	\$ 18.78	36.29%	\$ 17.91	\$ 25.59	24.00%	\$ 24.44	\$ 34.92
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.90	\$ 13.01	36.29%	\$ 12.13	\$ 17.73	24.00%	\$ 16.55	\$ 24.19
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 13.02	\$ 16.87	36.29%	\$ 17.74	\$ 22.99	24.00%	\$ 24.21	\$ 31.37
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 9.59	\$ 12.81	36.29%	\$ 13.07	\$ 17.46	24.00%	\$ 17.83	\$ 23.83
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 12.86	\$ 22.65	36.29%	\$ 17.53	\$ 30.86	24.00%	\$ 23.93	\$ 42.12
Food Related Services	Barista (misc)	\$ 11.23	\$ 16.56	54.44%	\$ 17.35	\$ 25.58	24.00%	\$ 20.89	\$ 30.80
Food Related Services	Building Attendant (misc)	\$ 11.23	\$ 16.56	41.40%	\$ 15.88	\$ 23.42	24.00%	\$ 20.89	\$ 30.80
Food Related Services	Busser	\$ 11.23	\$ 16.56	41.40%	\$ 15.88	\$ 23.42	24.00%	\$ 20.89	\$ 30.80
Food Related Services	Cashiers	\$ 11.23	\$ 16.56	41.40%	\$ 15.88	\$ 23.42	24.00%	\$ 20.89	\$ 30.80
Food Related Services	Dishwasher	\$ 10.21	\$ 13.27	41.40%	\$ 14.44	\$ 18.77	24.00%	\$ 18.99	\$ 24.69
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	41.40%	\$ 20.36	\$ 24.89	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	41.40%	\$ 14.00	\$ 17.11	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 10.12	\$ 14.80	41.40%	\$ 14.31	\$ 20.93	24.00%	\$ 18.82	\$ 27.54
Food Related Services	Food Operations Manager Assistant	\$ 14.85	\$ 17.38	41.40%	\$ 20.99	\$ 24.57	24.00%	\$ 27.61	\$ 32.32
Food Related Services	Food Production Worker	\$ 8.90	\$ 13.33	41.40%	\$ 12.58	\$ 18.85	24.00%	\$ 16.55	\$ 24.80
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	41.40%	\$ 19.73	\$ 24.11	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	41.40%	\$ 15.27	\$ 18.66	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	41.40%	\$ 17.82	\$ 21.78	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.90	\$ 13.08	41.40%	\$ 12.58	\$ 18.49	24.00%	\$ 16.55	\$ 24.33
Food Related Services	Second Cook Senior	\$ 12.98	\$ 17.07	54.44%	\$ 20.04	\$ 26.36	24.00%	\$ 24.14	\$ 31.75
Food Related Services	Server	\$ 8.90	\$ 10.64	41.40%	\$ 12.58	\$ 15.04	24.00%	\$ 16.55	\$ 19.79
General Administrative	Administrative Assistant I	\$ 11.15	\$ 15.00	36.29%	\$ 15.20	\$ 20.44	24.00%	\$ 20.74	\$ 27.90
General Administrative	Administrative Assistant II	\$ 15.01	\$ 16.23	36.29%	\$ 20.46	\$ 22.13	24.00%	\$ 27.92	\$ 30.19

Michigan (2017 HOURLY MINIMUM WAGE = \$8.90)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 16.24	\$ 17.62	36.29%	\$ 22.14	\$ 24.02	24.00%	\$ 30.21	\$ 32.78
General Administrative	Administrative Assistant IV	\$ 17.63	\$ 19.51	36.29%	\$ 24.03	\$ 26.59	24.00%	\$ 32.80	\$ 36.29
General Administrative	Administrative Assistant V	\$ 19.53	\$ 22.00	36.29%	\$ 26.62	\$ 29.99	24.00%	\$ 36.33	\$ 40.92
General Administrative	Administrative Staff Assistant	\$ 21.65	\$ 24.75	36.29%	\$ 29.50	\$ 33.73	24.00%	\$ 40.26	\$ 46.03
General Administrative	Administrative Staff Specialist	\$ 24.76	\$ 30.61	36.29%	\$ 33.74	\$ 41.72	24.00%	\$ 46.05	\$ 56.93
General Administrative	Administrative Staff Specialist Senior	\$ 30.62	\$ 23.91	36.29%	\$ 41.73	\$ 32.59	24.00%	\$ 56.95	\$ 44.48
General Administrative	Agency Management Analyst	\$ 19.97	\$ 26.21	36.29%	\$ 27.22	\$ 35.72	24.00%	\$ 37.15	\$ 48.75
General Administrative	Agency Management Analyst Lead	\$ 26.22	\$ 30.46	36.29%	\$ 35.73	\$ 41.51	24.00%	\$ 48.77	\$ 56.65
General Administrative	Agency Management Analyst Senior	\$ 30.52	\$ 47.49	36.29%	\$ 41.59	\$ 64.72	24.00%	\$ 56.76	\$ 88.32
General Administrative	Clerk	\$ 10.03	\$ 11.59	36.29%	\$ 13.67	\$ 15.80	24.00%	\$ 18.65	\$ 21.56
General Administrative	Clerk Jr	\$ 8.90	\$ 9.98	36.29%	\$ 12.13	\$ 13.60	24.00%	\$ 16.55	\$ 18.56
General Administrative	Clerk Sr	\$ 11.64	\$ 13.48	36.29%	\$ 15.87	\$ 18.37	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.08	\$ 12.74	36.29%	\$ 12.37	\$ 17.37	24.00%	\$ 16.88	\$ 23.70
General Administrative	Data Entry Operator Senior	\$ 12.77	\$ 18.34	36.29%	\$ 17.41	\$ 24.99	24.00%	\$ 23.76	\$ 34.11
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	36.29%	\$ 13.97	\$ 20.44	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 16.09	\$ 20.00	36.29%	\$ 21.93	\$ 27.26	24.00%	\$ 29.93	\$ 37.20
General Administrative	Executive Secretary Senior	\$ 20.03	\$ 29.67	36.29%	\$ 27.30	\$ 40.44	24.00%	\$ 37.26	\$ 55.19
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	36.29%	\$ 23.85	\$ 28.28	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	36.29%	\$ 20.44	\$ 24.53	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.72	\$ 14.92	36.29%	\$ 17.34	\$ 20.33	24.00%	\$ 23.66	\$ 27.75
General Administrative	Legal Assistant Senior	\$ 14.95	\$ 37.68	36.29%	\$ 20.37	\$ 51.36	24.00%	\$ 27.80	\$ 70.09
General Administrative	Library Assistant	\$ 9.08	\$ 17.88	36.29%	\$ 12.37	\$ 24.37	24.00%	\$ 16.88	\$ 33.25
General Administrative	Medical Assistant I	\$ 12.19	\$ 14.22	36.29%	\$ 16.61	\$ 19.38	24.00%	\$ 22.67	\$ 26.45
General Administrative	Medical Assistant II	\$ 14.26	\$ 20.28	36.29%	\$ 19.44	\$ 27.64	24.00%	\$ 26.53	\$ 37.72
General Administrative	Medical Biller I	\$ 10.63	\$ 13.05	36.29%	\$ 14.49	\$ 17.78	24.00%	\$ 19.77	\$ 24.27
General Administrative	Medical Biller II	\$ 13.08	\$ 20.32	36.29%	\$ 17.83	\$ 27.69	24.00%	\$ 24.33	\$ 37.79
General Administrative	Medical Records Clerk I	\$ 12.77	\$ 18.60	36.29%	\$ 17.41	\$ 25.35	24.00%	\$ 23.76	\$ 34.60
General Administrative	Medical Records Clerk II	\$ 13.79	\$ 19.95	36.29%	\$ 18.80	\$ 27.19	24.00%	\$ 25.66	\$ 37.11
General Administrative	Office Manager	\$ 21.49	\$ 32.71	36.29%	\$ 29.29	\$ 44.58	24.00%	\$ 39.98	\$ 60.85
General Administrative	Office Services Aide	\$ 11.89	\$ 16.39	36.29%	\$ 16.21	\$ 22.33	24.00%	\$ 22.12	\$ 30.48
General Administrative	Office Services Assistant	\$ 12.75	\$ 17.31	36.29%	\$ 17.38	\$ 23.59	24.00%	\$ 23.72	\$ 32.19
General Administrative	Office Services Specialist	\$ 13.44	\$ 18.11	36.29%	\$ 18.31	\$ 24.69	24.00%	\$ 24.99	\$ 33.69
General Administrative	Office Services Supervisor	\$ 14.06	\$ 18.51	36.29%	\$ 19.16	\$ 25.23	24.00%	\$ 26.15	\$ 34.43
General Administrative	Office Services Supervisor Senior	\$ 16.30	\$ 20.77	36.29%	\$ 22.21	\$ 28.30	24.00%	\$ 30.31	\$ 38.63
General Administrative	Operator I	\$ 8.90	\$ 12.70	36.29%	\$ 12.13	\$ 17.31	24.00%	\$ 16.55	\$ 23.62
General Administrative	Operator II	\$ 12.72	\$ 14.85	36.29%	\$ 17.34	\$ 20.23	24.00%	\$ 23.66	\$ 27.61
General Administrative	Operator III (Key Disc Operator)	\$ 14.89	\$ 16.86	36.29%	\$ 20.29	\$ 22.97	24.00%	\$ 27.69	\$ 31.35
General Administrative	Operator IV (Key Disc Operator)	\$ 16.87	\$ 19.54	36.29%	\$ 22.99	\$ 26.63	24.00%	\$ 31.37	\$ 36.35
General Administrative	Paralegal	\$ 14.00	\$ 23.50	36.29%	\$ 19.08	\$ 32.03	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 11.32	\$ 15.15	36.29%	\$ 15.43	\$ 20.65	24.00%	\$ 21.06	\$ 28.18

Michigan (2017 HOURLY MINIMUM WAGE = \$8.90)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 15.16	\$ 16.16	36.29%	\$ 20.66	\$ 22.03	24.00%	\$ 28.20	\$ 30.06
General Administrative	Photocopy Supervisor	\$ 12.24	\$ 17.00	36.29%	\$ 16.68	\$ 23.17	24.00%	\$ 22.77	\$ 31.62
General Administrative	Photocopy Technician	\$ 11.06	\$ 15.63	36.29%	\$ 15.07	\$ 21.30	24.00%	\$ 20.57	\$ 29.07
General Administrative	Photo-Typesetting Specialist	\$ 14.40	\$ 20.73	36.29%	\$ 19.62	\$ 28.25	24.00%	\$ 26.78	\$ 38.55
General Administrative	Photo-Typesetting Supervisor	\$ 15.38	\$ 22.50	36.29%	\$ 20.96	\$ 30.67	24.00%	\$ 28.60	\$ 41.86
General Administrative	Postal Aide	\$ 8.90	\$ 11.06	36.29%	\$ 12.13	\$ 15.07	24.00%	\$ 16.55	\$ 20.57
General Administrative	Postal Aide Senior	\$ 11.11	\$ 17.48	36.29%	\$ 15.14	\$ 23.82	24.00%	\$ 20.66	\$ 32.51
General Administrative	Postal Assistant	\$ 17.54	\$ 19.49	36.29%	\$ 23.91	\$ 26.56	24.00%	\$ 32.63	\$ 36.25
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	36.29%	\$ 40.89	\$ 61.33	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	36.29%	\$ 27.26	\$ 34.07	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.98	\$ 17.13	36.29%	\$ 17.69	\$ 23.35	24.00%	\$ 24.14	\$ 31.87
General Administrative	Public Relations Specialist	\$ 18.03	\$ 30.83	36.29%	\$ 24.57	\$ 42.02	24.00%	\$ 33.54	\$ 57.35
General Administrative	Public Relations Specialist Assistant	\$ 12.98	\$ 18.00	36.29%	\$ 17.69	\$ 24.53	24.00%	\$ 24.14	\$ 33.48
General Administrative	Receptionist	\$ 9.07	\$ 11.67	36.29%	\$ 12.36	\$ 15.91	24.00%	\$ 16.86	\$ 21.71
General Administrative	Receptionist Senior	\$ 11.68	\$ 18.42	36.29%	\$ 15.92	\$ 25.10	24.00%	\$ 21.73	\$ 34.26
General Administrative	Secretary	\$ 9.59	\$ 12.81	36.29%	\$ 13.07	\$ 17.46	24.00%	\$ 17.83	\$ 23.83
General Administrative	Secretary Senior	\$ 12.86	\$ 22.71	36.29%	\$ 17.53	\$ 30.95	24.00%	\$ 23.93	\$ 42.23
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	36.29%	\$ 20.78	\$ 24.53	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 11.15	\$ 27.24	36.29%	\$ 15.20	\$ 37.13	24.00%	\$ 20.74	\$ 50.67
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	36.29%	\$ 27.26	\$ 36.10	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 19.98	\$ 24.65	36.29%	\$ 27.23	\$ 33.59	24.00%	\$ 37.16	\$ 45.84
Human Resources	Classification / Compensation Analyst Senior	\$ 24.70	\$ 32.71	36.29%	\$ 33.66	\$ 44.58	24.00%	\$ 45.94	\$ 60.85
Human Resources	Classification / Compensation Consultant	\$ 32.73	\$ 43.84	36.29%	\$ 44.61	\$ 59.75	24.00%	\$ 60.88	\$ 81.55
Human Resources	EEO Program Analyst	\$ 19.30	\$ 30.80	36.29%	\$ 26.30	\$ 41.98	24.00%	\$ 35.89	\$ 57.29
Human Resources	EEO Program Specialist	\$ 21.28	\$ 33.60	36.29%	\$ 29.00	\$ 45.79	24.00%	\$ 39.58	\$ 62.50
Human Resources	Employee Relations Analyst	\$ 17.38	\$ 22.00	36.29%	\$ 23.68	\$ 29.99	24.00%	\$ 32.32	\$ 40.92
Human Resources	Employee Relations Analyst Senior	\$ 22.05	\$ 38.92	36.29%	\$ 30.06	\$ 53.04	24.00%	\$ 41.02	\$ 72.39
Human Resources	Human Resources Assistant	\$ 13.33	\$ 19.20	36.29%	\$ 18.17	\$ 26.17	24.00%	\$ 24.80	\$ 35.72
Human Resources	Human Resources Generalist	\$ 15.46	\$ 19.66	36.29%	\$ 21.07	\$ 26.80	24.00%	\$ 28.75	\$ 36.58
Human Resources	Human Resources Generalist Senior	\$ 19.78	\$ 34.54	36.29%	\$ 26.95	\$ 47.07	24.00%	\$ 36.78	\$ 64.24
Human Resources	Personnel Analyst	\$ 15.30	\$ 19.46	36.29%	\$ 20.86	\$ 26.52	24.00%	\$ 28.47	\$ 36.20
Human Resources	Personnel Analyst Senior	\$ 19.51	\$ 23.61	36.29%	\$ 26.59	\$ 32.17	24.00%	\$ 36.29	\$ 43.91
Human Resources	Personnel Practices Analyst	\$ 23.67	\$ 27.87	36.29%	\$ 32.26	\$ 37.99	24.00%	\$ 44.02	\$ 51.84
Human Resources	Personnel Practices Analyst Senior	\$ 27.92	\$ 35.55	36.29%	\$ 38.06	\$ 48.45	24.00%	\$ 51.94	\$ 66.12
Human Resources	Personnel Practices Manager	\$ 34.98	\$ 43.51	36.29%	\$ 47.67	\$ 59.31	24.00%	\$ 65.06	\$ 80.94
Human Services	Social Worker	\$ 17.04	\$ 28.86	34.11%	\$ 22.85	\$ 38.71	24.00%	\$ 31.70	\$ 53.69
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	34.11%	\$ 30.17	\$ 41.57	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.93	\$ 17.85	34.11%	\$ 17.33	\$ 23.93	24.00%	\$ 24.04	\$ 33.20
Human Services	Support Enforcement Specialist Senior	\$ 17.91	\$ 21.12	34.11%	\$ 24.02	\$ 28.33	24.00%	\$ 33.31	\$ 39.29
Human Services	Utilization Review Analyst	\$ 17.91	\$ 25.69	34.11%	\$ 24.02	\$ 34.45	24.00%	\$ 33.31	\$ 47.78

Michigan (2017 HOURLY MINIMUM WAGE = \$8.90)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 25.74	\$ 41.29	34.11%	\$ 34.52	\$ 55.37	24.00%	\$ 47.88	\$ 76.80
Insurance	Claims Adjuster I	\$ 14.79	\$ 17.91	34.11%	\$ 19.84	\$ 24.02	24.00%	\$ 27.52	\$ 33.31
Insurance	Claims Adjuster II	\$ 17.96	\$ 25.69	34.11%	\$ 24.09	\$ 34.45	24.00%	\$ 33.40	\$ 47.78
Insurance	Claims Specialist	\$ 25.74	\$ 32.44	34.11%	\$ 34.52	\$ 43.50	24.00%	\$ 47.88	\$ 60.33
Insurance	Worker's Compensation Specialist	\$ 24.32	\$ 36.38	34.11%	\$ 32.62	\$ 48.79	24.00%	\$ 45.24	\$ 67.66
Laborer/Industrial	CDL Driver	\$ 12.98	\$ 18.62	41.40%	\$ 18.35	\$ 26.33	24.00%	\$ 24.14	\$ 34.64
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	41.40%	\$ 30.40	\$ 39.90	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	41.40%	\$ 39.52	\$ 46.96	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	41.40%	\$ 42.77	\$ 49.49	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	41.40%	\$ 35.00	\$ 42.42	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	41.40%	\$ 35.00	\$ 41.71	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	41.40%	\$ 44.54	\$ 53.38	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	41.40%	\$ 37.47	\$ 47.44	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.93	\$ 19.96	41.40%	\$ 19.69	\$ 28.22	24.00%	\$ 25.90	\$ 37.13
Laborer/Industrial	Forklift Operator	\$ 10.85	\$ 15.12	41.40%	\$ 15.35	\$ 21.38	24.00%	\$ 20.19	\$ 28.12
Laborer/Industrial	Forklift Operator Senior	\$ 15.15	\$ 22.05	41.40%	\$ 21.42	\$ 31.18	24.00%	\$ 28.18	\$ 41.02
Laborer/Industrial	Grounds Worker	\$ 8.90	\$ 12.19	41.40%	\$ 12.58	\$ 17.24	24.00%	\$ 16.55	\$ 22.67
Laborer/Industrial	Grounds Worker Lead	\$ 12.24	\$ 16.35	41.40%	\$ 17.31	\$ 23.11	24.00%	\$ 22.77	\$ 30.40
Laborer/Industrial	Grounds Worker Senior	\$ 13.07	\$ 16.24	41.40%	\$ 18.48	\$ 22.97	24.00%	\$ 24.31	\$ 30.21
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.08	\$ 12.72	41.40%	\$ 12.83	\$ 17.99	24.00%	\$ 16.88	\$ 23.66
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.73	\$ 16.24	41.40%	\$ 18.00	\$ 22.97	24.00%	\$ 23.68	\$ 30.21
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.90	\$ 12.22	41.40%	\$ 12.58	\$ 17.28	24.00%	\$ 16.55	\$ 22.73
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.90	\$ 12.22	41.40%	\$ 12.58	\$ 17.28	24.00%	\$ 16.55	\$ 22.73
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.90	\$ 12.22	41.40%	\$ 12.58	\$ 17.28	24.00%	\$ 16.55	\$ 22.73
Laborer/Industrial	Housekeeping Supervisor	\$ 10.85	\$ 15.07	41.40%	\$ 15.35	\$ 21.31	24.00%	\$ 20.19	\$ 28.03
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 15.10	\$ 23.36	41.40%	\$ 21.35	\$ 33.03	24.00%	\$ 28.09	\$ 43.45
Laborer/Industrial	Housekeeping Worker	\$ 8.90	\$ 12.30	41.40%	\$ 12.58	\$ 17.40	24.00%	\$ 16.55	\$ 22.88
Laborer/Industrial	Housekeeping Worker Senior	\$ 12.35	\$ 15.77	41.40%	\$ 17.47	\$ 22.30	24.00%	\$ 22.98	\$ 29.34
Laborer/Industrial	Inventory Worker Light	\$ 9.61	\$ 15.05	41.40%	\$ 13.59	\$ 21.28	24.00%	\$ 17.87	\$ 27.99
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.90	\$ 16.89	41.40%	\$ 12.58	\$ 23.88	24.00%	\$ 16.55	\$ 31.41
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.90	\$ 11.68	41.40%	\$ 12.58	\$ 16.52	24.00%	\$ 16.55	\$ 21.73
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.73	\$ 18.94	41.40%	\$ 16.59	\$ 26.78	24.00%	\$ 21.82	\$ 35.23
Laborer/Industrial	Packer	\$ 8.90	\$ 12.22	41.40%	\$ 12.58	\$ 17.28	24.00%	\$ 16.55	\$ 22.73
Laborer/Industrial	Warehouse Specialist I	\$ 8.90	\$ 12.22	41.40%	\$ 12.58	\$ 17.28	24.00%	\$ 16.55	\$ 22.73
Laborer/Industrial	Warehouse Specialist II	\$ 12.24	\$ 15.30	41.40%	\$ 17.31	\$ 21.64	24.00%	\$ 22.77	\$ 28.47
Laborer/Industrial	Warehouse Specialist III	\$ 15.36	\$ 19.56	41.40%	\$ 21.71	\$ 27.66	24.00%	\$ 28.56	\$ 36.39
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	41.40%	\$ 12.73	\$ 15.55	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.90	\$ 12.22	41.40%	\$ 12.58	\$ 17.28	24.00%	\$ 16.55	\$ 22.73
Laborer/Industrial	Warehouse Worker II	\$ 12.24	\$ 15.30	41.40%	\$ 17.31	\$ 21.64	24.00%	\$ 22.77	\$ 28.47
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	41.40%	\$ 34.57	\$ 45.25	24.00%	\$ 45.48	\$ 59.52

Michigan (2017 HOURLY MINIMUM WAGE = \$8.90)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	41.40%	\$ 34.57	\$ 41.71	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	41.40%	\$ 34.57	\$ 41.71	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.68	\$ 15.07	34.11%	\$ 15.66	\$ 20.21	24.00%	\$ 21.73	\$ 28.03
Media	Audio Visual Technician Senior	\$ 15.10	\$ 25.02	34.11%	\$ 20.25	\$ 33.56	24.00%	\$ 28.09	\$ 46.55
Media	Graphic Artist	\$ 13.75	\$ 16.42	34.11%	\$ 18.44	\$ 22.02	24.00%	\$ 25.58	\$ 30.54
Media	Graphic Artist Senior	\$ 16.42	\$ 23.09	34.11%	\$ 22.02	\$ 30.97	24.00%	\$ 30.54	\$ 42.96
Media	Graphic Designer	\$ 13.75	\$ 16.42	34.11%	\$ 18.44	\$ 22.02	24.00%	\$ 25.58	\$ 30.54
Media	Graphic Designer Senior	\$ 16.45	\$ 23.09	34.11%	\$ 22.06	\$ 30.97	24.00%	\$ 30.59	\$ 42.96
Media	Photographer	\$ 9.08	\$ 12.02	34.11%	\$ 12.17	\$ 16.12	24.00%	\$ 16.88	\$ 22.35
Media	Photographer Senior	\$ 12.04	\$ 19.26	34.11%	\$ 16.14	\$ 25.82	24.00%	\$ 22.39	\$ 35.82
Media	TV / Video Production Specialist	\$ 18.16	\$ 23.37	34.11%	\$ 24.36	\$ 31.34	24.00%	\$ 33.78	\$ 43.47
Media	TV / Video Production Technician	\$ 23.40	\$ 31.66	34.11%	\$ 31.38	\$ 42.46	24.00%	\$ 43.53	\$ 58.89
Security	Armed Security Officer	\$ 14.54	\$ 19.46	51.75%	\$ 22.06	\$ 29.53	24.00%	\$ 27.04	\$ 36.20
Security	<u>Captain</u>	\$ 20.42	\$ 29.10	51.75%	\$ 30.99	\$ 44.16	24.00%	\$ 37.98	\$ 54.12
Security	Dispatcher/Police	\$ 14.09	\$ 24.01	51.75%	\$ 21.38	\$ 36.44	24.00%	\$ 26.21	\$ 44.67
Security	<u>Lieutenant</u>	\$ 18.38	\$ 25.52	51.75%	\$ 27.89	\$ 38.73	24.00%	\$ 34.18	\$ 47.48
Security	<u>Sergeant</u>	\$ 16.85	\$ 23.48	51.75%	\$ 25.56	\$ 35.64	24.00%	\$ 31.33	\$ 43.68
Security	Unarmed Security Guard	\$ 9.82	\$ 19.19	51.75%	\$ 14.90	\$ 29.13	24.00%	\$ 18.27	\$ 35.70
Tax	Data Entry Clerk	\$ 9.08	\$ 11.68	36.29%	\$ 12.37	\$ 15.92	24.00%	\$ 16.88	\$ 21.73
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.73	\$ 18.42	36.29%	\$ 15.99	\$ 25.10	24.00%	\$ 21.82	\$ 34.26
Tax	Error Resolution and Document Processor	\$ 15.26	\$ 21.21	36.29%	\$ 20.80	\$ 28.90	24.00%	\$ 28.39	\$ 39.44
Tax	General Clerical	\$ 8.90	\$ 13.06	36.29%	\$ 12.13	\$ 17.80	24.00%	\$ 16.55	\$ 24.29
Tax	On-Site Administrator (Day)	\$ 10.32	\$ 22.32	36.29%	\$ 14.07	\$ 30.42	24.00%	\$ 19.20	\$ 41.51
Tax	On-Site Administrator (Evening)	\$ 10.32	\$ 22.32	36.29%	\$ 14.07	\$ 30.42	24.00%	\$ 19.20	\$ 41.51
Tax	Remittance Processor	\$ 18.35	\$ 27.19	36.29%	\$ 25.01	\$ 37.06	24.00%	\$ 34.13	\$ 50.57
Tax	Taxpayer Information & Assistance Agent	\$ 16.25	\$ 23.35	36.29%	\$ 22.15	\$ 31.82	24.00%	\$ 30.23	\$ 43.43
Technical	Agricultural Technician	\$ 16.71	\$ 27.13	37.71%	\$ 23.02	\$ 37.36	24.00%	\$ 31.09	\$ 50.46
Technical	Agricultural Technician Lead	\$ 18.75	\$ 29.96	37.71%	\$ 25.81	\$ 41.25	24.00%	\$ 34.87	\$ 55.72
Technical	Agricultural Technician Supervisor	\$ 22.51	\$ 36.09	37.71%	\$ 31.00	\$ 49.70	24.00%	\$ 41.87	\$ 67.13
Technical	Analytical Chemist	\$ 17.71	\$ 29.96	37.71%	\$ 24.39	\$ 41.25	24.00%	\$ 32.95	\$ 55.72
Technical	Analytical Chemist Assistant	\$ 20.70	\$ 34.08	37.71%	\$ 28.50	\$ 46.93	24.00%	\$ 38.49	\$ 63.39
Technical	Analytical Chemist Senior	\$ 26.12	\$ 42.63	37.71%	\$ 35.97	\$ 58.70	24.00%	\$ 48.58	\$ 79.29
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	37.71%	\$ 27.26	\$ 42.73	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	37.71%	\$ 39.78	\$ 51.57	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 18.70	\$ 28.13	37.71%	\$ 25.76	\$ 38.74	24.00%	\$ 34.79	\$ 52.32
Technical	Bridge Design Drafter Senior	\$ 19.95	\$ 30.42	37.71%	\$ 27.47	\$ 41.89	24.00%	\$ 37.11	\$ 56.57
Technical	Cartographic Drafter	\$ 23.51	\$ 33.12	37.71%	\$ 32.38	\$ 45.61	24.00%	\$ 43.74	\$ 61.61
Technical	Cartographic Drafter Assistant	\$ 18.43	\$ 27.72	37.71%	\$ 25.38	\$ 38.17	24.00%	\$ 34.28	\$ 51.56
Technical	Cartographic Supervisor	\$ 32.08	\$ 43.13	37.71%	\$ 44.18	\$ 59.39	24.00%	\$ 59.67	\$ 80.22
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	37.71%	\$ 22.03	\$ 26.85	24.00%	\$ 29.76	\$ 36.27

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	<u>Direct Certification Coordinator</u>	\$ 39.59	\$ 48.15	37.71%	\$ 54.52	\$ 66.31	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 28.28	\$ 40.03	37.71%	\$ 38.95	\$ 55.13	24.00%	\$ 52.60	\$ 74.46
Technical	Engineering Design Drafting Supervisor	\$ 32.91	\$ 45.87	37.71%	\$ 45.32	\$ 63.17	24.00%	\$ 61.21	\$ 85.32
Technical	Engineering Design Drafting Technician	\$ 15.89	\$ 21.03	37.71%	\$ 21.88	\$ 28.96	24.00%	\$ 29.55	\$ 39.12
Technical	Engineering Drafting Technician	\$ 15.92	\$ 21.03	37.71%	\$ 21.92	\$ 28.96	24.00%	\$ 29.61	\$ 39.12
Technical	Engineering Drafting Technician Senior	\$ 18.45	\$ 26.82	37.71%	\$ 25.41	\$ 36.94	24.00%	\$ 34.32	\$ 49.89
Technical	Environmental Engineer	\$ 26.13	\$ 41.28	37.71%	\$ 35.98	\$ 56.85	24.00%	\$ 48.60	\$ 76.78
Technical	Environmental Engineer Senior	\$ 28.14	\$ 45.16	37.71%	\$ 38.75	\$ 62.19	24.00%	\$ 52.34	\$ 84.00
Technical	Environmental Program Analyst	\$ 22.17	\$ 32.75	37.71%	\$ 30.52	\$ 45.10	24.00%	\$ 41.23	\$ 60.92
Technical	Environmental Program Planner	\$ 23.69	\$ 35.39	37.71%	\$ 32.62	\$ 48.73	24.00%	\$ 44.06	\$ 65.82
Technical	Environmental Program Specialist	\$ 25.46	\$ 31.98	37.71%	\$ 35.07	\$ 44.04	24.00%	\$ 47.36	\$ 59.48
Technical	Environmental Specialist - Field	\$ 23.69	\$ 34.57	37.71%	\$ 32.62	\$ 47.61	24.00%	\$ 44.06	\$ 64.30
Technical	Environmental Specialist Senior - Field	\$ 24.36	\$ 36.18	37.71%	\$ 33.55	\$ 49.83	24.00%	\$ 45.31	\$ 67.30
Technical	Environmental Technician	\$ 22.17	\$ 32.75	37.71%	\$ 30.52	\$ 45.10	24.00%	\$ 41.23	\$ 60.92
Technical	Environmental Technician Senior	\$ 23.69	\$ 35.39	37.71%	\$ 32.62	\$ 48.73	24.00%	\$ 44.06	\$ 65.82
Technical	<u>Help Desk Support</u>	\$ 15.50	\$ 25.00	37.71%	\$ 21.35	\$ 34.43	24.00%	\$ 28.83	\$ 46.50
Technical	<u>Home Repair Coordinator</u>	\$ 17.25	\$ 24.00	37.71%	\$ 23.75	\$ 33.05	24.00%	\$ 32.09	\$ 44.64
Technical	<u>Housing Recovery Advisor</u>	\$ 20.20	\$ 24.68	37.71%	\$ 27.81	\$ 33.99	24.00%	\$ 37.56	\$ 45.91
Technical	Laboratory Technician	\$ 16.92	\$ 25.34	37.71%	\$ 23.30	\$ 34.90	24.00%	\$ 31.47	\$ 47.13
Technical	Laboratory Technician Senior	\$ 17.96	\$ 27.32	37.71%	\$ 24.73	\$ 37.62	24.00%	\$ 33.40	\$ 50.82
Technical	<u>Program Support Specialist</u>	\$ 22.00	\$ 26.50	37.71%	\$ 30.30	\$ 36.49	24.00%	\$ 40.92	\$ 49.29
Technical	<u>Regional Recovery Outreach Manager</u>	\$ 26.93	\$ 35.90	37.71%	\$ 37.08	\$ 49.44	24.00%	\$ 50.08	\$ 66.78
Technical	Residential Plan Reviewer	\$ 19.63	\$ 30.67	37.71%	\$ 27.04	\$ 42.24	24.00%	\$ 36.52	\$ 57.05
Technical	Right of Way Technician	\$ 27.86	\$ 44.06	37.71%	\$ 38.37	\$ 60.67	24.00%	\$ 51.83	\$ 81.94
Technical	Right of Way Technician Supervisor	\$ 30.08	\$ 48.36	37.71%	\$ 41.42	\$ 66.60	24.00%	\$ 55.95	\$ 89.96
Technical	Safety Engineer	\$ 27.45	\$ 43.06	37.71%	\$ 37.81	\$ 59.29	24.00%	\$ 51.07	\$ 80.08
Technical	Safety Engineer Senior	\$ 31.21	\$ 49.26	37.71%	\$ 42.98	\$ 67.84	24.00%	\$ 58.05	\$ 91.63
Technical	Title Examiner	\$ 19.12	\$ 26.89	37.71%	\$ 26.33	\$ 37.03	24.00%	\$ 35.57	\$ 50.02
Technical	Traffic Controller	\$ 23.15	\$ 37.42	37.71%	\$ 31.87	\$ 51.53	24.00%	\$ 43.05	\$ 69.60
Technical	Traffic Controller Senior	\$ 27.86	\$ 44.06	37.71%	\$ 38.37	\$ 60.67	24.00%	\$ 51.83	\$ 81.94
Technical	Transportation Data Analyst	\$ 23.15	\$ 37.42	37.71%	\$ 31.87	\$ 51.53	24.00%	\$ 43.05	\$ 69.60
Technical	Transportation Data Analyst Senior	\$ 27.86	\$ 44.06	37.71%	\$ 38.37	\$ 60.67	24.00%	\$ 51.83	\$ 81.94
Technical	Transportation Data Analyst Supervisor	\$ 27.86	\$ 44.06	37.71%	\$ 38.37	\$ 60.67	24.00%	\$ 51.83	\$ 81.94
Technical	Transportation Data Technician	\$ 23.15	\$ 37.42	37.71%	\$ 31.87	\$ 51.53	24.00%	\$ 43.05	\$ 69.60
Technical	Transportation District Utilities Specialist	\$ 27.34	\$ 44.05	37.71%	\$ 37.65	\$ 60.66	24.00%	\$ 50.86	\$ 81.93
Technical	Transportation Engineering Technician -Survey	\$ 28.39	\$ 48.19	37.71%	\$ 39.10	\$ 66.36	24.00%	\$ 52.81	\$ 89.64
Technical	Transportation Engineering Technician -Survey Senior	\$ 31.34	\$ 50.43	37.71%	\$ 43.16	\$ 69.44	24.00%	\$ 58.30	\$ 93.79
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 33.09	\$ 53.87	37.71%	\$ 45.57	\$ 74.18	24.00%	\$ 61.55	\$ 100.19
Technical	Transportation Materials Technician	\$ 13.29	\$ 19.12	37.71%	\$ 18.31	\$ 26.33	24.00%	\$ 24.73	\$ 35.57
Technical	Transportation Materials Technician Senior	\$ 14.18	\$ 20.74	37.71%	\$ 19.53	\$ 28.56	24.00%	\$ 26.38	\$ 38.57

Michigan (2017 HOURLY MINIMUM WAGE = \$8.90)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 28.39	\$ 47.15	37.71%	\$ 39.10	\$ 64.93	24.00%	\$ 52.81	\$ 87.70
Technical	Transportation Materials Technician Supervisor	\$ 33.09	\$ 53.87	37.71%	\$ 45.57	\$ 74.18	24.00%	\$ 61.55	\$ 100.19
Technical	Transportation Planning Specialist	\$ 27.34	\$ 44.05	37.71%	\$ 37.65	\$ 60.66	24.00%	\$ 50.86	\$ 81.93
Technical	Transportation Planning Specialist Senior	\$ 31.34	\$ 50.43	37.71%	\$ 43.16	\$ 69.44	24.00%	\$ 58.30	\$ 93.79
Technical	Transportation Technical Program Coordinator	\$ 27.34	\$ 44.05	37.71%	\$ 37.65	\$ 60.66	24.00%	\$ 50.86	\$ 81.93
Technical	Transportation Technical Support Coordinator	\$ 27.34	\$ 44.05	37.71%	\$ 37.65	\$ 60.66	24.00%	\$ 50.86	\$ 81.93
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	37.71%	\$ 51.64	\$ 61.97	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 15.82	\$ 19.46	46.33%	\$ 23.14	\$ 28.48	24.00%	\$ 29.42	\$ 36.20
Trades	Boiler Operator II	\$ 19.51	\$ 22.40	46.33%	\$ 28.55	\$ 32.78	24.00%	\$ 36.29	\$ 41.67
Trades	Boiler Operator Senior I	\$ 22.42	\$ 24.47	46.33%	\$ 32.81	\$ 35.81	24.00%	\$ 41.70	\$ 45.52
Trades	Boiler Operator Senior II	\$ 24.49	\$ 33.53	46.33%	\$ 35.84	\$ 49.06	24.00%	\$ 45.56	\$ 62.36
Trades	Carpenter Assistant	\$ 10.54	\$ 14.25	46.33%	\$ 15.42	\$ 20.86	24.00%	\$ 19.60	\$ 26.51
Trades	Carpenter	\$ 14.26	\$ 19.98	46.33%	\$ 20.87	\$ 29.24	24.00%	\$ 26.53	\$ 37.16
Trades	Carpenter Senior	\$ 21.09	\$ 28.50	46.33%	\$ 30.87	\$ 41.70	24.00%	\$ 39.23	\$ 53.00
Trades	Electrician	\$ 22.49	\$ 37.43	46.33%	\$ 32.91	\$ 54.77	24.00%	\$ 41.84	\$ 69.62
Trades	Electrician Assistant	\$ 12.00	\$ 14.80	46.33%	\$ 17.55	\$ 21.66	24.00%	\$ 22.31	\$ 27.54
Trades	Electrician Senior	\$ 17.37	\$ 20.03	46.33%	\$ 25.41	\$ 29.31	24.00%	\$ 32.30	\$ 37.26
Trades	Electrician Supervisor Senior	\$ 20.08	\$ 35.31	46.33%	\$ 29.39	\$ 51.66	24.00%	\$ 37.35	\$ 65.67
Trades	Electronic Equipment Install & Repair Supervisor	\$ 21.91	\$ 32.57	46.33%	\$ 32.06	\$ 47.66	24.00%	\$ 40.75	\$ 60.58
Trades	Electronic Equipment Install & Repair Technician	\$ 17.39	\$ 21.80	46.33%	\$ 25.44	\$ 31.90	24.00%	\$ 32.34	\$ 40.54
Trades	Electronic Technician	\$ 13.23	\$ 16.82	46.33%	\$ 19.36	\$ 24.61	24.00%	\$ 24.61	\$ 31.28
Trades	Electronic Technician Senior	\$ 16.87	\$ 29.83	46.33%	\$ 24.68	\$ 43.66	24.00%	\$ 31.37	\$ 55.49
Trades	Equipment Repair Supervisor	\$ 23.98	\$ 28.08	46.33%	\$ 35.09	\$ 41.09	24.00%	\$ 44.61	\$ 52.22
Trades	Equipment Repair Technician	\$ 13.23	\$ 16.82	46.33%	\$ 19.36	\$ 24.61	24.00%	\$ 24.61	\$ 31.28
Trades	Equipment Repair Technician Senior	\$ 16.87	\$ 23.92	46.33%	\$ 24.68	\$ 35.00	24.00%	\$ 31.37	\$ 44.49
Trades	HVAC Installation & Repair Assistant	\$ 10.32	\$ 16.47	46.33%	\$ 15.10	\$ 24.10	24.00%	\$ 19.20	\$ 30.63
Trades	HVAC Installation & Repair Assistant Senior	\$ 16.47	\$ 28.08	46.33%	\$ 24.10	\$ 41.09	24.00%	\$ 30.63	\$ 52.22
Trades	Laboratory Mechanic	\$ 13.24	\$ 17.96	46.33%	\$ 19.38	\$ 26.28	24.00%	\$ 24.63	\$ 33.40
Trades	Laboratory Mechanic Senior	\$ 17.96	\$ 27.32	46.33%	\$ 26.28	\$ 39.98	24.00%	\$ 33.40	\$ 50.82
Trades	Locksmith	\$ 16.24	\$ 23.89	46.33%	\$ 23.77	\$ 34.96	24.00%	\$ 30.21	\$ 44.44
Trades	Maintenance Field Worker	\$ 13.23	\$ 16.92	46.33%	\$ 19.36	\$ 24.76	24.00%	\$ 24.61	\$ 31.47
Trades	Mason Plasterer	\$ 16.35	\$ 18.84	46.33%	\$ 23.92	\$ 27.56	24.00%	\$ 30.40	\$ 35.04
Trades	Mason Plasterer Assistant	\$ 18.88	\$ 27.92	46.33%	\$ 27.62	\$ 40.86	24.00%	\$ 35.11	\$ 51.94
Trades	Mechanic	\$ 10.64	\$ 23.94	46.33%	\$ 15.57	\$ 35.03	24.00%	\$ 19.79	\$ 44.53
Trades	Painter	\$ 10.23	\$ 22.71	46.33%	\$ 14.97	\$ 33.23	24.00%	\$ 19.03	\$ 42.23
Trades	Plumber / Steamfitter	\$ 22.19	\$ 33.73	46.33%	\$ 32.47	\$ 49.36	24.00%	\$ 41.27	\$ 62.74
Trades	Plumber / Steamfitter Assistant	\$ 13.23	\$ 22.11	46.33%	\$ 19.36	\$ 32.36	24.00%	\$ 24.61	\$ 41.13
Trades	Printing Press Operator B	\$ 21.66	\$ 31.80	46.33%	\$ 31.69	\$ 46.54	24.00%	\$ 40.28	\$ 59.16
Trades	Production Supervisor	\$ 25.68	\$ 39.33	46.33%	\$ 37.57	\$ 57.55	24.00%	\$ 47.76	\$ 73.15
Trades	Radio Specialist	\$ 15.30	\$ 19.62	46.33%	\$ 22.40	\$ 28.72	24.00%	\$ 28.47	\$ 36.50

Michigan (2017 HOURLY MINIMUM WAGE = \$8.90)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 19.65	\$ 25.69	46.33%	\$ 28.76	\$ 37.59	24.00%	\$ 36.56	\$ 47.78
Trades	Sheet Metal Worker	\$ 14.56	\$ 18.74	46.33%	\$ 21.30	\$ 27.42	24.00%	\$ 27.08	\$ 34.85
Trades	Sheet Metal Worker Assistant	\$ 11.06	\$ 14.79	46.33%	\$ 16.18	\$ 21.65	24.00%	\$ 20.57	\$ 27.52
Trades	Sheet Metal Worker Lead	\$ 18.79	\$ 25.70	46.33%	\$ 27.49	\$ 37.60	24.00%	\$ 34.94	\$ 47.80
Trades	Shipping / Receiving Clerk	\$ 14.64	\$ 20.07	46.33%	\$ 21.42	\$ 29.37	24.00%	\$ 27.23	\$ 37.34
Trades	Storekeeper Assistant I	\$ 10.88	\$ 15.93	46.33%	\$ 15.93	\$ 23.31	24.00%	\$ 20.24	\$ 29.63
Trades	Storekeeper Assistant II	\$ 11.84	\$ 17.12	46.33%	\$ 17.33	\$ 25.05	24.00%	\$ 22.03	\$ 31.85
Trades	Storekeeper I	\$ 8.90	\$ 10.64	46.33%	\$ 13.02	\$ 15.57	24.00%	\$ 16.55	\$ 19.79
Trades	Storekeeper II	\$ 10.70	\$ 12.98	46.33%	\$ 15.66	\$ 18.99	24.00%	\$ 19.90	\$ 24.14
Trades	Storekeeper III	\$ 13.02	\$ 15.93	46.33%	\$ 19.05	\$ 23.31	24.00%	\$ 24.21	\$ 29.63
Trades	Storekeeper Senior	\$ 15.95	\$ 18.60	46.33%	\$ 23.34	\$ 27.22	24.00%	\$ 29.66	\$ 34.60
Trades	Tool Room Assistant	\$ 8.90	\$ 12.98	46.33%	\$ 13.02	\$ 18.99	24.00%	\$ 16.55	\$ 24.14
Trades	Tool Room Assistant Senior	\$ 12.98	\$ 18.11	46.33%	\$ 18.99	\$ 26.50	24.00%	\$ 24.14	\$ 33.69
Trades	Trades Utilities Worker Senior	\$ 13.24	\$ 19.40	46.33%	\$ 19.38	\$ 28.39	24.00%	\$ 24.63	\$ 36.08
Trades	Trades Utility Worker	\$ 10.12	\$ 13.19	46.33%	\$ 14.81	\$ 19.30	24.00%	\$ 18.82	\$ 24.54
Trades	Tradesman Helper	\$ 10.12	\$ 16.30	46.33%	\$ 14.81	\$ 23.84	24.00%	\$ 18.82	\$ 30.31
Trades	Tradesman Helper Senior	\$ 16.30	\$ 20.31	46.33%	\$ 23.84	\$ 29.72	24.00%	\$ 30.31	\$ 37.77
Trades	Welder	\$ 11.15	\$ 18.47	46.33%	\$ 16.31	\$ 27.03	24.00%	\$ 20.74	\$ 34.35
Trades	Welder Senior	\$ 18.52	\$ 22.21	46.33%	\$ 27.10	\$ 32.50	24.00%	\$ 34.45	\$ 41.30
Trades	Work Zone Safety Officer	\$ 23.15	\$ 37.42	46.33%	\$ 33.87	\$ 54.76	24.00%	\$ 43.05	\$ 69.60

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	34.00%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	36.29%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	54.44%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	36.29%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	34.11%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	41.40%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	34.11%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	51.75%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	36.29%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	37.71%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	46.33%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Minnesota (2017 HOURLY MINIMUM WAGE = \$9.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 16.41	\$ 23.31	32.92%	\$ 21.82	\$ 30.98	24.00%	\$ 30.53	\$ 43.36
Accounting/Finance	Accountant JR	\$ 9.50	\$ 13.97	32.92%	\$ 12.63	\$ 18.57	24.00%	\$ 17.67	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 23.32	\$ 32.37	32.92%	\$ 31.00	\$ 43.02	24.00%	\$ 43.38	\$ 60.21
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	32.92%	\$ 27.51	\$ 34.39	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	32.92%	\$ 20.64	\$ 26.48	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	32.92%	\$ 13.07	\$ 16.51	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 21.37	\$ 24.45	32.92%	\$ 28.40	\$ 32.50	24.00%	\$ 39.75	\$ 45.48
Accounting/Finance	Accounting Manager B	\$ 24.39	\$ 29.92	32.92%	\$ 32.41	\$ 39.78	24.00%	\$ 45.36	\$ 55.66
Accounting/Finance	Accounting Manager C	\$ 29.98	\$ 37.90	32.92%	\$ 39.85	\$ 50.37	24.00%	\$ 55.76	\$ 70.49
Accounting/Finance	Auditing - External Auditor	\$ 21.09	\$ 26.67	32.92%	\$ 28.03	\$ 35.45	24.00%	\$ 39.23	\$ 49.61
Accounting/Finance	Auditing - External Auditor Senior	\$ 26.70	\$ 37.90	32.92%	\$ 35.48	\$ 50.37	24.00%	\$ 49.65	\$ 70.49
Accounting/Finance	Auditing - Internal Auditor	\$ 21.09	\$ 26.67	32.92%	\$ 28.03	\$ 35.45	24.00%	\$ 39.23	\$ 49.61
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 26.73	\$ 37.90	32.92%	\$ 35.53	\$ 50.37	24.00%	\$ 49.72	\$ 70.49
Accounting/Finance	Bookkeeper	\$ 11.10	\$ 16.80	32.92%	\$ 14.75	\$ 22.32	24.00%	\$ 20.64	\$ 31.24
Accounting/Finance	Budget Analyst	\$ 20.69	\$ 27.07	32.92%	\$ 27.50	\$ 35.98	24.00%	\$ 38.48	\$ 50.34
Accounting/Finance	Budget Analyst Senior	\$ 27.08	\$ 42.02	32.92%	\$ 35.99	\$ 55.86	24.00%	\$ 50.36	\$ 78.16
Accounting/Finance	Closure/Disbursement Specialists	\$ 34.49	\$ 38.39	32.92%	\$ 45.84	\$ 51.03	24.00%	\$ 64.15	\$ 71.40
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 32.39	\$ 41.99	32.92%	\$ 43.05	\$ 55.81	24.00%	\$ 60.25	\$ 78.10
Accounting/Finance	CPA	\$ 33.59	\$ 44.39	32.92%	\$ 44.65	\$ 59.00	24.00%	\$ 62.48	\$ 82.56
Accounting/Finance	Fiscal Assistant	\$ 11.68	\$ 17.95	32.92%	\$ 15.53	\$ 23.86	24.00%	\$ 21.73	\$ 33.39
Accounting/Finance	Fiscal Technical Senior	\$ 15.65	\$ 22.32	32.92%	\$ 20.80	\$ 29.67	24.00%	\$ 29.11	\$ 41.52
Accounting/Finance	Fiscal Technician	\$ 18.01	\$ 22.01	32.92%	\$ 23.93	\$ 29.25	24.00%	\$ 33.49	\$ 40.94
Accounting/Finance	Payroll Assistant	\$ 17.10	\$ 21.59	32.92%	\$ 22.72	\$ 28.70	24.00%	\$ 31.80	\$ 40.17
Accounting/Finance	Purchasing / Procurement	\$ 21.59	\$ 32.09	32.92%	\$ 28.70	\$ 42.66	24.00%	\$ 40.17	\$ 59.69
Accounting/Finance	Sr. Compliance Officer	\$ 41.69	\$ 47.39	32.92%	\$ 55.41	\$ 62.99	24.00%	\$ 77.54	\$ 88.14
Accounting/Finance	Supervising Auditor	\$ 41.69	\$ 47.99	32.92%	\$ 55.41	\$ 63.78	24.00%	\$ 77.54	\$ 89.26
Call Center/Customer Service	Customer Service Inbound I	\$ 11.00	\$ 16.18	34.36%	\$ 14.78	\$ 21.74	24.00%	\$ 20.46	\$ 30.09
Call Center/Customer Service	Customer Service Inbound II	\$ 16.25	\$ 26.16	34.36%	\$ 21.83	\$ 35.14	24.00%	\$ 30.22	\$ 48.65

Minnesota (2017 HOURLY MINIMUM WAGE = \$9.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 11.00	\$ 16.18	34.36%	\$ 14.78	\$ 21.74	24.00%	\$ 20.46	\$ 30.09
Call Center/Customer Service	Customer Service Outbound II	\$ 16.25	\$ 26.16	34.36%	\$ 21.83	\$ 35.14	24.00%	\$ 30.22	\$ 48.65
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.80	\$ 18.30	34.36%	\$ 14.51	\$ 24.58	24.00%	\$ 20.08	\$ 34.03
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	34.36%	\$ 27.81	\$ 34.77	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 11.21	\$ 17.15	34.36%	\$ 15.06	\$ 23.05	24.00%	\$ 20.85	\$ 31.91
Call Center/Customer Service	Detailing Representative II	\$ 12.20	\$ 19.73	34.36%	\$ 16.39	\$ 26.51	24.00%	\$ 22.69	\$ 36.70
Call Center/Customer Service	Help Desk Analyst	\$ 14.53	\$ 32.26	34.36%	\$ 19.52	\$ 43.34	24.00%	\$ 27.03	\$ 60.00
Call Center/Customer Service	Market Research Inbound	\$ 21.31	\$ 25.60	34.36%	\$ 28.64	\$ 34.39	24.00%	\$ 39.64	\$ 47.61
Call Center/Customer Service	Market Research Outbound	\$ 25.62	\$ 39.01	34.36%	\$ 34.42	\$ 52.41	24.00%	\$ 47.65	\$ 72.55
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.97	\$ 14.25	34.36%	\$ 13.39	\$ 19.15	24.00%	\$ 18.54	\$ 26.51
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 14.43	\$ 20.62	34.36%	\$ 19.39	\$ 27.70	24.00%	\$ 26.84	\$ 38.35
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.97	\$ 14.25	34.36%	\$ 13.39	\$ 19.15	24.00%	\$ 18.54	\$ 26.51
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 14.43	\$ 20.62	34.36%	\$ 19.39	\$ 27.70	24.00%	\$ 26.84	\$ 38.35
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.97	\$ 13.97	34.36%	\$ 13.39	\$ 18.77	24.00%	\$ 18.54	\$ 25.98
Call Center/Customer Service	Sales Inbound I	\$ 10.55	\$ 18.23	34.36%	\$ 14.18	\$ 24.49	24.00%	\$ 19.62	\$ 33.91
Call Center/Customer Service	Sales Inbound II	\$ 14.43	\$ 20.62	34.36%	\$ 19.39	\$ 27.70	24.00%	\$ 26.84	\$ 38.35
Call Center/Customer Service	Sales Outbound I	\$ 13.07	\$ 18.34	34.36%	\$ 17.56	\$ 24.64	24.00%	\$ 24.32	\$ 34.12
Call Center/Customer Service	Sales Outbound II	\$ 14.43	\$ 20.62	34.36%	\$ 19.39	\$ 27.70	24.00%	\$ 26.84	\$ 38.35
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 9.50	\$ 14.28	34.36%	\$ 12.76	\$ 19.19	24.00%	\$ 17.67	\$ 26.57
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 14.29	\$ 18.52	34.36%	\$ 19.21	\$ 24.89	24.00%	\$ 26.59	\$ 34.45
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 10.53	\$ 14.07	34.36%	\$ 14.15	\$ 18.91	24.00%	\$ 19.58	\$ 26.17
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 14.13	\$ 24.87	34.36%	\$ 18.98	\$ 33.41	24.00%	\$ 26.28	\$ 46.25
Food Related Services	Barista (misc)	\$ 12.33	\$ 18.19	49.91%	\$ 18.49	\$ 27.26	24.00%	\$ 22.94	\$ 33.82
Food Related Services	Building Attendant (misc)	\$ 12.33	\$ 18.19	37.95%	\$ 17.01	\$ 25.09	24.00%	\$ 22.94	\$ 33.82
Food Related Services	Busser	\$ 12.33	\$ 18.19	37.95%	\$ 17.01	\$ 25.09	24.00%	\$ 22.94	\$ 33.82
Food Related Services	Cashiers	\$ 12.33	\$ 18.19	37.95%	\$ 17.01	\$ 25.09	24.00%	\$ 22.94	\$ 33.82
Food Related Services	Dishwasher	\$ 11.21	\$ 14.58	37.95%	\$ 15.47	\$ 20.11	24.00%	\$ 20.85	\$ 27.11
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	37.95%	\$ 19.86	\$ 24.28	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	37.95%	\$ 13.66	\$ 16.69	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 11.11	\$ 16.26	37.95%	\$ 15.33	\$ 22.43	24.00%	\$ 20.67	\$ 30.24
Food Related Services	Food Operations Manager Assistant	\$ 16.30	\$ 19.08	37.95%	\$ 22.49	\$ 26.32	24.00%	\$ 30.32	\$ 35.49
Food Related Services	Food Production Worker	\$ 9.50	\$ 14.64	37.95%	\$ 13.11	\$ 20.20	24.00%	\$ 17.67	\$ 27.24
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	37.95%	\$ 19.24	\$ 23.52	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	37.95%	\$ 14.90	\$ 18.21	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	37.95%	\$ 17.38	\$ 21.24	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 9.50	\$ 14.36	37.95%	\$ 13.11	\$ 19.81	24.00%	\$ 17.67	\$ 26.71
Food Related Services	Second Cook Senior	\$ 14.25	\$ 18.75	49.91%	\$ 21.36	\$ 28.10	24.00%	\$ 26.51	\$ 34.87
Food Related Services	Server	\$ 9.50	\$ 11.68	37.95%	\$ 13.11	\$ 16.12	24.00%	\$ 17.67	\$ 21.73
General Administrative	Administrative Assistant I	\$ 12.24	\$ 16.47	34.36%	\$ 16.45	\$ 22.13	24.00%	\$ 22.77	\$ 30.63
General Administrative	Administrative Assistant II	\$ 16.48	\$ 17.83	34.36%	\$ 22.14	\$ 23.95	24.00%	\$ 30.66	\$ 33.16

Minnesota (2017 HOURLY MINIMUM WAGE = \$9.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 17.84	\$ 19.35	34.36%	\$ 23.97	\$ 26.00	24.00%	\$ 33.18	\$ 35.99
General Administrative	Administrative Assistant IV	\$ 19.36	\$ 21.43	34.36%	\$ 26.02	\$ 28.79	24.00%	\$ 36.01	\$ 39.85
General Administrative	Administrative Assistant V	\$ 21.45	\$ 24.16	34.36%	\$ 28.82	\$ 32.46	24.00%	\$ 39.89	\$ 44.94
General Administrative	Administrative Staff Assistant	\$ 23.77	\$ 27.18	34.36%	\$ 31.94	\$ 36.52	24.00%	\$ 44.21	\$ 50.55
General Administrative	Administrative Staff Specialist	\$ 27.19	\$ 33.61	34.36%	\$ 36.53	\$ 45.16	24.00%	\$ 50.57	\$ 62.52
General Administrative	Administrative Staff Specialist Senior	\$ 33.62	\$ 26.26	34.36%	\$ 45.18	\$ 35.28	24.00%	\$ 62.54	\$ 48.84
General Administrative	Agency Management Analyst	\$ 21.93	\$ 28.78	34.36%	\$ 29.47	\$ 38.67	24.00%	\$ 40.79	\$ 53.53
General Administrative	Agency Management Analyst Lead	\$ 28.79	\$ 33.44	34.36%	\$ 38.68	\$ 44.94	24.00%	\$ 53.55	\$ 62.21
General Administrative	Agency Management Analyst Senior	\$ 33.51	\$ 52.15	34.36%	\$ 45.03	\$ 70.06	24.00%	\$ 62.33	\$ 96.99
General Administrative	Clerk	\$ 10.70	\$ 12.37	34.36%	\$ 14.38	\$ 16.62	24.00%	\$ 19.90	\$ 23.01
General Administrative	Clerk Jr	\$ 9.50	\$ 10.65	34.36%	\$ 12.76	\$ 14.31	24.00%	\$ 17.67	\$ 19.81
General Administrative	Clerk Sr	\$ 12.42	\$ 14.38	34.36%	\$ 16.69	\$ 19.31	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.97	\$ 13.99	34.36%	\$ 13.39	\$ 18.80	24.00%	\$ 18.54	\$ 26.03
General Administrative	Data Entry Operator Senior	\$ 14.03	\$ 20.14	34.36%	\$ 18.85	\$ 27.06	24.00%	\$ 26.09	\$ 37.45
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	34.36%	\$ 13.77	\$ 20.15	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 17.67	\$ 21.96	34.36%	\$ 23.74	\$ 29.51	24.00%	\$ 32.87	\$ 40.85
General Administrative	Executive Secretary Senior	\$ 22.00	\$ 32.58	34.36%	\$ 29.56	\$ 43.78	24.00%	\$ 40.92	\$ 60.60
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	34.36%	\$ 23.51	\$ 27.88	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	34.36%	\$ 20.15	\$ 24.18	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 13.97	\$ 16.38	34.36%	\$ 18.77	\$ 22.01	24.00%	\$ 25.98	\$ 30.47
General Administrative	Legal Assistant Senior	\$ 16.41	\$ 41.38	34.36%	\$ 22.05	\$ 55.60	24.00%	\$ 30.53	\$ 76.97
General Administrative	Library Assistant	\$ 9.97	\$ 19.63	34.36%	\$ 13.39	\$ 26.38	24.00%	\$ 18.54	\$ 36.52
General Administrative	Medical Assistant I	\$ 13.39	\$ 15.62	34.36%	\$ 17.99	\$ 20.98	24.00%	\$ 24.90	\$ 29.05
General Administrative	Medical Assistant II	\$ 15.66	\$ 22.27	34.36%	\$ 21.04	\$ 29.92	24.00%	\$ 29.13	\$ 41.42
General Administrative	Medical Biller I	\$ 11.67	\$ 14.33	34.36%	\$ 15.68	\$ 19.25	24.00%	\$ 21.71	\$ 26.65
General Administrative	Medical Biller II	\$ 14.36	\$ 22.31	34.36%	\$ 19.30	\$ 29.98	24.00%	\$ 26.71	\$ 41.50
General Administrative	Medical Records Clerk I	\$ 14.03	\$ 20.43	34.36%	\$ 18.85	\$ 27.45	24.00%	\$ 26.09	\$ 38.00
General Administrative	Medical Records Clerk II	\$ 15.15	\$ 21.91	34.36%	\$ 20.35	\$ 29.44	24.00%	\$ 28.17	\$ 40.75
General Administrative	Office Manager	\$ 23.60	\$ 35.92	34.36%	\$ 31.71	\$ 48.27	24.00%	\$ 43.90	\$ 66.82
General Administrative	Office Services Aide	\$ 13.06	\$ 17.99	34.36%	\$ 17.55	\$ 24.18	24.00%	\$ 24.29	\$ 33.47
General Administrative	Office Services Assistant	\$ 14.00	\$ 19.00	34.36%	\$ 18.82	\$ 25.53	24.00%	\$ 26.05	\$ 35.35
General Administrative	Office Services Specialist	\$ 14.75	\$ 19.89	34.36%	\$ 19.82	\$ 26.72	24.00%	\$ 27.44	\$ 36.99
General Administrative	Office Services Supervisor	\$ 15.44	\$ 20.33	34.36%	\$ 20.74	\$ 27.31	24.00%	\$ 28.72	\$ 37.81
General Administrative	Office Services Supervisor Senior	\$ 17.89	\$ 22.80	34.36%	\$ 24.04	\$ 30.64	24.00%	\$ 33.28	\$ 42.42
General Administrative	Operator I	\$ 9.70	\$ 13.95	34.36%	\$ 13.03	\$ 18.74	24.00%	\$ 18.04	\$ 25.94
General Administrative	Operator II	\$ 13.97	\$ 16.30	34.36%	\$ 18.77	\$ 21.90	24.00%	\$ 25.98	\$ 30.32
General Administrative	Operator III (Key Disc Operator)	\$ 16.35	\$ 18.51	34.36%	\$ 21.96	\$ 24.87	24.00%	\$ 30.40	\$ 34.43
General Administrative	Operator IV (Key Disc Operator)	\$ 18.52	\$ 21.46	34.36%	\$ 24.89	\$ 28.83	24.00%	\$ 34.45	\$ 39.91
General Administrative	Paralegal	\$ 14.00	\$ 23.50	34.36%	\$ 18.81	\$ 31.57	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 12.43	\$ 16.64	34.36%	\$ 16.71	\$ 22.36	24.00%	\$ 23.13	\$ 30.95

Minnesota (2017 HOURLY MINIMUM WAGE = \$9.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 16.65	\$ 17.75	34.36%	\$ 22.37	\$ 23.85	24.00%	\$ 30.97	\$ 33.01
General Administrative	Photocopy Supervisor	\$ 13.44	\$ 18.67	34.36%	\$ 18.06	\$ 25.08	24.00%	\$ 25.00	\$ 34.72
General Administrative	Photocopy Technician	\$ 12.14	\$ 17.17	34.36%	\$ 16.31	\$ 23.06	24.00%	\$ 22.58	\$ 31.93
General Administrative	Photo-Typesetting Specialist	\$ 15.81	\$ 22.76	34.36%	\$ 21.24	\$ 30.58	24.00%	\$ 29.40	\$ 42.33
General Administrative	Photo-Typesetting Supervisor	\$ 16.88	\$ 24.71	34.36%	\$ 22.69	\$ 33.20	24.00%	\$ 31.41	\$ 45.96
General Administrative	Postal Aide	\$ 9.50	\$ 12.14	34.36%	\$ 12.76	\$ 16.31	24.00%	\$ 17.67	\$ 22.58
General Administrative	Postal Aide Senior	\$ 12.20	\$ 19.19	34.36%	\$ 16.39	\$ 25.79	24.00%	\$ 22.69	\$ 35.70
General Administrative	Postal Assistant	\$ 19.26	\$ 21.40	34.36%	\$ 25.88	\$ 28.76	24.00%	\$ 35.83	\$ 39.81
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	34.36%	\$ 40.31	\$ 60.46	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	34.36%	\$ 26.87	\$ 33.59	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 14.25	\$ 18.81	34.36%	\$ 19.15	\$ 25.28	24.00%	\$ 26.51	\$ 34.99
General Administrative	Public Relations Specialist	\$ 19.80	\$ 33.86	34.36%	\$ 26.60	\$ 45.49	24.00%	\$ 36.83	\$ 62.98
General Administrative	Public Relations Specialist Assistant	\$ 14.25	\$ 19.77	34.36%	\$ 19.15	\$ 26.56	24.00%	\$ 26.51	\$ 36.77
General Administrative	Receptionist	\$ 9.96	\$ 12.82	34.36%	\$ 13.38	\$ 17.22	24.00%	\$ 18.52	\$ 23.84
General Administrative	Receptionist Senior	\$ 12.83	\$ 20.23	34.36%	\$ 17.23	\$ 27.18	24.00%	\$ 23.86	\$ 37.62
General Administrative	Secretary	\$ 10.53	\$ 14.07	34.36%	\$ 14.15	\$ 18.91	24.00%	\$ 19.58	\$ 26.17
General Administrative	Secretary Senior	\$ 14.13	\$ 24.93	34.36%	\$ 18.98	\$ 33.50	24.00%	\$ 26.28	\$ 46.38
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	34.36%	\$ 20.49	\$ 24.18	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 12.24	\$ 29.91	34.36%	\$ 16.45	\$ 40.19	24.00%	\$ 22.77	\$ 55.64
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	34.36%	\$ 26.87	\$ 35.59	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 21.94	\$ 27.07	34.36%	\$ 29.48	\$ 36.36	24.00%	\$ 40.81	\$ 50.34
Human Resources	Classification / Compensation Analyst Senior	\$ 27.12	\$ 35.92	34.36%	\$ 36.44	\$ 48.27	24.00%	\$ 50.45	\$ 66.82
Human Resources	Classification / Compensation Consultant	\$ 35.94	\$ 48.14	34.36%	\$ 48.30	\$ 64.69	24.00%	\$ 66.86	\$ 89.55
Human Resources	EEO Program Analyst	\$ 21.19	\$ 33.83	34.36%	\$ 28.47	\$ 45.45	24.00%	\$ 39.41	\$ 62.92
Human Resources	EEO Program Specialist	\$ 23.37	\$ 36.90	34.36%	\$ 31.39	\$ 49.58	24.00%	\$ 43.46	\$ 68.63
Human Resources	Employee Relations Analyst	\$ 19.08	\$ 24.16	34.36%	\$ 25.64	\$ 32.46	24.00%	\$ 35.49	\$ 44.94
Human Resources	Employee Relations Analyst Senior	\$ 24.22	\$ 42.74	34.36%	\$ 32.54	\$ 57.42	24.00%	\$ 45.04	\$ 79.49
Human Resources	Human Resources Assistant	\$ 14.64	\$ 21.09	34.36%	\$ 19.67	\$ 28.34	24.00%	\$ 27.24	\$ 39.23
Human Resources	Human Resources Generalist	\$ 16.97	\$ 21.59	34.36%	\$ 22.81	\$ 29.01	24.00%	\$ 31.57	\$ 40.16
Human Resources	Human Resources Generalist Senior	\$ 21.72	\$ 37.93	34.36%	\$ 29.18	\$ 50.96	24.00%	\$ 40.39	\$ 70.55
Human Resources	Personnel Analyst	\$ 16.81	\$ 21.37	34.36%	\$ 22.58	\$ 28.71	24.00%	\$ 31.26	\$ 39.75
Human Resources	Personnel Analyst Senior	\$ 21.43	\$ 25.92	34.36%	\$ 28.79	\$ 34.83	24.00%	\$ 39.85	\$ 48.21
Human Resources	Personnel Practices Analyst	\$ 25.99	\$ 30.61	34.36%	\$ 34.92	\$ 41.13	24.00%	\$ 48.34	\$ 56.93
Human Resources	Personnel Practices Analyst Senior	\$ 30.66	\$ 39.04	34.36%	\$ 41.20	\$ 52.45	24.00%	\$ 57.04	\$ 72.61
Human Resources	Personnel Practices Manager	\$ 38.41	\$ 47.78	34.36%	\$ 51.61	\$ 64.20	24.00%	\$ 71.45	\$ 88.88
Human Services	Social Worker	\$ 18.71	\$ 31.70	33.00%	\$ 24.89	\$ 42.16	24.00%	\$ 34.81	\$ 58.95
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	33.00%	\$ 29.93	\$ 41.23	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 14.19	\$ 19.60	33.00%	\$ 18.88	\$ 26.07	24.00%	\$ 26.40	\$ 36.45
Human Services	Support Enforcement Specialist Senior	\$ 19.67	\$ 23.20	33.00%	\$ 26.16	\$ 30.85	24.00%	\$ 36.58	\$ 43.15
Human Services	Utilization Review Analyst	\$ 19.67	\$ 28.21	33.00%	\$ 26.16	\$ 37.52	24.00%	\$ 36.58	\$ 52.47

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 28.26	\$ 45.34	33.00%	\$ 37.59	\$ 60.30	24.00%	\$ 52.57	\$ 84.33
Insurance	Claims Adjuster I	\$ 16.25	\$ 19.67	33.00%	\$ 21.61	\$ 26.16	24.00%	\$ 30.22	\$ 36.58
Insurance	Claims Adjuster II	\$ 19.72	\$ 28.21	33.00%	\$ 26.23	\$ 37.52	24.00%	\$ 36.68	\$ 52.47
Insurance	Claims Specialist	\$ 28.26	\$ 35.62	33.00%	\$ 37.59	\$ 47.37	24.00%	\$ 52.57	\$ 66.25
Insurance	Worker's Compensation Specialist	\$ 26.71	\$ 39.95	33.00%	\$ 35.52	\$ 53.13	24.00%	\$ 49.67	\$ 74.30
Laborer/Industrial	CDL Driver	\$ 14.25	\$ 20.45	37.95%	\$ 19.66	\$ 28.21	24.00%	\$ 26.51	\$ 38.04
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	37.95%	\$ 29.66	\$ 38.93	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	37.95%	\$ 38.56	\$ 45.81	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	37.95%	\$ 41.73	\$ 48.28	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	37.95%	\$ 34.14	\$ 41.39	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	37.95%	\$ 34.14	\$ 40.70	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	37.95%	\$ 43.45	\$ 52.08	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	37.95%	\$ 36.56	\$ 46.28	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 15.29	\$ 21.92	37.95%	\$ 21.10	\$ 30.24	24.00%	\$ 28.44	\$ 40.77
Laborer/Industrial	Forklift Operator	\$ 11.92	\$ 16.60	37.95%	\$ 16.44	\$ 22.91	24.00%	\$ 22.17	\$ 30.88
Laborer/Industrial	Forklift Operator Senior	\$ 16.64	\$ 24.22	37.95%	\$ 22.95	\$ 33.41	24.00%	\$ 30.95	\$ 45.04
Laborer/Industrial	Grounds Worker	\$ 9.65	\$ 13.39	37.95%	\$ 13.32	\$ 18.47	24.00%	\$ 17.96	\$ 24.90
Laborer/Industrial	Grounds Worker Lead	\$ 13.44	\$ 17.95	37.95%	\$ 18.54	\$ 24.76	24.00%	\$ 25.00	\$ 33.39
Laborer/Industrial	Grounds Worker Senior	\$ 14.35	\$ 17.84	37.95%	\$ 19.80	\$ 24.61	24.00%	\$ 26.69	\$ 33.18
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.97	\$ 13.97	37.95%	\$ 13.75	\$ 19.27	24.00%	\$ 18.54	\$ 25.98
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 13.98	\$ 17.84	37.95%	\$ 19.29	\$ 24.61	24.00%	\$ 26.00	\$ 33.18
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 9.50	\$ 13.42	37.95%	\$ 13.11	\$ 18.51	24.00%	\$ 17.67	\$ 24.96
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 9.50	\$ 13.42	37.95%	\$ 13.11	\$ 18.51	24.00%	\$ 17.67	\$ 24.96
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 9.50	\$ 13.42	37.95%	\$ 13.11	\$ 18.51	24.00%	\$ 17.67	\$ 24.96
Laborer/Industrial	Housekeeping Supervisor	\$ 11.92	\$ 16.55	37.95%	\$ 16.44	\$ 22.83	24.00%	\$ 22.17	\$ 30.78
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 16.58	\$ 25.65	37.95%	\$ 22.88	\$ 35.39	24.00%	\$ 30.84	\$ 47.71
Laborer/Industrial	Housekeeping Worker	\$ 9.50	\$ 13.51	37.95%	\$ 13.11	\$ 18.64	24.00%	\$ 17.67	\$ 25.13
Laborer/Industrial	Housekeeping Worker Senior	\$ 13.57	\$ 17.32	37.95%	\$ 18.71	\$ 23.90	24.00%	\$ 25.23	\$ 32.22
Laborer/Industrial	Inventory Worker Light	\$ 10.55	\$ 16.53	37.95%	\$ 14.55	\$ 22.80	24.00%	\$ 19.62	\$ 30.74
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 9.65	\$ 18.54	37.95%	\$ 13.32	\$ 25.58	24.00%	\$ 17.96	\$ 34.49
Laborer/Industrial	Motor Vehicle Operator A	\$ 9.50	\$ 12.83	37.95%	\$ 13.11	\$ 17.69	24.00%	\$ 17.67	\$ 23.86
Laborer/Industrial	Motor Vehicle Operator B	\$ 12.88	\$ 20.80	37.95%	\$ 17.77	\$ 28.69	24.00%	\$ 23.96	\$ 38.68
Laborer/Industrial	Packer	\$ 9.50	\$ 13.42	37.95%	\$ 13.11	\$ 18.51	24.00%	\$ 17.67	\$ 24.96
Laborer/Industrial	Warehouse Specialist I	\$ 9.65	\$ 13.42	37.95%	\$ 13.32	\$ 18.51	24.00%	\$ 17.96	\$ 24.96
Laborer/Industrial	Warehouse Specialist II	\$ 13.44	\$ 16.81	37.95%	\$ 18.54	\$ 23.18	24.00%	\$ 25.00	\$ 31.26
Laborer/Industrial	Warehouse Specialist III	\$ 16.86	\$ 21.48	37.95%	\$ 23.26	\$ 29.63	24.00%	\$ 31.36	\$ 39.96
Laborer/Industrial	Warehouse worker (included)	\$ 9.50	\$ 11.00	37.95%	\$ 13.11	\$ 15.17	24.00%	\$ 17.67	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 9.50	\$ 13.42	37.95%	\$ 13.11	\$ 18.51	24.00%	\$ 17.67	\$ 24.96
Laborer/Industrial	Warehouse Worker II	\$ 13.44	\$ 16.81	37.95%	\$ 18.54	\$ 23.18	24.00%	\$ 25.00	\$ 31.26
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	37.95%	\$ 33.73	\$ 44.14	24.00%	\$ 45.48	\$ 59.52

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	37.95%	\$ 33.73	\$ 40.70	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	37.95%	\$ 33.73	\$ 40.70	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 12.83	\$ 16.55	33.00%	\$ 17.06	\$ 22.01	24.00%	\$ 23.86	\$ 30.78
Media	Audio Visual Technician Senior	\$ 16.58	\$ 27.48	33.00%	\$ 22.05	\$ 36.55	24.00%	\$ 30.84	\$ 51.11
Media	Graphic Artist	\$ 15.10	\$ 18.03	33.00%	\$ 20.09	\$ 23.98	24.00%	\$ 28.09	\$ 33.53
Media	Graphic Artist Senior	\$ 18.03	\$ 25.36	33.00%	\$ 23.98	\$ 33.73	24.00%	\$ 33.53	\$ 47.17
Media	Graphic Designer	\$ 15.10	\$ 18.03	33.00%	\$ 20.09	\$ 23.98	24.00%	\$ 28.09	\$ 33.53
Media	Graphic Designer Senior	\$ 18.06	\$ 25.36	33.00%	\$ 24.02	\$ 33.73	24.00%	\$ 33.60	\$ 47.17
Media	Photographer	\$ 9.97	\$ 13.20	33.00%	\$ 13.26	\$ 17.55	24.00%	\$ 18.54	\$ 24.55
Media	Photographer Senior	\$ 13.22	\$ 21.15	33.00%	\$ 17.58	\$ 28.12	24.00%	\$ 24.59	\$ 39.33
Media	TV / Video Production Specialist	\$ 19.95	\$ 25.66	33.00%	\$ 26.53	\$ 34.13	24.00%	\$ 37.10	\$ 47.73
Media	TV / Video Production Technician	\$ 25.70	\$ 34.77	33.00%	\$ 34.18	\$ 46.24	24.00%	\$ 47.80	\$ 64.67
Security	Armed Security Officer	\$ 15.97	\$ 21.37	47.43%	\$ 23.54	\$ 31.51	24.00%	\$ 29.70	\$ 39.75
Security	<u>Captain</u>	\$ 22.42	\$ 31.95	47.43%	\$ 33.06	\$ 47.11	24.00%	\$ 41.71	\$ 59.43
Security	Dispatcher/Police	\$ 15.47	\$ 26.37	47.43%	\$ 22.81	\$ 38.88	24.00%	\$ 28.78	\$ 49.05
Security	<u>Lieutenant</u>	\$ 20.18	\$ 28.03	47.43%	\$ 29.75	\$ 41.32	24.00%	\$ 37.54	\$ 52.13
Security	<u>Sergeant</u>	\$ 18.50	\$ 25.79	47.43%	\$ 27.27	\$ 38.02	24.00%	\$ 34.41	\$ 47.96
Security	Unarmed Security Guard	\$ 10.79	\$ 21.08	47.43%	\$ 15.90	\$ 31.08	24.00%	\$ 20.06	\$ 39.21
Tax	Data Entry Clerk	\$ 9.97	\$ 12.83	34.36%	\$ 13.39	\$ 17.23	24.00%	\$ 18.54	\$ 23.86
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 12.88	\$ 20.23	34.36%	\$ 17.31	\$ 27.18	24.00%	\$ 23.96	\$ 37.62
Tax	Error Resolution and Document Processor	\$ 16.76	\$ 23.29	34.36%	\$ 22.52	\$ 31.29	24.00%	\$ 31.18	\$ 43.31
Tax	General Clerical	\$ 9.70	\$ 14.34	34.36%	\$ 13.03	\$ 19.27	24.00%	\$ 18.04	\$ 26.67
Tax	On-Site Administrator (Day)	\$ 11.34	\$ 24.51	34.36%	\$ 15.23	\$ 32.93	24.00%	\$ 21.08	\$ 45.59
Tax	On-Site Administrator (Evening)	\$ 11.34	\$ 24.51	34.36%	\$ 15.23	\$ 32.93	24.00%	\$ 21.08	\$ 45.59
Tax	Remittance Processor	\$ 20.15	\$ 29.86	34.36%	\$ 27.07	\$ 40.12	24.00%	\$ 37.47	\$ 55.53
Tax	Taxpayer Information & Assistance Agent	\$ 17.85	\$ 25.64	34.36%	\$ 23.98	\$ 34.45	24.00%	\$ 33.20	\$ 47.69
Technical	Agricultural Technician	\$ 18.35	\$ 29.79	36.77%	\$ 25.10	\$ 40.74	24.00%	\$ 34.14	\$ 55.41
Technical	Agricultural Technician Lead	\$ 20.58	\$ 32.90	36.77%	\$ 28.15	\$ 44.99	24.00%	\$ 38.29	\$ 61.19
Technical	Agricultural Technician Supervisor	\$ 24.72	\$ 39.63	36.77%	\$ 33.81	\$ 54.21	24.00%	\$ 45.98	\$ 73.72
Technical	Analytical Chemist	\$ 19.45	\$ 32.90	36.77%	\$ 26.61	\$ 44.99	24.00%	\$ 36.18	\$ 61.19
Technical	Analytical Chemist Assistant	\$ 22.73	\$ 37.42	36.77%	\$ 31.08	\$ 51.19	24.00%	\$ 42.27	\$ 69.61
Technical	Analytical Chemist Senior	\$ 28.68	\$ 46.81	36.77%	\$ 39.23	\$ 64.02	24.00%	\$ 53.34	\$ 87.06
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	36.77%	\$ 27.07	\$ 42.44	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	36.77%	\$ 39.51	\$ 51.22	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 20.54	\$ 30.89	36.77%	\$ 28.09	\$ 42.25	24.00%	\$ 38.20	\$ 57.45
Technical	Bridge Design Drafter Senior	\$ 21.91	\$ 33.40	36.77%	\$ 29.96	\$ 45.68	24.00%	\$ 40.75	\$ 62.12
Technical	Cartographic Drafter	\$ 25.82	\$ 36.37	36.77%	\$ 35.31	\$ 49.74	24.00%	\$ 48.03	\$ 67.65
Technical	Cartographic Drafter Assistant	\$ 20.24	\$ 30.44	36.77%	\$ 27.68	\$ 41.63	24.00%	\$ 37.64	\$ 56.62
Technical	Cartographic Supervisor	\$ 35.23	\$ 47.36	36.77%	\$ 48.18	\$ 64.77	24.00%	\$ 65.52	\$ 88.09
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	36.77%	\$ 21.88	\$ 26.67	24.00%	\$ 29.76	\$ 36.27

Minnesota (2017 HOURLY MINIMUM WAGE = \$9.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	36.77%	\$ 54.15	\$ 65.85	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 31.06	\$ 43.96	36.77%	\$ 42.48	\$ 60.13	24.00%	\$ 57.77	\$ 81.77
Technical	Engineering Design Drafting Supervisor	\$ 36.14	\$ 50.37	36.77%	\$ 49.42	\$ 68.90	24.00%	\$ 67.21	\$ 93.70
Technical	Engineering Design Drafting Technician	\$ 17.45	\$ 23.10	36.77%	\$ 23.86	\$ 31.59	24.00%	\$ 32.45	\$ 42.96
Technical	Engineering Drafting Technician	\$ 17.48	\$ 23.10	36.77%	\$ 23.91	\$ 31.59	24.00%	\$ 32.51	\$ 42.96
Technical	Engineering Drafting Technician Senior	\$ 20.26	\$ 29.45	36.77%	\$ 27.71	\$ 40.28	24.00%	\$ 37.68	\$ 54.78
Technical	Environmental Engineer	\$ 28.69	\$ 45.33	36.77%	\$ 39.24	\$ 62.00	24.00%	\$ 53.37	\$ 84.31
Technical	Environmental Engineer Senior	\$ 30.90	\$ 49.59	36.77%	\$ 42.26	\$ 67.82	24.00%	\$ 57.47	\$ 92.24
Technical	Environmental Program Analyst	\$ 24.34	\$ 35.97	36.77%	\$ 33.29	\$ 49.19	24.00%	\$ 45.27	\$ 66.90
Technical	Environmental Program Planner	\$ 26.01	\$ 38.86	36.77%	\$ 35.58	\$ 53.15	24.00%	\$ 48.38	\$ 72.28
Technical	Environmental Program Specialist	\$ 27.96	\$ 35.12	36.77%	\$ 38.24	\$ 48.03	24.00%	\$ 52.01	\$ 65.31
Technical	Environmental Specialist - Field	\$ 26.01	\$ 37.96	36.77%	\$ 35.58	\$ 51.92	24.00%	\$ 48.38	\$ 70.61
Technical	Environmental Specialist Senior - Field	\$ 26.75	\$ 39.73	36.77%	\$ 36.59	\$ 54.34	24.00%	\$ 49.76	\$ 73.91
Technical	Environmental Technician	\$ 24.34	\$ 35.97	36.77%	\$ 33.29	\$ 49.19	24.00%	\$ 45.27	\$ 66.90
Technical	Environmental Technician Senior	\$ 26.01	\$ 38.86	36.77%	\$ 35.58	\$ 53.15	24.00%	\$ 48.38	\$ 72.28
Technical	Help Desk Support	\$ 15.50	\$ 25.00	36.77%	\$ 21.20	\$ 34.19	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	36.77%	\$ 23.59	\$ 32.82	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 22.18	\$ 27.10	36.77%	\$ 30.33	\$ 37.07	24.00%	\$ 41.25	\$ 50.41
Technical	Laboratory Technician	\$ 18.58	\$ 27.83	36.77%	\$ 25.41	\$ 38.06	24.00%	\$ 34.55	\$ 51.76
Technical	Laboratory Technician Senior	\$ 19.72	\$ 30.00	36.77%	\$ 26.97	\$ 41.03	24.00%	\$ 36.68	\$ 55.80
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	36.77%	\$ 30.09	\$ 36.24	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 29.57	\$ 39.43	36.77%	\$ 40.44	\$ 53.92	24.00%	\$ 55.00	\$ 73.33
Technical	Residential Plan Reviewer	\$ 21.56	\$ 33.68	36.77%	\$ 29.49	\$ 46.06	24.00%	\$ 40.10	\$ 62.65
Technical	Right of Way Technician	\$ 30.60	\$ 48.38	36.77%	\$ 41.85	\$ 66.17	24.00%	\$ 56.91	\$ 89.98
Technical	Right of Way Technician Supervisor	\$ 33.03	\$ 53.11	36.77%	\$ 45.17	\$ 72.64	24.00%	\$ 61.44	\$ 98.78
Technical	Safety Engineer	\$ 30.15	\$ 47.28	36.77%	\$ 41.23	\$ 64.66	24.00%	\$ 56.08	\$ 87.94
Technical	Safety Engineer Senior	\$ 34.27	\$ 54.10	36.77%	\$ 46.88	\$ 73.99	24.00%	\$ 63.75	\$ 100.62
Technical	Title Examiner	\$ 21.00	\$ 29.53	36.77%	\$ 28.72	\$ 40.39	24.00%	\$ 39.06	\$ 54.93
Technical	Traffic Controller	\$ 25.42	\$ 41.09	36.77%	\$ 34.76	\$ 56.20	24.00%	\$ 47.28	\$ 76.43
Technical	Traffic Controller Senior	\$ 30.60	\$ 48.38	36.77%	\$ 41.85	\$ 66.17	24.00%	\$ 56.91	\$ 89.98
Technical	Transportation Data Analyst	\$ 25.42	\$ 41.09	36.77%	\$ 34.76	\$ 56.20	24.00%	\$ 47.28	\$ 76.43
Technical	Transportation Data Analyst Senior	\$ 30.60	\$ 48.38	36.77%	\$ 41.85	\$ 66.17	24.00%	\$ 56.91	\$ 89.98
Technical	Transportation Data Analyst Supervisor	\$ 30.60	\$ 48.38	36.77%	\$ 41.85	\$ 66.17	24.00%	\$ 56.91	\$ 89.98
Technical	Transportation Data Technician	\$ 25.42	\$ 41.09	36.77%	\$ 34.76	\$ 56.20	24.00%	\$ 47.28	\$ 76.43
Technical	Transportation District Utilities Specialist	\$ 30.03	\$ 48.37	36.77%	\$ 41.07	\$ 66.15	24.00%	\$ 55.85	\$ 89.96
Technical	Transportation Engineering Technician -Survey	\$ 31.18	\$ 52.92	36.77%	\$ 42.64	\$ 72.38	24.00%	\$ 57.99	\$ 98.43
Technical	Transportation Engineering Technician -Survey Senior	\$ 34.42	\$ 55.37	36.77%	\$ 47.08	\$ 75.74	24.00%	\$ 64.02	\$ 103.00
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 36.34	\$ 59.15	36.77%	\$ 49.70	\$ 80.90	24.00%	\$ 67.59	\$ 110.03
Technical	Transportation Materials Technician	\$ 14.60	\$ 21.00	36.77%	\$ 19.97	\$ 28.72	24.00%	\$ 27.15	\$ 39.06
Technical	Transportation Materials Technician Senior	\$ 15.57	\$ 22.77	36.77%	\$ 21.30	\$ 31.14	24.00%	\$ 28.97	\$ 42.35

Minnesota (2017 HOURLY MINIMUM WAGE = \$9.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 31.18	\$ 51.78	36.77%	\$ 42.64	\$ 70.81	24.00%	\$ 57.99	\$ 96.30
Technical	Transportation Materials Technician Supervisor	\$ 36.34	\$ 59.15	36.77%	\$ 49.70	\$ 80.90	24.00%	\$ 67.59	\$ 110.03
Technical	Transportation Planning Specialist	\$ 30.03	\$ 48.37	36.77%	\$ 41.07	\$ 66.15	24.00%	\$ 55.85	\$ 89.96
Technical	Transportation Planning Specialist Senior	\$ 34.42	\$ 55.37	36.77%	\$ 47.08	\$ 75.74	24.00%	\$ 64.02	\$ 103.00
Technical	Transportation Technical Program Coordinator	\$ 30.03	\$ 48.37	36.77%	\$ 41.07	\$ 66.15	24.00%	\$ 55.85	\$ 89.96
Technical	Transportation Technical Support Coordinator	\$ 30.03	\$ 48.37	36.77%	\$ 41.07	\$ 66.15	24.00%	\$ 55.85	\$ 89.96
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	36.77%	\$ 51.29	\$ 61.55	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 17.37	\$ 21.37	44.93%	\$ 25.17	\$ 30.97	24.00%	\$ 32.30	\$ 39.75
Trades	Boiler Operator II	\$ 21.43	\$ 24.60	44.93%	\$ 31.05	\$ 35.65	24.00%	\$ 39.85	\$ 45.75
Trades	Boiler Operator Senior I	\$ 24.62	\$ 26.87	44.93%	\$ 35.68	\$ 38.95	24.00%	\$ 45.80	\$ 49.99
Trades	Boiler Operator Senior II	\$ 26.90	\$ 36.82	44.93%	\$ 38.98	\$ 53.36	24.00%	\$ 50.03	\$ 68.48
Trades	Carpenter Assistant	\$ 11.57	\$ 15.65	44.93%	\$ 16.77	\$ 22.68	24.00%	\$ 21.52	\$ 29.11
Trades	Carpenter	\$ 15.66	\$ 21.94	44.93%	\$ 22.70	\$ 31.80	24.00%	\$ 29.13	\$ 40.81
Trades	Carpenter Senior	\$ 23.16	\$ 31.29	44.93%	\$ 33.57	\$ 45.35	24.00%	\$ 43.08	\$ 58.20
Trades	Electrician	\$ 24.70	\$ 41.10	44.93%	\$ 35.80	\$ 59.57	24.00%	\$ 45.94	\$ 76.45
Trades	Electrician Assistant	\$ 13.17	\$ 16.26	44.93%	\$ 19.09	\$ 23.56	24.00%	\$ 24.50	\$ 30.24
Trades	Electrician Senior	\$ 19.07	\$ 22.00	44.93%	\$ 27.64	\$ 31.88	24.00%	\$ 35.47	\$ 40.92
Trades	Electrician Supervisor Senior	\$ 22.05	\$ 38.77	44.93%	\$ 31.96	\$ 56.19	24.00%	\$ 41.02	\$ 72.11
Trades	Electronic Equipment Install & Repair Supervisor	\$ 24.06	\$ 35.77	44.93%	\$ 34.87	\$ 51.83	24.00%	\$ 44.75	\$ 66.52
Trades	Electronic Equipment Install & Repair Technician	\$ 19.09	\$ 23.94	44.93%	\$ 27.67	\$ 34.69	24.00%	\$ 35.51	\$ 44.52
Trades	Electronic Technician	\$ 14.53	\$ 18.47	44.93%	\$ 21.06	\$ 26.76	24.00%	\$ 27.03	\$ 34.35
Trades	Electronic Technician Senior	\$ 18.52	\$ 32.76	44.93%	\$ 26.84	\$ 47.48	24.00%	\$ 34.45	\$ 60.94
Trades	Equipment Repair Supervisor	\$ 26.34	\$ 30.83	44.93%	\$ 38.17	\$ 44.69	24.00%	\$ 48.99	\$ 57.35
Trades	Equipment Repair Technician	\$ 14.53	\$ 18.47	44.93%	\$ 21.06	\$ 26.76	24.00%	\$ 27.03	\$ 34.35
Trades	Equipment Repair Technician Senior	\$ 18.52	\$ 26.27	44.93%	\$ 26.84	\$ 38.07	24.00%	\$ 34.45	\$ 48.86
Trades	HVAC Installation & Repair Assistant	\$ 11.34	\$ 18.08	44.93%	\$ 16.43	\$ 26.21	24.00%	\$ 21.08	\$ 33.64
Trades	HVAC Installation & Repair Assistant Senior	\$ 18.08	\$ 30.83	44.93%	\$ 26.21	\$ 44.69	24.00%	\$ 33.64	\$ 57.35
Trades	Laboratory Mechanic	\$ 14.54	\$ 19.72	44.93%	\$ 21.08	\$ 28.58	24.00%	\$ 27.05	\$ 36.68
Trades	Laboratory Mechanic Senior	\$ 19.72	\$ 30.00	44.93%	\$ 28.58	\$ 43.48	24.00%	\$ 36.68	\$ 55.80
Trades	Locksmith	\$ 17.84	\$ 26.24	44.93%	\$ 25.85	\$ 38.02	24.00%	\$ 33.18	\$ 48.80
Trades	Maintenance Field Worker	\$ 14.53	\$ 18.58	44.93%	\$ 21.06	\$ 26.92	24.00%	\$ 27.03	\$ 34.55
Trades	Mason Plasterer	\$ 17.95	\$ 20.69	44.93%	\$ 26.01	\$ 29.98	24.00%	\$ 33.39	\$ 38.48
Trades	Mason Plasterer Assistant	\$ 20.73	\$ 30.66	44.93%	\$ 30.04	\$ 44.44	24.00%	\$ 38.56	\$ 57.04
Trades	Mechanic	\$ 11.68	\$ 26.29	44.93%	\$ 16.93	\$ 38.10	24.00%	\$ 21.73	\$ 48.90
Trades	Painter	\$ 11.23	\$ 24.93	44.93%	\$ 16.28	\$ 36.14	24.00%	\$ 20.90	\$ 46.38
Trades	Plumber / Steamfitter	\$ 24.36	\$ 37.04	44.93%	\$ 35.31	\$ 53.69	24.00%	\$ 45.32	\$ 68.90
Trades	Plumber / Steamfitter Assistant	\$ 14.53	\$ 24.28	44.93%	\$ 21.06	\$ 35.20	24.00%	\$ 27.03	\$ 45.17
Trades	Printing Press Operator B	\$ 23.78	\$ 34.92	44.93%	\$ 34.46	\$ 50.62	24.00%	\$ 44.23	\$ 64.96
Trades	Production Supervisor	\$ 28.20	\$ 43.19	44.93%	\$ 40.87	\$ 62.59	24.00%	\$ 52.45	\$ 80.33
Trades	Radio Specialist	\$ 16.81	\$ 21.55	44.93%	\$ 24.36	\$ 31.23	24.00%	\$ 31.26	\$ 40.08

Minnesota (2017 HOURLY MINIMUM WAGE = \$9.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 21.58	\$ 28.21	44.93%	\$ 31.28	\$ 40.88	24.00%	\$ 40.14	\$ 52.47
Trades	Sheet Metal Worker	\$ 15.99	\$ 20.57	44.93%	\$ 23.17	\$ 29.82	24.00%	\$ 29.74	\$ 38.27
Trades	Sheet Metal Worker Assistant	\$ 12.14	\$ 16.25	44.93%	\$ 17.60	\$ 23.55	24.00%	\$ 22.58	\$ 30.22
Trades	Sheet Metal Worker Lead	\$ 20.63	\$ 28.22	44.93%	\$ 29.90	\$ 40.90	24.00%	\$ 38.37	\$ 52.49
Trades	Shipping / Receiving Clerk	\$ 16.08	\$ 22.04	44.93%	\$ 23.30	\$ 31.95	24.00%	\$ 29.90	\$ 41.00
Trades	Storekeeper Assistant I	\$ 11.95	\$ 17.49	44.93%	\$ 17.32	\$ 25.35	24.00%	\$ 22.23	\$ 32.53
Trades	Storekeeper Assistant II	\$ 13.01	\$ 18.80	44.93%	\$ 18.85	\$ 27.25	24.00%	\$ 24.19	\$ 34.97
Trades	Storekeeper I	\$ 9.50	\$ 11.68	44.93%	\$ 13.77	\$ 16.93	24.00%	\$ 17.67	\$ 21.73
Trades	Storekeeper II	\$ 11.75	\$ 14.25	44.93%	\$ 17.03	\$ 20.65	24.00%	\$ 21.85	\$ 26.51
Trades	Storekeeper III	\$ 14.29	\$ 17.49	44.93%	\$ 20.72	\$ 25.35	24.00%	\$ 26.59	\$ 32.53
Trades	Storekeeper Senior	\$ 17.51	\$ 20.43	44.93%	\$ 25.38	\$ 29.61	24.00%	\$ 32.57	\$ 38.00
Trades	Tool Room Assistant	\$ 9.50	\$ 14.25	44.93%	\$ 13.77	\$ 20.65	24.00%	\$ 17.67	\$ 26.51
Trades	Tool Room Assistant Senior	\$ 14.25	\$ 19.89	44.93%	\$ 20.65	\$ 28.83	24.00%	\$ 26.51	\$ 36.99
Trades	Trades Utilities Worker Senior	\$ 14.54	\$ 21.30	44.93%	\$ 21.08	\$ 30.87	24.00%	\$ 27.05	\$ 39.62
Trades	Trades Utility Worker	\$ 11.11	\$ 14.49	44.93%	\$ 16.10	\$ 20.99	24.00%	\$ 20.67	\$ 26.94
Trades	Tradesman Helper	\$ 11.11	\$ 17.89	44.93%	\$ 16.10	\$ 25.93	24.00%	\$ 20.67	\$ 33.28
Trades	Tradesman Helper Senior	\$ 17.89	\$ 22.30	44.93%	\$ 25.93	\$ 32.32	24.00%	\$ 33.28	\$ 41.48
Trades	Welder	\$ 12.24	\$ 20.28	44.93%	\$ 17.74	\$ 29.39	24.00%	\$ 22.77	\$ 37.72
Trades	Welder Senior	\$ 20.34	\$ 24.39	44.93%	\$ 29.48	\$ 35.34	24.00%	\$ 37.83	\$ 45.36
Trades	Work Zone Safety Officer	\$ 25.42	\$ 41.09	44.93%	\$ 36.84	\$ 59.55	24.00%	\$ 47.28	\$ 76.43

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	32.92%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	34.36%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	49.91%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	34.36%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	33.00%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	37.95%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	33.00%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	47.43%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	34.36%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	36.77%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	44.93%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Mississippi (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 12.24	\$ 17.39	30.74%	\$ 16.01	\$ 22.73	24.00%	\$ 22.77	\$ 32.34
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	30.74%	\$ 11.16	\$ 18.27	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 17.39	\$ 24.14	30.74%	\$ 22.74	\$ 31.56	24.00%	\$ 32.35	\$ 44.90
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	30.74%	\$ 27.06	\$ 33.83	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	30.74%	\$ 20.30	\$ 26.05	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	30.74%	\$ 12.86	\$ 16.24	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 15.94	\$ 18.24	30.74%	\$ 20.84	\$ 23.84	24.00%	\$ 29.65	\$ 33.92
Accounting/Finance	Accounting Manager B	\$ 18.19	\$ 22.32	30.74%	\$ 23.78	\$ 29.18	24.00%	\$ 33.83	\$ 41.51
Accounting/Finance	Accounting Manager C	\$ 22.36	\$ 28.26	30.74%	\$ 29.23	\$ 36.95	24.00%	\$ 41.59	\$ 52.57
Accounting/Finance	Auditing - External Auditor	\$ 15.73	\$ 19.89	30.74%	\$ 20.56	\$ 26.01	24.00%	\$ 29.26	\$ 37.00
Accounting/Finance	Auditing - External Auditor Senior	\$ 19.91	\$ 28.26	30.74%	\$ 26.03	\$ 36.95	24.00%	\$ 37.03	\$ 52.57
Accounting/Finance	Auditing - Internal Auditor	\$ 15.73	\$ 19.89	30.74%	\$ 20.56	\$ 26.01	24.00%	\$ 29.26	\$ 37.00
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 19.94	\$ 28.26	30.74%	\$ 26.06	\$ 36.95	24.00%	\$ 37.08	\$ 52.57
Accounting/Finance	Bookkeeper	\$ 8.28	\$ 12.53	30.74%	\$ 10.82	\$ 16.38	24.00%	\$ 15.39	\$ 23.30
Accounting/Finance	Budget Analyst	\$ 15.43	\$ 20.19	30.74%	\$ 20.17	\$ 26.39	24.00%	\$ 28.70	\$ 37.55
Accounting/Finance	Budget Analyst Senior	\$ 20.20	\$ 31.34	30.74%	\$ 26.40	\$ 40.98	24.00%	\$ 37.56	\$ 58.30
Accounting/Finance	Closure/Disbursement Specialists	\$ 25.72	\$ 28.63	30.74%	\$ 33.63	\$ 37.43	24.00%	\$ 47.85	\$ 53.26
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 24.16	\$ 31.32	30.74%	\$ 31.59	\$ 40.94	24.00%	\$ 44.94	\$ 58.25
Accounting/Finance	CPA	\$ 25.05	\$ 33.11	30.74%	\$ 32.76	\$ 43.28	24.00%	\$ 46.60	\$ 61.58
Accounting/Finance	Fiscal Assistant	\$ 8.71	\$ 13.39	30.74%	\$ 11.39	\$ 17.50	24.00%	\$ 16.21	\$ 24.90
Accounting/Finance	Fiscal Technical Senior	\$ 11.67	\$ 16.65	30.74%	\$ 15.26	\$ 21.77	24.00%	\$ 21.71	\$ 30.97
Accounting/Finance	Fiscal Technician	\$ 13.43	\$ 16.42	30.74%	\$ 17.56	\$ 21.46	24.00%	\$ 24.98	\$ 30.53
Accounting/Finance	Payroll Assistant	\$ 12.75	\$ 16.11	30.74%	\$ 16.67	\$ 21.06	24.00%	\$ 23.72	\$ 29.96
Accounting/Finance	Purchasing / Procurement	\$ 16.11	\$ 23.94	30.74%	\$ 21.06	\$ 31.29	24.00%	\$ 29.96	\$ 44.52
Accounting/Finance	Sr. Compliance Officer	\$ 31.09	\$ 35.34	30.74%	\$ 40.65	\$ 46.21	24.00%	\$ 57.83	\$ 65.74
Accounting/Finance	Supervising Auditor	\$ 31.09	\$ 35.79	30.74%	\$ 40.65	\$ 46.79	24.00%	\$ 57.83	\$ 66.57
Call Center/Customer Service	Customer Service Inbound I	\$ 8.20	\$ 12.07	31.05%	\$ 10.75	\$ 15.81	24.00%	\$ 15.26	\$ 22.44
Call Center/Customer Service	Customer Service Inbound II	\$ 12.12	\$ 19.51	31.05%	\$ 15.88	\$ 25.57	24.00%	\$ 22.54	\$ 36.29

Mississippi (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 8.20	\$ 12.07	31.05%	\$ 10.75	\$ 15.81	24.00%	\$ 15.26	\$ 22.44
Call Center/Customer Service	Customer Service Outbound II	\$ 12.12	\$ 19.51	31.05%	\$ 15.88	\$ 25.57	24.00%	\$ 22.54	\$ 36.29
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 8.05	\$ 13.65	31.05%	\$ 10.55	\$ 17.88	24.00%	\$ 14.98	\$ 25.38
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	31.05%	\$ 27.13	\$ 33.91	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 8.36	\$ 12.79	31.05%	\$ 10.96	\$ 16.77	24.00%	\$ 15.55	\$ 23.80
Call Center/Customer Service	Detailing Representative II	\$ 9.10	\$ 14.72	31.05%	\$ 11.92	\$ 19.29	24.00%	\$ 16.92	\$ 27.37
Call Center/Customer Service	Help Desk Analyst	\$ 10.84	\$ 24.06	31.05%	\$ 14.20	\$ 31.53	24.00%	\$ 20.16	\$ 44.75
Call Center/Customer Service	Market Research Inbound	\$ 15.90	\$ 19.09	31.05%	\$ 20.83	\$ 25.02	24.00%	\$ 29.57	\$ 35.51
Call Center/Customer Service	Market Research Outbound	\$ 19.11	\$ 29.09	31.05%	\$ 25.04	\$ 38.13	24.00%	\$ 35.54	\$ 54.11
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 7.43	\$ 10.63	31.05%	\$ 9.74	\$ 13.93	24.00%	\$ 13.83	\$ 19.77
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 10.76	\$ 15.38	31.05%	\$ 14.10	\$ 20.15	24.00%	\$ 20.02	\$ 28.60
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 7.43	\$ 10.63	31.05%	\$ 9.74	\$ 13.93	24.00%	\$ 13.83	\$ 19.77
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 10.76	\$ 15.38	31.05%	\$ 14.10	\$ 20.15	24.00%	\$ 20.02	\$ 28.60
Call Center/Customer Service	Sales & Promotion Sampler	\$ 7.43	\$ 10.42	31.05%	\$ 9.74	\$ 13.65	24.00%	\$ 13.83	\$ 19.38
Call Center/Customer Service	Sales Inbound I	\$ 7.87	\$ 13.60	31.05%	\$ 10.31	\$ 17.82	24.00%	\$ 14.64	\$ 25.29
Call Center/Customer Service	Sales Inbound II	\$ 10.76	\$ 15.38	31.05%	\$ 14.10	\$ 20.15	24.00%	\$ 20.02	\$ 28.60
Call Center/Customer Service	Sales Outbound I	\$ 9.75	\$ 13.68	31.05%	\$ 12.78	\$ 17.93	24.00%	\$ 18.14	\$ 25.45
Call Center/Customer Service	Sales Outbound II	\$ 10.76	\$ 15.38	31.05%	\$ 14.10	\$ 20.15	24.00%	\$ 20.02	\$ 28.60
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.25	\$ 10.65	31.05%	\$ 9.50	\$ 13.96	24.00%	\$ 13.49	\$ 19.82
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 10.66	\$ 13.81	31.05%	\$ 13.97	\$ 18.10	24.00%	\$ 19.83	\$ 25.70
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 7.85	\$ 10.49	31.05%	\$ 10.29	\$ 13.75	24.00%	\$ 14.61	\$ 19.52
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 10.54	\$ 18.55	40.83%	\$ 14.84	\$ 26.12	24.00%	\$ 19.60	\$ 34.50
Food Related Services	Barista (misc)	\$ 9.20	\$ 13.56	34.74%	\$ 12.39	\$ 18.28	24.00%	\$ 17.11	\$ 25.23
Food Related Services	Building Attendant (misc)	\$ 9.20	\$ 13.56	34.74%	\$ 12.39	\$ 18.28	24.00%	\$ 17.11	\$ 25.23
Food Related Services	Busser	\$ 9.20	\$ 13.56	34.74%	\$ 12.39	\$ 18.28	24.00%	\$ 17.11	\$ 25.23
Food Related Services	Cashiers	\$ 9.20	\$ 13.56	34.74%	\$ 12.39	\$ 18.28	24.00%	\$ 17.11	\$ 25.23
Food Related Services	Dishwasher	\$ 8.36	\$ 10.87	34.74%	\$ 11.27	\$ 14.65	24.00%	\$ 15.55	\$ 20.22
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	34.74%	\$ 19.40	\$ 23.71	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	34.74%	\$ 13.34	\$ 16.30	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 8.29	\$ 12.13	34.74%	\$ 11.17	\$ 16.34	24.00%	\$ 15.41	\$ 22.55
Food Related Services	Food Operations Manager Assistant	\$ 12.16	\$ 14.23	34.74%	\$ 16.38	\$ 19.18	24.00%	\$ 22.62	\$ 26.47
Food Related Services	Food Production Worker	\$ 7.25	\$ 10.92	34.74%	\$ 9.77	\$ 14.72	24.00%	\$ 13.49	\$ 20.31
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	34.74%	\$ 18.80	\$ 22.97	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	34.74%	\$ 14.55	\$ 17.79	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	34.74%	\$ 16.98	\$ 20.75	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.25	\$ 10.71	45.69%	\$ 10.56	\$ 15.61	24.00%	\$ 13.49	\$ 19.92
Food Related Services	Second Cook Senior	\$ 10.63	\$ 13.98	34.74%	\$ 14.32	\$ 18.84	24.00%	\$ 19.77	\$ 26.01
Food Related Services	Server	\$ 7.25	\$ 8.71	34.74%	\$ 9.77	\$ 11.74	24.00%	\$ 13.49	\$ 16.21
General Administrative	Administrative Assistant I	\$ 9.13	\$ 12.28	31.05%	\$ 11.97	\$ 16.10	24.00%	\$ 16.98	\$ 22.85
General Administrative	Administrative Assistant II	\$ 12.29	\$ 13.30	31.05%	\$ 16.11	\$ 17.42	24.00%	\$ 22.86	\$ 24.73

Mississippi (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 13.30	\$ 14.43	31.05%	\$ 17.44	\$ 18.91	24.00%	\$ 24.75	\$ 26.85
General Administrative	Administrative Assistant IV	\$ 14.44	\$ 15.98	31.05%	\$ 18.93	\$ 20.94	24.00%	\$ 26.86	\$ 29.72
General Administrative	Administrative Assistant V	\$ 16.00	\$ 18.02	31.05%	\$ 20.96	\$ 23.62	24.00%	\$ 29.75	\$ 33.52
General Administrative	Administrative Staff Assistant	\$ 17.73	\$ 20.27	31.05%	\$ 23.23	\$ 26.56	24.00%	\$ 32.97	\$ 37.70
General Administrative	Administrative Staff Specialist	\$ 20.28	\$ 25.07	31.05%	\$ 26.58	\$ 32.85	24.00%	\$ 37.72	\$ 46.63
General Administrative	Administrative Staff Specialist Senior	\$ 25.08	\$ 19.58	31.05%	\$ 32.87	\$ 25.67	24.00%	\$ 46.65	\$ 36.43
General Administrative	Agency Management Analyst	\$ 16.36	\$ 21.47	31.05%	\$ 21.44	\$ 28.13	24.00%	\$ 30.42	\$ 39.93
General Administrative	Agency Management Analyst Lead	\$ 21.47	\$ 24.94	31.05%	\$ 28.14	\$ 32.69	24.00%	\$ 39.94	\$ 46.40
General Administrative	Agency Management Analyst Senior	\$ 24.99	\$ 38.89	31.05%	\$ 32.76	\$ 50.97	24.00%	\$ 46.49	\$ 72.34
General Administrative	Clerk	\$ 9.30	\$ 10.75	31.05%	\$ 12.19	\$ 14.09	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	31.05%	\$ 10.81	\$ 12.12	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	31.05%	\$ 14.15	\$ 16.38	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 7.43	\$ 10.44	31.05%	\$ 9.74	\$ 13.68	24.00%	\$ 13.83	\$ 19.41
General Administrative	Data Entry Operator Senior	\$ 10.46	\$ 15.02	31.05%	\$ 13.71	\$ 19.68	24.00%	\$ 19.46	\$ 27.93
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	31.05%	\$ 13.43	\$ 19.66	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 13.18	\$ 16.38	31.05%	\$ 17.27	\$ 21.47	24.00%	\$ 24.51	\$ 30.47
General Administrative	Executive Secretary Senior	\$ 16.41	\$ 24.30	31.05%	\$ 21.50	\$ 31.85	24.00%	\$ 30.52	\$ 45.20
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	31.05%	\$ 22.93	\$ 27.19	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	31.05%	\$ 19.66	\$ 23.59	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 10.42	\$ 12.22	31.05%	\$ 13.65	\$ 16.01	24.00%	\$ 19.38	\$ 22.72
General Administrative	Legal Assistant Senior	\$ 12.24	\$ 30.87	31.05%	\$ 16.04	\$ 40.45	24.00%	\$ 22.77	\$ 57.41
General Administrative	Library Assistant	\$ 7.43	\$ 14.64	31.05%	\$ 9.74	\$ 19.19	24.00%	\$ 13.83	\$ 27.23
General Administrative	Medical Assistant I	\$ 9.98	\$ 11.65	31.05%	\$ 13.08	\$ 15.27	24.00%	\$ 18.57	\$ 21.67
General Administrative	Medical Assistant II	\$ 11.68	\$ 16.61	31.05%	\$ 15.31	\$ 21.76	24.00%	\$ 21.73	\$ 30.89
General Administrative	Medical Biller I	\$ 8.71	\$ 10.69	31.05%	\$ 11.41	\$ 14.01	24.00%	\$ 16.19	\$ 19.88
General Administrative	Medical Biller II	\$ 10.71	\$ 16.64	31.05%	\$ 14.04	\$ 21.81	24.00%	\$ 19.92	\$ 30.95
General Administrative	Medical Records Clerk I	\$ 10.46	\$ 15.24	31.05%	\$ 13.71	\$ 19.97	24.00%	\$ 19.46	\$ 28.34
General Administrative	Medical Records Clerk II	\$ 11.30	\$ 16.34	31.05%	\$ 14.81	\$ 21.41	24.00%	\$ 21.01	\$ 30.39
General Administrative	Office Manager	\$ 17.60	\$ 26.79	31.05%	\$ 23.07	\$ 35.11	24.00%	\$ 32.74	\$ 49.83
General Administrative	Office Services Aide	\$ 9.74	\$ 13.42	31.05%	\$ 12.77	\$ 17.59	24.00%	\$ 18.12	\$ 24.96
General Administrative	Office Services Assistant	\$ 10.44	\$ 14.17	31.05%	\$ 13.69	\$ 18.58	24.00%	\$ 19.43	\$ 26.36
General Administrative	Office Services Specialist	\$ 11.00	\$ 14.83	31.05%	\$ 14.42	\$ 19.44	24.00%	\$ 20.47	\$ 27.59
General Administrative	Office Services Supervisor	\$ 11.51	\$ 15.16	31.05%	\$ 15.09	\$ 19.87	24.00%	\$ 21.42	\$ 28.20
General Administrative	Office Services Supervisor Senior	\$ 13.35	\$ 17.01	31.05%	\$ 17.49	\$ 22.29	24.00%	\$ 24.82	\$ 31.64
General Administrative	Operator I	\$ 7.25	\$ 10.40	31.05%	\$ 9.50	\$ 13.63	24.00%	\$ 13.49	\$ 19.35
General Administrative	Operator II	\$ 10.42	\$ 12.16	31.05%	\$ 13.65	\$ 15.93	24.00%	\$ 19.38	\$ 22.62
General Administrative	Operator III (Key Disc Operator)	\$ 12.19	\$ 13.81	31.05%	\$ 15.98	\$ 18.09	24.00%	\$ 22.68	\$ 25.68
General Administrative	Operator IV (Key Disc Operator)	\$ 13.81	\$ 16.01	31.05%	\$ 18.10	\$ 20.98	24.00%	\$ 25.70	\$ 29.77
General Administrative	Paralegal	\$ 14.00	\$ 23.50	31.05%	\$ 18.35	\$ 30.80	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 9.27	\$ 12.41	31.05%	\$ 12.15	\$ 16.26	24.00%	\$ 17.25	\$ 23.08

Mississippi (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 12.42	\$ 13.24	31.05%	\$ 16.27	\$ 17.35	24.00%	\$ 23.10	\$ 24.62
General Administrative	Photocopy Supervisor	\$ 10.03	\$ 13.92	31.05%	\$ 13.14	\$ 18.25	24.00%	\$ 18.65	\$ 25.90
General Administrative	Photocopy Technician	\$ 9.06	\$ 12.80	31.05%	\$ 11.87	\$ 16.78	24.00%	\$ 16.84	\$ 23.81
General Administrative	Photo-Typesetting Specialist	\$ 11.79	\$ 16.98	31.05%	\$ 15.45	\$ 22.25	24.00%	\$ 21.93	\$ 31.57
General Administrative	Photo-Typesetting Supervisor	\$ 12.59	\$ 18.43	31.05%	\$ 16.50	\$ 24.15	24.00%	\$ 23.42	\$ 34.28
General Administrative	Postal Aide	\$ 7.25	\$ 9.06	31.05%	\$ 9.50	\$ 11.87	24.00%	\$ 13.49	\$ 16.84
General Administrative	Postal Aide Senior	\$ 9.10	\$ 14.32	31.05%	\$ 11.92	\$ 18.76	24.00%	\$ 16.92	\$ 26.63
General Administrative	Postal Assistant	\$ 14.37	\$ 15.96	31.05%	\$ 18.83	\$ 20.92	24.00%	\$ 26.72	\$ 29.69
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	31.05%	\$ 39.32	\$ 58.97	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	31.05%	\$ 26.21	\$ 32.76	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 10.63	\$ 14.03	31.05%	\$ 13.93	\$ 18.39	24.00%	\$ 19.77	\$ 26.10
General Administrative	Public Relations Specialist	\$ 14.77	\$ 25.25	31.05%	\$ 19.35	\$ 33.10	24.00%	\$ 27.47	\$ 46.97
General Administrative	Public Relations Specialist Assistant	\$ 10.63	\$ 14.74	31.05%	\$ 13.93	\$ 19.32	24.00%	\$ 19.77	\$ 27.42
General Administrative	Receptionist	\$ 7.43	\$ 9.56	31.05%	\$ 9.73	\$ 12.53	24.00%	\$ 13.81	\$ 17.78
General Administrative	Receptionist Senior	\$ 9.57	\$ 15.09	31.05%	\$ 12.54	\$ 19.77	24.00%	\$ 17.79	\$ 28.06
General Administrative	Secretary	\$ 7.85	\$ 10.49	31.05%	\$ 10.29	\$ 13.75	24.00%	\$ 14.61	\$ 19.52
General Administrative	Secretary Senior	\$ 10.54	\$ 18.60	31.05%	\$ 13.81	\$ 24.37	24.00%	\$ 19.60	\$ 34.59
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	31.05%	\$ 19.99	\$ 23.59	24.00%	\$ 28.37	\$ 33.48
Human Resources	Translator	\$ 9.13	\$ 22.31	31.05%	\$ 11.97	\$ 29.24	24.00%	\$ 16.98	\$ 41.50
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	31.05%	\$ 26.21	\$ 34.72	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 16.37	\$ 20.19	31.05%	\$ 21.45	\$ 26.45	24.00%	\$ 30.44	\$ 37.55
Human Resources	Classification / Compensation Analyst Senior	\$ 20.23	\$ 26.79	31.05%	\$ 26.51	\$ 35.11	24.00%	\$ 37.62	\$ 49.83
Human Resources	Classification / Compensation Consultant	\$ 26.81	\$ 35.91	31.05%	\$ 35.13	\$ 47.06	24.00%	\$ 49.87	\$ 66.79
Human Resources	EEO Program Analyst	\$ 15.80	\$ 25.23	31.05%	\$ 20.71	\$ 33.06	24.00%	\$ 29.40	\$ 46.93
Human Resources	EEO Program Specialist	\$ 17.43	\$ 27.52	31.05%	\$ 22.84	\$ 36.07	24.00%	\$ 32.41	\$ 51.19
Human Resources	Employee Relations Analyst	\$ 14.23	\$ 18.02	31.05%	\$ 18.65	\$ 23.62	24.00%	\$ 26.47	\$ 33.52
Human Resources	Employee Relations Analyst Senior	\$ 18.06	\$ 31.88	31.05%	\$ 23.67	\$ 41.78	24.00%	\$ 33.60	\$ 59.29
Human Resources	Human Resources Assistant	\$ 10.92	\$ 15.73	31.05%	\$ 14.31	\$ 20.61	24.00%	\$ 20.31	\$ 29.26
Human Resources	Human Resources Generalist	\$ 12.66	\$ 16.11	31.05%	\$ 16.59	\$ 21.11	24.00%	\$ 23.55	\$ 29.96
Human Resources	Human Resources Generalist Senior	\$ 16.20	\$ 28.29	31.05%	\$ 21.23	\$ 37.07	24.00%	\$ 30.13	\$ 52.62
Human Resources	Personnel Analyst	\$ 12.54	\$ 15.94	31.05%	\$ 16.43	\$ 20.89	24.00%	\$ 23.32	\$ 29.65
Human Resources	Personnel Analyst Senior	\$ 15.98	\$ 19.33	31.05%	\$ 20.94	\$ 25.34	24.00%	\$ 29.72	\$ 35.96
Human Resources	Personnel Practices Analyst	\$ 19.38	\$ 22.83	31.05%	\$ 25.40	\$ 29.92	24.00%	\$ 36.05	\$ 42.46
Human Resources	Personnel Practices Analyst Senior	\$ 22.87	\$ 29.12	31.05%	\$ 29.97	\$ 38.16	24.00%	\$ 42.54	\$ 54.16
Human Services	Personnel Practices Manager	\$ 28.65	\$ 35.64	31.05%	\$ 37.54	\$ 46.71	24.00%	\$ 53.29	\$ 66.29
Human Services	Social Worker	\$ 13.96	\$ 23.64	31.05%	\$ 18.29	\$ 30.98	24.00%	\$ 25.96	\$ 43.97
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	31.05%	\$ 29.49	\$ 40.63	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 10.59	\$ 14.62	31.05%	\$ 13.87	\$ 19.16	24.00%	\$ 19.69	\$ 27.19
Human Services	Support Enforcement Specialist Senior	\$ 14.67	\$ 17.30	31.05%	\$ 19.22	\$ 22.67	24.00%	\$ 27.28	\$ 32.18
Human Services	Utilization Review Analyst	\$ 14.67	\$ 21.04	31.05%	\$ 19.22	\$ 27.57	24.00%	\$ 27.28	\$ 39.13

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Insurance	Utilization Review Analyst Senior	\$ 21.08	\$ 33.82	31.05%	\$ 27.63	\$ 44.32	24.00%	\$ 39.21	\$ 62.90
Insurance	Claims Adjuster I	\$ 12.12	\$ 14.67	31.05%	\$ 15.88	\$ 19.22	24.00%	\$ 22.54	\$ 27.28
Insurance	Claims Adjuster II	\$ 14.71	\$ 21.04	31.05%	\$ 19.28	\$ 27.57	24.00%	\$ 27.36	\$ 39.13
Insurance	Claims Specialist	\$ 21.08	\$ 26.57	31.05%	\$ 27.63	\$ 34.82	24.00%	\$ 39.21	\$ 49.41
Laborer/Industrial	Worker's Compensation Specialist	\$ 19.92	\$ 29.79	34.74%	\$ 26.84	\$ 40.15	24.00%	\$ 37.05	\$ 55.42
Laborer/Industrial	CDL Driver	\$ 10.63	\$ 15.25	34.74%	\$ 14.32	\$ 20.55	24.00%	\$ 19.77	\$ 28.37
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	34.74%	\$ 28.97	\$ 38.02	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	34.74%	\$ 37.66	\$ 44.75	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	34.74%	\$ 40.76	\$ 47.16	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	34.74%	\$ 33.35	\$ 40.42	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	34.74%	\$ 33.35	\$ 39.75	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	34.74%	\$ 42.44	\$ 50.86	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	34.74%	\$ 35.71	\$ 45.21	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 11.41	\$ 16.35	34.74%	\$ 15.37	\$ 22.03	24.00%	\$ 21.22	\$ 30.41
Laborer/Industrial	Forklift Operator	\$ 8.89	\$ 12.38	34.74%	\$ 11.98	\$ 16.69	24.00%	\$ 16.53	\$ 23.04
Laborer/Industrial	Forklift Operator Senior	\$ 12.41	\$ 18.06	34.74%	\$ 16.72	\$ 24.34	24.00%	\$ 23.08	\$ 33.60
Laborer/Industrial	Grounds Worker	\$ 7.25	\$ 9.98	34.74%	\$ 9.77	\$ 13.45	24.00%	\$ 13.49	\$ 18.57
Laborer/Industrial	Grounds Worker Lead	\$ 10.03	\$ 13.39	34.74%	\$ 13.51	\$ 18.04	24.00%	\$ 18.65	\$ 24.90
Laborer/Industrial	Grounds Worker Senior	\$ 10.70	\$ 13.30	34.74%	\$ 14.42	\$ 17.93	24.00%	\$ 19.91	\$ 24.75
Laborer/Industrial	Groundskeeper / Landscaper	\$ 7.43	\$ 10.42	34.74%	\$ 10.02	\$ 14.04	24.00%	\$ 13.83	\$ 19.38
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 10.43	\$ 13.30	34.74%	\$ 14.05	\$ 17.93	24.00%	\$ 19.40	\$ 24.75
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.25	\$ 10.01	34.74%	\$ 9.77	\$ 13.49	24.00%	\$ 13.49	\$ 18.62
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.25	\$ 10.01	34.74%	\$ 9.77	\$ 13.49	24.00%	\$ 13.49	\$ 18.62
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.25	\$ 10.01	34.74%	\$ 9.77	\$ 13.49	24.00%	\$ 13.49	\$ 18.62
Laborer/Industrial	Housekeeping Supervisor	\$ 8.89	\$ 12.34	34.74%	\$ 11.98	\$ 16.63	24.00%	\$ 16.53	\$ 22.96
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 12.37	\$ 19.13	34.74%	\$ 16.66	\$ 25.78	24.00%	\$ 23.00	\$ 35.59
Laborer/Industrial	Housekeeping Worker	\$ 7.25	\$ 10.08	34.74%	\$ 9.77	\$ 13.58	24.00%	\$ 13.49	\$ 18.74
Laborer/Industrial	Housekeeping Worker Senior	\$ 10.12	\$ 12.92	34.74%	\$ 13.63	\$ 17.41	24.00%	\$ 18.82	\$ 24.03
Laborer/Industrial	Inventory Worker Light	\$ 7.87	\$ 12.33	34.74%	\$ 10.60	\$ 16.61	24.00%	\$ 14.64	\$ 22.93
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 7.25	\$ 13.83	34.74%	\$ 9.77	\$ 18.64	24.00%	\$ 13.49	\$ 25.73
Laborer/Industrial	Motor Vehicle Operator A	\$ 7.25	\$ 9.57	34.74%	\$ 9.77	\$ 12.89	24.00%	\$ 13.49	\$ 17.79
Laborer/Industrial	Motor Vehicle Operator B	\$ 9.61	\$ 15.51	34.74%	\$ 12.95	\$ 20.90	24.00%	\$ 17.87	\$ 28.85
Laborer/Industrial	Packer	\$ 7.25	\$ 10.01	34.74%	\$ 9.77	\$ 13.49	24.00%	\$ 13.49	\$ 18.62
Laborer/Industrial	Warehouse Specialist I	\$ 7.25	\$ 10.01	34.74%	\$ 9.77	\$ 13.49	24.00%	\$ 13.49	\$ 18.62
Laborer/Industrial	Warehouse Specialist II	\$ 10.03	\$ 12.54	34.74%	\$ 13.51	\$ 16.89	24.00%	\$ 18.65	\$ 23.32
Laborer/Industrial	Warehouse Specialist III	\$ 12.58	\$ 16.02	34.74%	\$ 16.95	\$ 21.59	24.00%	\$ 23.39	\$ 29.80
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	34.74%	\$ 12.13	\$ 14.82	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.25	\$ 10.01	34.74%	\$ 9.77	\$ 13.49	24.00%	\$ 13.49	\$ 18.62
Laborer/Industrial	Warehouse Worker II	\$ 10.03	\$ 12.54	34.74%	\$ 13.51	\$ 16.89	24.00%	\$ 18.65	\$ 23.32
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	34.74%	\$ 32.94	\$ 43.12	24.00%	\$ 45.48	\$ 59.52

Mississippi (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	34.74%	\$ 32.94	\$ 39.75	24.00%	\$ 45.48	\$ 54.87
Media	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	30.75%	\$ 31.97	\$ 38.57	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 9.57	\$ 12.34	30.75%	\$ 12.51	\$ 16.14	24.00%	\$ 17.79	\$ 22.96
Media	Audio Visual Technician Senior	\$ 12.37	\$ 20.50	30.75%	\$ 16.17	\$ 26.80	24.00%	\$ 23.00	\$ 38.12
Media	Graphic Artist	\$ 11.26	\$ 13.45	30.75%	\$ 14.73	\$ 17.58	24.00%	\$ 20.95	\$ 25.01
Media	Graphic Artist Senior	\$ 13.45	\$ 18.92	30.75%	\$ 17.58	\$ 24.73	24.00%	\$ 25.01	\$ 35.18
Media	Graphic Designer	\$ 11.26	\$ 13.45	30.75%	\$ 14.73	\$ 17.58	24.00%	\$ 20.95	\$ 25.01
Media	Graphic Designer Senior	\$ 13.47	\$ 18.92	30.75%	\$ 17.61	\$ 24.73	24.00%	\$ 25.06	\$ 35.18
Media	Photographer	\$ 7.43	\$ 9.84	30.75%	\$ 9.72	\$ 12.87	24.00%	\$ 13.83	\$ 18.31
Media	Photographer Senior	\$ 9.86	\$ 15.77	30.75%	\$ 12.89	\$ 20.62	24.00%	\$ 18.34	\$ 29.33
Media	TV / Video Production Specialist	\$ 14.88	\$ 19.14	30.75%	\$ 19.45	\$ 25.03	24.00%	\$ 27.67	\$ 35.60
Security	TV / Video Production Technician	\$ 19.17	\$ 25.93	43.43%	\$ 27.49	\$ 37.19	24.00%	\$ 35.65	\$ 48.23
Security	Armed Security Officer	\$ 11.91	\$ 15.94	43.43%	\$ 17.08	\$ 22.86	24.00%	\$ 22.15	\$ 29.65
Security	<u>Captain</u>	\$ 16.72	\$ 23.83	43.43%	\$ 23.99	\$ 34.18	24.00%	\$ 31.11	\$ 44.33
Security	Dispatcher/Police	\$ 11.54	\$ 19.67	43.43%	\$ 16.55	\$ 28.21	24.00%	\$ 21.46	\$ 36.58
Security	<u>Lieutenant</u>	\$ 15.05	\$ 20.91	43.43%	\$ 21.59	\$ 29.99	24.00%	\$ 28.00	\$ 38.88
Security	<u>Sergeant</u>	\$ 13.80	\$ 19.23	43.43%	\$ 19.79	\$ 27.59	24.00%	\$ 25.66	\$ 35.77
Tax	Unarmed Security Guard	\$ 8.04	\$ 15.72	31.05%	\$ 10.54	\$ 20.60	24.00%	\$ 14.96	\$ 29.24
Tax	Data Entry Clerk	\$ 7.43	\$ 9.57	31.05%	\$ 9.74	\$ 12.54	24.00%	\$ 13.83	\$ 17.79
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 9.61	\$ 15.09	31.05%	\$ 12.59	\$ 19.77	24.00%	\$ 17.87	\$ 28.06
Tax	Error Resolution and Document Processor	\$ 12.50	\$ 17.37	31.05%	\$ 16.38	\$ 22.76	24.00%	\$ 23.25	\$ 32.31
Tax	General Clerical	\$ 7.25	\$ 10.70	31.05%	\$ 9.50	\$ 14.02	24.00%	\$ 13.49	\$ 19.89
Tax	On-Site Administrator (Day)	\$ 8.45	\$ 18.28	31.05%	\$ 11.08	\$ 23.96	24.00%	\$ 15.73	\$ 34.00
Tax	On-Site Administrator (Evening)	\$ 8.45	\$ 18.28	31.05%	\$ 11.08	\$ 23.96	24.00%	\$ 15.73	\$ 34.00
Tax	Remittance Processor	\$ 15.03	\$ 22.27	31.05%	\$ 19.69	\$ 29.18	24.00%	\$ 27.95	\$ 41.42
Technical	Taxpayer Information & Assistance Agent	\$ 13.31	\$ 19.12	35.13%	\$ 17.99	\$ 25.84	24.00%	\$ 24.76	\$ 35.57
Technical	Agricultural Technician	\$ 13.69	\$ 22.22	35.13%	\$ 18.50	\$ 30.02	24.00%	\$ 25.46	\$ 41.33
Technical	Agricultural Technician Lead	\$ 15.35	\$ 24.54	35.13%	\$ 20.75	\$ 33.15	24.00%	\$ 28.56	\$ 45.64
Technical	Agricultural Technician Supervisor	\$ 18.44	\$ 29.56	35.13%	\$ 24.92	\$ 39.95	24.00%	\$ 34.30	\$ 54.98
Technical	Analytical Chemist	\$ 14.51	\$ 24.54	35.13%	\$ 19.61	\$ 33.15	24.00%	\$ 26.99	\$ 45.64
Technical	Analytical Chemist Assistant	\$ 16.95	\$ 27.91	35.13%	\$ 22.91	\$ 37.72	24.00%	\$ 31.53	\$ 51.92
Technical	Analytical Chemist Senior	\$ 21.39	\$ 34.91	35.13%	\$ 28.91	\$ 47.18	24.00%	\$ 39.79	\$ 64.94
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	35.13%	\$ 26.75	\$ 41.93	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	35.13%	\$ 39.04	\$ 50.61	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 15.32	\$ 23.04	35.13%	\$ 20.70	\$ 31.13	24.00%	\$ 28.49	\$ 42.85
Technical	Bridge Design Drafter Senior	\$ 16.34	\$ 24.91	35.13%	\$ 22.08	\$ 33.66	24.00%	\$ 30.39	\$ 46.34
Technical	Cartographic Drafter	\$ 19.26	\$ 27.13	35.13%	\$ 26.02	\$ 36.66	24.00%	\$ 35.82	\$ 50.46
Technical	Cartographic Drafter Assistant	\$ 15.09	\$ 22.70	35.13%	\$ 20.40	\$ 30.68	24.00%	\$ 28.07	\$ 42.23
Technical	Cartographic Supervisor	\$ 26.27	\$ 35.32	35.13%	\$ 35.50	\$ 47.73	24.00%	\$ 48.87	\$ 65.70
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	35.13%	\$ 21.62	\$ 26.35	24.00%	\$ 29.76	\$ 36.27

Mississippi (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	35.13%	\$ 53.50	\$ 65.07	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 23.16	\$ 32.79	35.13%	\$ 31.30	\$ 44.31	24.00%	\$ 43.08	\$ 60.99
Technical	Engineering Design Drafting Supervisor	\$ 26.95	\$ 37.57	35.13%	\$ 36.42	\$ 50.77	24.00%	\$ 50.13	\$ 69.88
Technical	Engineering Design Drafting Technician	\$ 13.01	\$ 17.23	35.13%	\$ 17.58	\$ 23.28	24.00%	\$ 24.20	\$ 32.04
Technical	Engineering Drafting Technician	\$ 13.04	\$ 17.23	35.13%	\$ 17.62	\$ 23.28	24.00%	\$ 24.25	\$ 32.04
Technical	Engineering Drafting Technician Senior	\$ 15.11	\$ 21.97	35.13%	\$ 20.42	\$ 29.69	24.00%	\$ 28.11	\$ 40.86
Technical	Environmental Engineer	\$ 21.40	\$ 33.81	35.13%	\$ 28.92	\$ 45.69	24.00%	\$ 39.80	\$ 62.88
Technical	Environmental Engineer Senior	\$ 23.05	\$ 36.99	35.13%	\$ 31.14	\$ 49.98	24.00%	\$ 42.87	\$ 68.80
Technical	Environmental Program Analyst	\$ 18.15	\$ 26.83	35.13%	\$ 24.53	\$ 36.25	24.00%	\$ 33.77	\$ 49.90
Technical	Environmental Program Planner	\$ 19.40	\$ 28.98	35.13%	\$ 26.22	\$ 39.17	24.00%	\$ 36.09	\$ 53.91
Technical	Environmental Program Specialist	\$ 20.86	\$ 26.19	35.13%	\$ 28.18	\$ 35.39	24.00%	\$ 38.79	\$ 48.71
Technical	Environmental Specialist - Field	\$ 19.40	\$ 28.31	35.13%	\$ 26.22	\$ 38.26	24.00%	\$ 36.09	\$ 52.67
Technical	Environmental Specialist Senior - Field	\$ 19.95	\$ 29.64	35.13%	\$ 26.96	\$ 40.05	24.00%	\$ 37.11	\$ 55.12
Technical	Environmental Technician	\$ 18.15	\$ 26.83	35.13%	\$ 24.53	\$ 36.25	24.00%	\$ 33.77	\$ 49.90
Technical	Environmental Technician Senior	\$ 19.40	\$ 28.98	35.13%	\$ 26.22	\$ 39.17	24.00%	\$ 36.09	\$ 53.91
Technical	Help Desk Support	\$ 15.50	\$ 25.00	35.13%	\$ 20.95	\$ 33.78	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	35.13%	\$ 23.31	\$ 32.43	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 16.54	\$ 20.22	35.13%	\$ 22.35	\$ 27.32	24.00%	\$ 30.77	\$ 37.60
Technical	Laboratory Technician	\$ 13.86	\$ 20.76	35.13%	\$ 18.72	\$ 28.05	24.00%	\$ 25.77	\$ 38.60
Technical	Laboratory Technician Senior	\$ 14.71	\$ 22.38	35.13%	\$ 19.88	\$ 30.24	24.00%	\$ 27.36	\$ 41.62
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	35.13%	\$ 29.73	\$ 35.81	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 22.05	\$ 29.41	35.13%	\$ 29.80	\$ 39.74	24.00%	\$ 41.02	\$ 54.69
Technical	Residential Plan Reviewer	\$ 16.08	\$ 25.12	35.13%	\$ 21.73	\$ 33.95	24.00%	\$ 29.91	\$ 46.72
Technical	Right of Way Technician	\$ 22.82	\$ 36.08	35.13%	\$ 30.84	\$ 48.76	24.00%	\$ 42.45	\$ 67.12
Technical	Right of Way Technician Supervisor	\$ 24.64	\$ 39.61	35.13%	\$ 33.29	\$ 53.53	24.00%	\$ 45.82	\$ 73.68
Technical	Safety Engineer	\$ 22.49	\$ 35.26	35.13%	\$ 30.39	\$ 47.65	24.00%	\$ 41.82	\$ 65.59
Technical	Safety Engineer Senior	\$ 25.56	\$ 40.35	35.13%	\$ 34.54	\$ 54.52	24.00%	\$ 47.55	\$ 75.05
Technical	Title Examiner	\$ 15.66	\$ 22.03	35.13%	\$ 21.16	\$ 29.76	24.00%	\$ 29.13	\$ 40.97
Technical	Traffic Controller	\$ 18.96	\$ 30.65	35.13%	\$ 25.62	\$ 41.41	24.00%	\$ 35.26	\$ 57.01
Technical	Traffic Controller Senior	\$ 22.82	\$ 36.08	35.13%	\$ 30.84	\$ 48.76	24.00%	\$ 42.45	\$ 67.12
Technical	Transportation Data Analyst	\$ 18.96	\$ 30.65	35.13%	\$ 25.62	\$ 41.41	24.00%	\$ 35.26	\$ 57.01
Technical	Transportation Data Analyst Senior	\$ 22.82	\$ 36.08	35.13%	\$ 30.84	\$ 48.76	24.00%	\$ 42.45	\$ 67.12
Technical	Transportation Data Analyst Supervisor	\$ 22.82	\$ 36.08	35.13%	\$ 30.84	\$ 48.76	24.00%	\$ 42.45	\$ 67.12
Technical	Transportation Data Technician	\$ 18.96	\$ 30.65	35.13%	\$ 25.62	\$ 41.41	24.00%	\$ 35.26	\$ 57.01
Technical	Transportation District Utilities Specialist	\$ 22.39	\$ 36.08	35.13%	\$ 30.26	\$ 48.75	24.00%	\$ 41.65	\$ 67.10
Technical	Transportation Engineering Technician -Survey	\$ 23.26	\$ 39.47	35.13%	\$ 31.43	\$ 53.34	24.00%	\$ 43.26	\$ 73.41
Technical	Transportation Engineering Technician -Survey Senior	\$ 25.67	\$ 41.30	35.13%	\$ 34.69	\$ 55.81	24.00%	\$ 47.75	\$ 76.82
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 27.10	\$ 44.12	35.13%	\$ 36.62	\$ 59.62	24.00%	\$ 50.41	\$ 82.06
Technical	Transportation Materials Technician	\$ 10.89	\$ 15.66	35.13%	\$ 14.71	\$ 21.16	24.00%	\$ 20.25	\$ 29.13
Technical	Transportation Materials Technician Senior	\$ 11.62	\$ 16.98	35.13%	\$ 15.70	\$ 22.95	24.00%	\$ 21.60	\$ 31.59

Mississippi (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 23.26	\$ 38.62	35.13%	\$ 31.43	\$ 52.18	24.00%	\$ 43.26	\$ 71.83
Technical	Transportation Materials Technician Supervisor	\$ 27.10	\$ 44.12	35.13%	\$ 36.62	\$ 59.62	24.00%	\$ 50.41	\$ 82.06
Technical	Transportation Planning Specialist	\$ 22.39	\$ 36.08	35.13%	\$ 30.26	\$ 48.75	24.00%	\$ 41.65	\$ 67.10
Technical	Transportation Planning Specialist Senior	\$ 25.67	\$ 41.30	35.13%	\$ 34.69	\$ 55.81	24.00%	\$ 47.75	\$ 76.82
Technical	Transportation Technical Program Coordinator	\$ 22.39	\$ 36.08	35.13%	\$ 30.26	\$ 48.75	24.00%	\$ 41.65	\$ 67.10
Trades	Transportation Technical Support Coordinator	\$ 22.39	\$ 36.08	41.63%	\$ 31.72	\$ 51.09	24.00%	\$ 41.65	\$ 67.10
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	41.63%	\$ 53.11	\$ 63.73	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 12.95	\$ 15.94	41.63%	\$ 18.35	\$ 22.57	24.00%	\$ 24.09	\$ 29.65
Trades	Boiler Operator II	\$ 15.98	\$ 18.35	41.63%	\$ 22.63	\$ 25.98	24.00%	\$ 29.72	\$ 34.13
Trades	Boiler Operator Senior I	\$ 18.36	\$ 20.04	41.63%	\$ 26.01	\$ 28.39	24.00%	\$ 34.16	\$ 37.28
Trades	Boiler Operator Senior II	\$ 20.06	\$ 27.46	41.63%	\$ 28.41	\$ 38.89	24.00%	\$ 37.31	\$ 51.08
Trades	Carpenter Assistant	\$ 8.63	\$ 11.67	41.63%	\$ 12.22	\$ 16.53	24.00%	\$ 16.05	\$ 21.71
Trades	Carpenter	\$ 11.68	\$ 16.37	41.63%	\$ 16.55	\$ 23.18	24.00%	\$ 21.73	\$ 30.44
Trades	Carpenter Senior	\$ 17.28	\$ 23.34	41.63%	\$ 24.47	\$ 33.06	24.00%	\$ 32.13	\$ 43.41
Trades	Electrician	\$ 18.42	\$ 30.66	41.63%	\$ 26.09	\$ 43.42	24.00%	\$ 34.27	\$ 57.02
Trades	Electrician Assistant	\$ 9.83	\$ 12.13	41.63%	\$ 13.92	\$ 17.17	24.00%	\$ 18.28	\$ 22.55
Trades	Electrician Senior	\$ 14.22	\$ 16.41	41.63%	\$ 20.15	\$ 23.24	24.00%	\$ 26.46	\$ 30.52
Trades	Electrician Supervisor Senior	\$ 16.45	\$ 28.92	41.63%	\$ 23.30	\$ 40.96	24.00%	\$ 30.59	\$ 53.79
Trades	Electronic Equipment Install & Repair Supervisor	\$ 17.95	\$ 26.68	41.63%	\$ 25.42	\$ 37.78	24.00%	\$ 33.38	\$ 49.62
Trades	Electronic Equipment Install & Repair Technician	\$ 14.24	\$ 17.85	41.63%	\$ 20.17	\$ 25.29	24.00%	\$ 26.49	\$ 33.21
Trades	Electronic Technician	\$ 10.84	\$ 13.77	41.63%	\$ 15.35	\$ 19.51	24.00%	\$ 20.16	\$ 25.62
Trades	Electronic Technician Senior	\$ 13.81	\$ 24.43	41.63%	\$ 19.57	\$ 34.61	24.00%	\$ 25.70	\$ 45.45
Trades	Equipment Repair Supervisor	\$ 19.64	\$ 23.00	41.63%	\$ 27.82	\$ 32.57	24.00%	\$ 36.54	\$ 42.77
Trades	Equipment Repair Technician	\$ 10.84	\$ 13.77	41.63%	\$ 15.35	\$ 19.51	24.00%	\$ 20.16	\$ 25.62
Trades	Equipment Repair Technician Senior	\$ 13.81	\$ 19.59	41.63%	\$ 19.57	\$ 27.75	24.00%	\$ 25.70	\$ 36.44
Trades	HVAC Installation & Repair Assistant	\$ 8.45	\$ 13.49	41.63%	\$ 11.97	\$ 19.10	24.00%	\$ 15.73	\$ 25.09
Trades	HVAC Installation & Repair Assistant Senior	\$ 13.49	\$ 23.00	41.63%	\$ 19.10	\$ 32.57	24.00%	\$ 25.09	\$ 42.77
Trades	Laboratory Mechanic	\$ 10.85	\$ 14.71	41.63%	\$ 15.36	\$ 20.83	24.00%	\$ 20.17	\$ 27.36
Trades	Laboratory Mechanic Senior	\$ 14.71	\$ 22.38	41.63%	\$ 20.83	\$ 31.69	24.00%	\$ 27.36	\$ 41.62
Trades	Locksmith	\$ 13.30	\$ 19.57	41.63%	\$ 18.84	\$ 27.71	24.00%	\$ 24.75	\$ 36.40
Trades	Maintenance Field Worker	\$ 10.84	\$ 13.86	41.63%	\$ 15.35	\$ 19.62	24.00%	\$ 20.16	\$ 25.77
Trades	Mason Plasterer	\$ 13.39	\$ 15.43	41.63%	\$ 18.96	\$ 21.85	24.00%	\$ 24.90	\$ 28.70
Trades	Mason Plasterer Assistant	\$ 15.46	\$ 22.87	41.63%	\$ 21.90	\$ 32.39	24.00%	\$ 28.76	\$ 42.54
Trades	Mechanic	\$ 8.71	\$ 19.61	41.63%	\$ 12.34	\$ 27.77	24.00%	\$ 16.21	\$ 36.47
Trades	Painter	\$ 8.38	\$ 18.60	41.63%	\$ 11.87	\$ 26.34	24.00%	\$ 15.59	\$ 34.59
Trades	Plumber / Steamfitter	\$ 18.17	\$ 27.63	41.63%	\$ 25.74	\$ 39.13	24.00%	\$ 33.80	\$ 51.39
Trades	Plumber / Steamfitter Assistant	\$ 10.84	\$ 18.11	41.63%	\$ 15.35	\$ 25.65	24.00%	\$ 20.16	\$ 33.69
Trades	Printing Press Operator B	\$ 17.74	\$ 26.05	41.63%	\$ 25.12	\$ 36.89	24.00%	\$ 32.99	\$ 48.45
Trades	Production Supervisor	\$ 21.03	\$ 32.21	41.63%	\$ 29.79	\$ 45.62	24.00%	\$ 39.12	\$ 59.91
Trades	Radio Specialist	\$ 12.54	\$ 16.07	41.63%	\$ 17.75	\$ 22.76	24.00%	\$ 23.32	\$ 29.89

Mississippi (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 16.10	\$ 21.04	41.63%	\$ 22.80	\$ 29.80	24.00%	\$ 29.94	\$ 39.13
Trades	Sheet Metal Worker	\$ 11.92	\$ 15.34	41.63%	\$ 16.89	\$ 21.73	24.00%	\$ 22.18	\$ 28.54
Trades	Sheet Metal Worker Assistant	\$ 9.06	\$ 12.12	41.63%	\$ 12.83	\$ 17.16	24.00%	\$ 16.84	\$ 22.54
Trades	Sheet Metal Worker Lead	\$ 15.39	\$ 21.05	41.63%	\$ 21.79	\$ 29.81	24.00%	\$ 28.62	\$ 39.15
Trades	Shipping / Receiving Clerk	\$ 11.99	\$ 16.44	41.63%	\$ 16.98	\$ 23.28	24.00%	\$ 22.30	\$ 30.58
Trades	Storekeeper Assistant I	\$ 8.91	\$ 13.05	41.63%	\$ 12.63	\$ 18.48	24.00%	\$ 16.58	\$ 24.26
Trades	Storekeeper Assistant II	\$ 9.70	\$ 14.02	41.63%	\$ 13.74	\$ 19.86	24.00%	\$ 18.04	\$ 26.08
Trades	Storekeeper I	\$ 7.25	\$ 8.71	41.63%	\$ 10.27	\$ 12.34	24.00%	\$ 13.49	\$ 16.21
Trades	Storekeeper II	\$ 8.76	\$ 10.63	41.63%	\$ 12.41	\$ 15.05	24.00%	\$ 16.30	\$ 19.77
Trades	Storekeeper III	\$ 10.66	\$ 13.05	41.63%	\$ 15.10	\$ 18.48	24.00%	\$ 19.83	\$ 24.26
Trades	Storekeeper Senior	\$ 13.06	\$ 15.24	41.63%	\$ 18.50	\$ 21.58	24.00%	\$ 24.30	\$ 28.34
Trades	Tool Room Assistant	\$ 7.25	\$ 10.63	41.63%	\$ 10.27	\$ 15.05	24.00%	\$ 13.49	\$ 19.77
Trades	Tool Room Assistant Senior	\$ 10.63	\$ 14.83	41.63%	\$ 15.05	\$ 21.01	24.00%	\$ 19.77	\$ 27.59
Trades	Trades Utilities Worker Senior	\$ 10.85	\$ 15.89	41.63%	\$ 15.36	\$ 22.50	24.00%	\$ 20.17	\$ 29.55
Trades	Trades Utility Worker	\$ 8.29	\$ 10.80	41.63%	\$ 11.74	\$ 15.30	24.00%	\$ 15.41	\$ 20.10
Trades	Tradesman Helper	\$ 8.29	\$ 13.35	41.63%	\$ 11.74	\$ 18.90	24.00%	\$ 15.41	\$ 24.82
Trades	Tradesman Helper Senior	\$ 13.35	\$ 16.63	41.63%	\$ 18.90	\$ 23.56	24.00%	\$ 24.82	\$ 30.94
Trades	Welder	\$ 9.13	\$ 15.13	41.63%	\$ 12.93	\$ 21.43	24.00%	\$ 16.98	\$ 28.14
Trades	Welder Senior	\$ 15.17	\$ 18.19	41.63%	\$ 21.48	\$ 25.76	24.00%	\$ 28.21	\$ 33.83
	Work Zone Safety Officer	\$ 18.96	\$ 30.65						

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	30.74%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	31.05%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	34.74%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	31.05%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	31.05%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	34.74%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	30.75%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	43.43%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	31.05%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.13%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	41.63%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Missouri (2017 HOURLY MINIMUM WAGE = \$7.70)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 14.10	\$ 20.02	33.70%	\$ 18.85	\$ 26.76	24.00%	\$ 26.22	\$ 37.23
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	33.70%	\$ 11.42	\$ 18.68	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 20.03	\$ 27.80	33.70%	\$ 26.78	\$ 37.16	24.00%	\$ 37.25	\$ 51.70
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	33.70%	\$ 27.68	\$ 34.59	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	33.70%	\$ 20.76	\$ 26.64	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	33.70%	\$ 13.15	\$ 16.61	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 18.35	\$ 21.00	33.70%	\$ 24.54	\$ 28.08	24.00%	\$ 34.13	\$ 39.06
Accounting/Finance	Accounting Manager B	\$ 20.94	\$ 25.70	33.70%	\$ 28.00	\$ 34.36	24.00%	\$ 38.95	\$ 47.80
Accounting/Finance	Accounting Manager C	\$ 25.75	\$ 32.54	33.70%	\$ 34.42	\$ 43.51	24.00%	\$ 47.89	\$ 60.53
Accounting/Finance	Auditing - External Auditor	\$ 18.11	\$ 22.91	33.70%	\$ 24.21	\$ 30.62	24.00%	\$ 33.69	\$ 42.60
Accounting/Finance	Auditing - External Auditor Senior	\$ 22.92	\$ 32.54	33.70%	\$ 30.65	\$ 43.51	24.00%	\$ 42.64	\$ 60.53
Accounting/Finance	Auditing - Internal Auditor	\$ 18.11	\$ 22.91	33.70%	\$ 24.21	\$ 30.62	24.00%	\$ 33.69	\$ 42.60
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 22.95	\$ 32.54	33.70%	\$ 30.69	\$ 43.51	24.00%	\$ 42.69	\$ 60.53
Accounting/Finance	Bookkeeper	\$ 9.53	\$ 14.42	33.70%	\$ 12.74	\$ 19.28	24.00%	\$ 17.73	\$ 26.83
Accounting/Finance	Budget Analyst	\$ 17.76	\$ 23.24	33.70%	\$ 23.75	\$ 31.07	24.00%	\$ 33.04	\$ 43.23
Accounting/Finance	Budget Analyst Senior	\$ 23.25	\$ 36.09	33.70%	\$ 31.09	\$ 48.25	24.00%	\$ 43.25	\$ 67.12
Accounting/Finance	Closure/Disbursement Specialists	\$ 29.62	\$ 32.97	33.70%	\$ 39.60	\$ 44.08	24.00%	\$ 55.09	\$ 61.32
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 27.82	\$ 36.06	33.70%	\$ 37.19	\$ 48.21	24.00%	\$ 51.74	\$ 67.07
Accounting/Finance	CPA	\$ 28.85	\$ 38.12	33.70%	\$ 38.57	\$ 50.96	24.00%	\$ 53.65	\$ 70.90
Accounting/Finance	Fiscal Assistant	\$ 10.03	\$ 15.41	33.70%	\$ 13.41	\$ 20.61	24.00%	\$ 18.66	\$ 28.67
Accounting/Finance	Fiscal Technical Senior	\$ 13.44	\$ 19.17	33.70%	\$ 17.97	\$ 25.63	24.00%	\$ 25.00	\$ 35.66
Accounting/Finance	Fiscal Technician	\$ 15.46	\$ 18.90	33.70%	\$ 20.67	\$ 25.27	24.00%	\$ 28.76	\$ 35.15
Accounting/Finance	Payroll Assistant	\$ 14.68	\$ 18.54	33.70%	\$ 19.63	\$ 24.79	24.00%	\$ 27.31	\$ 34.49
Accounting/Finance	Purchasing / Procurement	\$ 18.54	\$ 27.56	33.70%	\$ 24.79	\$ 36.85	24.00%	\$ 34.49	\$ 51.26
Accounting/Finance	Sr. Compliance Officer	\$ 35.80	\$ 40.69	33.70%	\$ 47.87	\$ 54.41	24.00%	\$ 66.59	\$ 75.69
Accounting/Finance	Supervising Auditor	\$ 35.80	\$ 41.21	33.70%	\$ 47.87	\$ 55.10	24.00%	\$ 66.59	\$ 76.65
Call Center/Customer Service	Customer Service Inbound I	\$ 9.45	\$ 13.89	36.11%	\$ 12.86	\$ 18.91	24.00%	\$ 17.57	\$ 25.84
Call Center/Customer Service	Customer Service Inbound II	\$ 13.95	\$ 22.46	36.11%	\$ 18.99	\$ 30.57	24.00%	\$ 25.95	\$ 41.78

Missouri (2017 HOURLY MINIMUM WAGE = \$7.70)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.45	\$ 13.89	36.11%	\$ 12.86	\$ 18.91	24.00%	\$ 17.57	\$ 25.84
Call Center/Customer Service	Customer Service Outbound II	\$ 13.95	\$ 22.46	36.11%	\$ 18.99	\$ 30.57	24.00%	\$ 25.95	\$ 41.78
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.27	\$ 15.71	36.11%	\$ 12.62	\$ 21.38	24.00%	\$ 17.25	\$ 29.22
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	36.11%	\$ 28.17	\$ 35.22	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.63	\$ 14.73	36.11%	\$ 13.10	\$ 20.05	24.00%	\$ 17.91	\$ 27.40
Call Center/Customer Service	Detailing Representative II	\$ 10.48	\$ 16.95	36.11%	\$ 14.26	\$ 23.06	24.00%	\$ 19.48	\$ 31.52
Call Center/Customer Service	Help Desk Analyst	\$ 12.48	\$ 27.70	36.11%	\$ 16.98	\$ 37.70	24.00%	\$ 23.21	\$ 51.52
Call Center/Customer Service	Market Research Inbound	\$ 18.30	\$ 21.98	36.11%	\$ 24.91	\$ 29.92	24.00%	\$ 34.04	\$ 40.88
Call Center/Customer Service	Market Research Outbound	\$ 22.00	\$ 33.50	36.11%	\$ 29.94	\$ 45.59	24.00%	\$ 40.92	\$ 62.30
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.56	\$ 12.24	36.11%	\$ 11.65	\$ 16.66	24.00%	\$ 15.92	\$ 22.76
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.39	\$ 17.71	36.11%	\$ 16.87	\$ 24.10	24.00%	\$ 23.05	\$ 32.93
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.56	\$ 12.24	36.11%	\$ 11.65	\$ 16.66	24.00%	\$ 15.92	\$ 22.76
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.39	\$ 17.71	36.11%	\$ 16.87	\$ 24.10	24.00%	\$ 23.05	\$ 32.93
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.56	\$ 12.00	36.11%	\$ 11.65	\$ 16.33	24.00%	\$ 15.92	\$ 22.31
Call Center/Customer Service	Sales Inbound I	\$ 9.06	\$ 15.66	36.11%	\$ 12.33	\$ 21.31	24.00%	\$ 16.85	\$ 29.12
Call Center/Customer Service	Sales Inbound II	\$ 12.39	\$ 17.71	36.11%	\$ 16.87	\$ 24.10	24.00%	\$ 23.05	\$ 32.93
Call Center/Customer Service	Sales Outbound I	\$ 11.23	\$ 15.75	36.11%	\$ 15.28	\$ 21.44	24.00%	\$ 20.88	\$ 29.30
Call Center/Customer Service	Sales Outbound II	\$ 12.39	\$ 17.71	36.11%	\$ 16.87	\$ 24.10	24.00%	\$ 23.05	\$ 32.93
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.70	\$ 12.27	36.11%	\$ 10.48	\$ 16.70	24.00%	\$ 14.32	\$ 22.82
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 12.28	\$ 15.91	36.11%	\$ 16.71	\$ 21.65	24.00%	\$ 22.83	\$ 29.58
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 9.04	\$ 12.08	36.11%	\$ 12.31	\$ 16.45	24.00%	\$ 16.82	\$ 22.47
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 12.13	\$ 21.36	36.11%	\$ 16.51	\$ 29.07	24.00%	\$ 22.56	\$ 39.72
Food Related Services	Barista (misc)	\$ 10.59	\$ 15.62	54.33%	\$ 16.34	\$ 24.10	24.00%	\$ 19.70	\$ 29.05
Food Related Services	Building Attendant (misc)	\$ 10.59	\$ 15.62	41.31%	\$ 14.97	\$ 22.07	24.00%	\$ 19.70	\$ 29.05
Food Related Services	Busser	\$ 10.59	\$ 15.62	41.31%	\$ 14.97	\$ 22.07	24.00%	\$ 19.70	\$ 29.05
Food Related Services	Cashiers	\$ 10.59	\$ 15.62	41.31%	\$ 14.97	\$ 22.07	24.00%	\$ 19.70	\$ 29.05
Food Related Services	Dishwasher	\$ 9.63	\$ 12.52	41.31%	\$ 13.61	\$ 17.69	24.00%	\$ 17.91	\$ 23.28
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	41.31%	\$ 20.35	\$ 24.87	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	41.31%	\$ 13.99	\$ 17.10	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.54	\$ 13.96	41.31%	\$ 13.48	\$ 19.73	24.00%	\$ 17.75	\$ 25.97
Food Related Services	Food Operations Manager Assistant	\$ 14.00	\$ 16.39	41.31%	\$ 19.78	\$ 23.16	24.00%	\$ 26.04	\$ 30.48
Food Related Services	Food Production Worker	\$ 7.70	\$ 12.57	41.31%	\$ 10.88	\$ 17.77	24.00%	\$ 14.32	\$ 23.39
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	41.31%	\$ 19.71	\$ 24.09	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	41.31%	\$ 15.26	\$ 18.65	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	41.31%	\$ 17.81	\$ 21.76	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.70	\$ 12.33	41.31%	\$ 10.88	\$ 17.43	24.00%	\$ 14.32	\$ 22.94
Food Related Services	Second Cook Senior	\$ 12.24	\$ 16.10	54.33%	\$ 18.89	\$ 24.84	24.00%	\$ 22.76	\$ 29.94
Food Related Services	Server	\$ 7.70	\$ 10.03	41.31%	\$ 10.88	\$ 14.18	24.00%	\$ 14.32	\$ 18.66
General Administrative	Administrative Assistant I	\$ 10.51	\$ 14.14	36.11%	\$ 14.31	\$ 19.25	24.00%	\$ 19.56	\$ 26.31
General Administrative	Administrative Assistant II	\$ 14.15	\$ 15.31	36.11%	\$ 19.26	\$ 20.84	24.00%	\$ 26.33	\$ 28.47

Missouri (2017 HOURLY MINIMUM WAGE = \$7.70)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 15.32	\$ 16.62	36.11%	\$ 20.85	\$ 22.62	24.00%	\$ 28.49	\$ 30.91
General Administrative	Administrative Assistant IV	\$ 16.63	\$ 18.40	36.11%	\$ 22.63	\$ 25.04	24.00%	\$ 30.93	\$ 34.22
General Administrative	Administrative Assistant V	\$ 18.42	\$ 20.75	36.11%	\$ 25.07	\$ 28.24	24.00%	\$ 34.26	\$ 38.59
General Administrative	Administrative Staff Assistant	\$ 20.41	\$ 23.34	36.11%	\$ 27.78	\$ 31.77	24.00%	\$ 37.97	\$ 43.41
General Administrative	Administrative Staff Specialist	\$ 23.35	\$ 28.86	36.11%	\$ 31.78	\$ 39.29	24.00%	\$ 43.43	\$ 53.69
General Administrative	Administrative Staff Specialist Senior	\$ 28.87	\$ 22.55	36.11%	\$ 39.30	\$ 30.69	24.00%	\$ 53.71	\$ 41.94
General Administrative	Agency Management Analyst	\$ 18.83	\$ 24.72	36.11%	\$ 25.63	\$ 33.64	24.00%	\$ 35.03	\$ 45.97
General Administrative	Agency Management Analyst Lead	\$ 24.72	\$ 28.72	36.11%	\$ 33.65	\$ 39.09	24.00%	\$ 45.99	\$ 53.42
General Administrative	Agency Management Analyst Senior	\$ 28.78	\$ 44.78	36.11%	\$ 39.17	\$ 60.95	24.00%	\$ 53.53	\$ 83.29
General Administrative	<u>Clerk</u>	\$ 9.30	\$ 10.75	36.11%	\$ 12.66	\$ 14.63	24.00%	\$ 17.30	\$ 20.00
General Administrative	<u>Clerk Jr</u>	\$ 8.25	\$ 9.25	36.11%	\$ 11.23	\$ 12.59	24.00%	\$ 15.35	\$ 17.21
General Administrative	<u>Clerk Sr</u>	\$ 10.80	\$ 12.50	36.11%	\$ 14.70	\$ 17.01	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.56	\$ 12.02	36.11%	\$ 11.65	\$ 16.35	24.00%	\$ 15.92	\$ 22.35
General Administrative	Data Entry Operator Senior	\$ 12.04	\$ 17.29	36.11%	\$ 16.39	\$ 23.54	24.00%	\$ 22.40	\$ 32.16
General Administrative	<u>Document Control Clerk / Filing Specialist</u>	\$ 10.25	\$ 15.00	36.11%	\$ 13.95	\$ 20.42	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.17	\$ 18.86	36.11%	\$ 20.65	\$ 25.67	24.00%	\$ 28.22	\$ 35.08
General Administrative	Executive Secretary Senior	\$ 18.89	\$ 27.98	36.11%	\$ 25.71	\$ 38.08	24.00%	\$ 35.14	\$ 52.04
General Administrative	<u>Intake Specialist (HMGP)</u>	\$ 17.50	\$ 20.75	36.11%	\$ 23.82	\$ 28.24	24.00%	\$ 32.55	\$ 38.60
General Administrative	<u>Inventory Specialist</u>	\$ 15.00	\$ 18.00	36.11%	\$ 20.42	\$ 24.50	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.00	\$ 14.07	36.11%	\$ 16.33	\$ 19.15	24.00%	\$ 22.31	\$ 26.16
General Administrative	Legal Assistant Senior	\$ 14.10	\$ 35.54	36.11%	\$ 19.19	\$ 48.37	24.00%	\$ 26.22	\$ 66.10
General Administrative	Library Assistant	\$ 8.56	\$ 16.86	36.11%	\$ 11.65	\$ 22.95	24.00%	\$ 15.92	\$ 31.36
General Administrative	Medical Assistant I	\$ 11.50	\$ 13.41	36.11%	\$ 15.65	\$ 18.25	24.00%	\$ 21.38	\$ 24.95
General Administrative	Medical Assistant II	\$ 13.45	\$ 19.12	36.11%	\$ 18.31	\$ 26.03	24.00%	\$ 25.02	\$ 35.57
General Administrative	Medical Biller I	\$ 10.02	\$ 12.30	36.11%	\$ 13.64	\$ 16.75	24.00%	\$ 18.64	\$ 22.89
General Administrative	Medical Biller II	\$ 12.33	\$ 19.16	36.11%	\$ 16.79	\$ 26.08	24.00%	\$ 22.94	\$ 35.64
General Administrative	Medical Records Clerk I	\$ 12.04	\$ 17.54	36.11%	\$ 16.39	\$ 23.88	24.00%	\$ 22.40	\$ 32.63
General Administrative	Medical Records Clerk II	\$ 13.01	\$ 18.81	36.11%	\$ 17.70	\$ 25.61	24.00%	\$ 24.19	\$ 34.99
General Administrative	Office Manager	\$ 20.27	\$ 30.85	36.11%	\$ 27.59	\$ 41.99	24.00%	\$ 37.70	\$ 57.38
General Administrative	Office Services Aide	\$ 11.22	\$ 15.45	36.11%	\$ 15.27	\$ 21.03	24.00%	\$ 20.86	\$ 28.74
General Administrative	Office Services Assistant	\$ 12.03	\$ 16.32	36.11%	\$ 16.37	\$ 22.21	24.00%	\$ 22.37	\$ 30.35
General Administrative	Office Services Specialist	\$ 12.67	\$ 17.08	36.11%	\$ 17.25	\$ 23.25	24.00%	\$ 23.57	\$ 31.77
General Administrative	Office Services Supervisor	\$ 13.26	\$ 17.46	36.11%	\$ 18.05	\$ 23.76	24.00%	\$ 24.66	\$ 32.47
General Administrative	Office Services Supervisor Senior	\$ 15.37	\$ 19.58	36.11%	\$ 20.92	\$ 26.66	24.00%	\$ 28.58	\$ 36.43
General Administrative	Operator I	\$ 8.33	\$ 11.98	36.11%	\$ 11.34	\$ 16.30	24.00%	\$ 15.49	\$ 22.28
General Administrative	Operator II	\$ 12.00	\$ 14.00	36.11%	\$ 16.33	\$ 19.05	24.00%	\$ 22.31	\$ 26.04
General Administrative	Operator III (Key Disc Operator)	\$ 14.04	\$ 15.90	36.11%	\$ 19.11	\$ 21.64	24.00%	\$ 26.11	\$ 29.57
General Administrative	Operator IV (Key Disc Operator)	\$ 15.91	\$ 18.43	36.11%	\$ 21.65	\$ 25.08	24.00%	\$ 29.58	\$ 34.28
General Administrative	<u>Paralegal</u>	\$ 14.00	\$ 23.50	36.11%	\$ 19.06	\$ 31.99	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.68	\$ 14.29	36.11%	\$ 14.53	\$ 19.45	24.00%	\$ 19.86	\$ 26.58

Missouri (2017 HOURLY MINIMUM WAGE = \$7.70)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 14.30	\$ 15.24	36.11%	\$ 19.46	\$ 20.74	24.00%	\$ 26.59	\$ 28.35
General Administrative	Photocopy Supervisor	\$ 11.54	\$ 16.03	36.11%	\$ 15.71	\$ 21.82	24.00%	\$ 21.47	\$ 29.82
General Administrative	Photocopy Technician	\$ 10.43	\$ 14.74	36.11%	\$ 14.19	\$ 20.06	24.00%	\$ 19.39	\$ 27.42
General Administrative	Photo-Typesetting Specialist	\$ 13.58	\$ 19.54	36.11%	\$ 18.48	\$ 26.60	24.00%	\$ 25.25	\$ 36.35
General Administrative	Photo-Typesetting Supervisor	\$ 14.50	\$ 21.22	36.11%	\$ 19.74	\$ 28.88	24.00%	\$ 26.97	\$ 39.47
General Administrative	Postal Aide	\$ 7.70	\$ 10.43	36.11%	\$ 10.48	\$ 14.19	24.00%	\$ 14.32	\$ 19.39
General Administrative	Postal Aide Senior	\$ 10.48	\$ 16.48	36.11%	\$ 14.26	\$ 22.44	24.00%	\$ 19.48	\$ 30.66
General Administrative	Postal Assistant	\$ 16.54	\$ 18.38	36.11%	\$ 22.51	\$ 25.02	24.00%	\$ 30.77	\$ 34.19
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	36.11%	\$ 40.83	\$ 61.25	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	36.11%	\$ 27.22	\$ 34.03	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.24	\$ 16.16	36.11%	\$ 16.66	\$ 21.99	24.00%	\$ 22.76	\$ 30.05
General Administrative	Public Relations Specialist	\$ 17.00	\$ 29.08	36.11%	\$ 23.14	\$ 39.58	24.00%	\$ 31.63	\$ 54.08
General Administrative	Public Relations Specialist Assistant	\$ 12.24	\$ 16.97	36.11%	\$ 16.66	\$ 23.10	24.00%	\$ 22.76	\$ 31.57
General Administrative	Receptionist	\$ 8.55	\$ 11.00	36.11%	\$ 11.64	\$ 14.98	24.00%	\$ 15.90	\$ 20.47
General Administrative	Receptionist Senior	\$ 11.01	\$ 17.37	36.11%	\$ 14.99	\$ 23.64	24.00%	\$ 20.49	\$ 32.31
General Administrative	Secretary	\$ 9.04	\$ 12.08	36.11%	\$ 12.31	\$ 16.45	24.00%	\$ 16.82	\$ 22.47
General Administrative	Secretary Senior	\$ 12.13	\$ 21.41	36.11%	\$ 16.51	\$ 29.15	24.00%	\$ 22.56	\$ 39.83
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	36.11%	\$ 20.76	\$ 24.50	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.51	\$ 25.69	36.11%	\$ 14.31	\$ 34.96	24.00%	\$ 19.56	\$ 47.78
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	36.11%	\$ 27.22	\$ 36.06	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 18.84	\$ 23.24	36.11%	\$ 25.65	\$ 31.63	24.00%	\$ 35.05	\$ 43.23
Human Resources	Classification / Compensation Analyst Senior	\$ 23.29	\$ 30.85	36.11%	\$ 31.70	\$ 41.99	24.00%	\$ 43.32	\$ 57.38
Human Resources	Classification / Compensation Consultant	\$ 30.87	\$ 41.34	36.11%	\$ 42.01	\$ 56.27	24.00%	\$ 57.41	\$ 76.90
Human Resources	EEO Program Analyst	\$ 18.20	\$ 29.05	36.11%	\$ 24.77	\$ 39.54	24.00%	\$ 33.85	\$ 54.03
Human Resources	EEO Program Specialist	\$ 20.06	\$ 31.69	36.11%	\$ 27.31	\$ 43.13	24.00%	\$ 37.32	\$ 58.94
Human Resources	Employee Relations Analyst	\$ 16.39	\$ 20.75	36.11%	\$ 22.30	\$ 28.24	24.00%	\$ 30.48	\$ 38.59
Human Resources	Employee Relations Analyst Senior	\$ 20.80	\$ 36.70	36.11%	\$ 28.31	\$ 49.96	24.00%	\$ 38.68	\$ 68.27
Human Resources	Human Resources Assistant	\$ 12.57	\$ 18.11	36.11%	\$ 17.11	\$ 24.65	24.00%	\$ 23.39	\$ 33.69
Human Resources	Human Resources Generalist	\$ 14.58	\$ 18.54	36.11%	\$ 19.84	\$ 25.24	24.00%	\$ 27.11	\$ 34.49
Human Resources	Human Resources Generalist Senior	\$ 18.65	\$ 32.57	36.11%	\$ 25.38	\$ 44.33	24.00%	\$ 34.69	\$ 60.58
Human Resources	Personnel Analyst	\$ 14.43	\$ 18.35	36.11%	\$ 19.64	\$ 24.98	24.00%	\$ 26.84	\$ 34.13
Human Resources	Personnel Analyst Senior	\$ 18.40	\$ 22.26	36.11%	\$ 25.04	\$ 30.30	24.00%	\$ 34.22	\$ 41.40
Human Resources	Personnel Practices Analyst	\$ 22.32	\$ 26.28	36.11%	\$ 30.38	\$ 35.78	24.00%	\$ 41.51	\$ 48.89
Human Resources	Personnel Practices Analyst Senior	\$ 26.33	\$ 33.52	36.11%	\$ 35.84	\$ 45.63	24.00%	\$ 48.98	\$ 62.36
Human Resources	Personnel Practices Manager	\$ 32.99	\$ 41.03	36.11%	\$ 44.90	\$ 55.85	24.00%	\$ 61.35	\$ 76.32
Human Services	Social Worker	\$ 16.07	\$ 27.22	33.81%	\$ 21.50	\$ 36.42	24.00%	\$ 29.89	\$ 50.63
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	33.81%	\$ 30.11	\$ 41.48	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.19	\$ 16.83	33.81%	\$ 16.31	\$ 22.52	24.00%	\$ 22.67	\$ 31.30
Human Services	Support Enforcement Specialist Senior	\$ 16.89	\$ 19.92	33.81%	\$ 22.60	\$ 26.66	24.00%	\$ 31.41	\$ 37.05
Human Services	Utilization Review Analyst	\$ 16.89	\$ 24.22	33.81%	\$ 22.60	\$ 32.41	24.00%	\$ 31.41	\$ 45.06

Missouri (2017 HOURLY MINIMUM WAGE = \$7.70)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 24.27	\$ 38.94	33.81%	\$ 32.48	\$ 52.10	24.00%	\$ 45.15	\$ 72.42
Insurance	Claims Adjuster I	\$ 13.95	\$ 16.89	33.81%	\$ 18.67	\$ 22.60	24.00%	\$ 25.95	\$ 31.41
Insurance	Claims Adjuster II	\$ 16.94	\$ 24.22	33.81%	\$ 22.66	\$ 32.41	24.00%	\$ 31.50	\$ 45.06
Insurance	Claims Specialist	\$ 24.27	\$ 30.59	33.81%	\$ 32.48	\$ 40.93	24.00%	\$ 45.15	\$ 56.89
Insurance	Worker's Compensation Specialist	\$ 22.93	\$ 34.30	33.81%	\$ 30.69	\$ 45.90	24.00%	\$ 42.66	\$ 63.81
Laborer/Industrial	CDL Driver	\$ 12.24	\$ 17.56	41.31%	\$ 17.29	\$ 24.82	24.00%	\$ 22.76	\$ 32.66
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	41.31%	\$ 30.38	\$ 39.88	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	41.31%	\$ 39.50	\$ 46.93	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	41.31%	\$ 42.75	\$ 49.46	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	41.31%	\$ 34.97	\$ 42.39	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	41.31%	\$ 34.97	\$ 41.69	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	41.31%	\$ 44.51	\$ 53.34	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	41.31%	\$ 37.45	\$ 47.41	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.13	\$ 18.82	41.31%	\$ 18.56	\$ 26.60	24.00%	\$ 24.43	\$ 35.01
Laborer/Industrial	Forklift Operator	\$ 10.23	\$ 14.26	41.31%	\$ 14.46	\$ 20.15	24.00%	\$ 19.04	\$ 26.52
Laborer/Industrial	Forklift Operator Senior	\$ 14.29	\$ 20.80	41.31%	\$ 20.19	\$ 29.39	24.00%	\$ 26.58	\$ 38.68
Laborer/Industrial	Grounds Worker	\$ 8.29	\$ 11.50	41.31%	\$ 11.71	\$ 16.24	24.00%	\$ 15.42	\$ 21.38
Laborer/Industrial	Grounds Worker Lead	\$ 11.54	\$ 15.41	41.31%	\$ 16.31	\$ 21.78	24.00%	\$ 21.47	\$ 28.67
Laborer/Industrial	Grounds Worker Senior	\$ 12.32	\$ 15.32	41.31%	\$ 17.41	\$ 21.65	24.00%	\$ 22.92	\$ 28.49
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.56	\$ 12.00	41.31%	\$ 12.10	\$ 16.95	24.00%	\$ 15.92	\$ 22.31
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.01	\$ 15.32	41.31%	\$ 16.97	\$ 21.65	24.00%	\$ 22.33	\$ 28.49
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.70	\$ 11.52	41.31%	\$ 10.88	\$ 16.29	24.00%	\$ 14.32	\$ 21.44
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.70	\$ 11.52	41.31%	\$ 10.88	\$ 16.29	24.00%	\$ 14.32	\$ 21.44
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.70	\$ 11.52	41.31%	\$ 10.88	\$ 16.29	24.00%	\$ 14.32	\$ 21.44
Laborer/Industrial	Housekeeping Supervisor	\$ 10.23	\$ 14.21	41.31%	\$ 14.46	\$ 20.08	24.00%	\$ 19.04	\$ 26.43
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.24	\$ 22.03	41.31%	\$ 20.12	\$ 31.13	24.00%	\$ 26.49	\$ 40.97
Laborer/Industrial	Housekeeping Worker	\$ 7.70	\$ 11.60	41.31%	\$ 10.88	\$ 16.39	24.00%	\$ 14.32	\$ 21.58
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.65	\$ 14.88	41.31%	\$ 16.46	\$ 21.02	24.00%	\$ 21.67	\$ 27.67
Laborer/Industrial	Inventory Worker Light	\$ 9.06	\$ 14.19	41.31%	\$ 12.80	\$ 20.05	24.00%	\$ 16.85	\$ 26.40
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.29	\$ 15.92	41.31%	\$ 11.71	\$ 22.50	24.00%	\$ 15.42	\$ 29.62
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.08	\$ 11.01	41.31%	\$ 11.41	\$ 15.56	24.00%	\$ 15.02	\$ 20.49
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.06	\$ 17.86	41.31%	\$ 15.63	\$ 25.24	24.00%	\$ 20.58	\$ 33.22
Laborer/Industrial	Packer	\$ 7.70	\$ 11.52	41.31%	\$ 10.88	\$ 16.29	24.00%	\$ 14.32	\$ 21.44
Laborer/Industrial	Warehouse Specialist I	\$ 8.29	\$ 11.52	41.31%	\$ 11.71	\$ 16.29	24.00%	\$ 15.42	\$ 21.44
Laborer/Industrial	Warehouse Specialist II	\$ 11.54	\$ 14.43	41.31%	\$ 16.31	\$ 20.39	24.00%	\$ 21.47	\$ 26.84
Laborer/Industrial	Warehouse Specialist III	\$ 14.48	\$ 18.45	41.31%	\$ 20.46	\$ 26.07	24.00%	\$ 26.93	\$ 34.31
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	41.31%	\$ 12.72	\$ 15.54	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.70	\$ 11.52	41.31%	\$ 10.88	\$ 16.29	24.00%	\$ 14.32	\$ 21.44
Laborer/Industrial	Warehouse Worker II	\$ 11.54	\$ 14.43	41.31%	\$ 16.31	\$ 20.39	24.00%	\$ 21.47	\$ 26.84
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	41.31%	\$ 34.55	\$ 45.22	24.00%	\$ 45.48	\$ 59.52

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	41.31%	\$ 34.55	\$ 41.69	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	41.31%	\$ 34.55	\$ 41.69	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.01	\$ 14.21	33.81%	\$ 14.74	\$ 19.02	24.00%	\$ 20.49	\$ 26.43
Media	Audio Visual Technician Senior	\$ 14.24	\$ 23.60	33.81%	\$ 19.05	\$ 31.58	24.00%	\$ 26.49	\$ 43.89
Media	Graphic Artist	\$ 12.97	\$ 15.48	33.81%	\$ 17.35	\$ 20.72	24.00%	\$ 24.12	\$ 28.80
Media	Graphic Artist Senior	\$ 15.48	\$ 21.78	33.81%	\$ 20.72	\$ 29.14	24.00%	\$ 28.80	\$ 40.51
Media	Graphic Designer	\$ 12.97	\$ 15.48	33.81%	\$ 17.35	\$ 20.72	24.00%	\$ 24.12	\$ 28.80
Media	Graphic Designer Senior	\$ 15.51	\$ 21.78	33.81%	\$ 20.76	\$ 29.14	24.00%	\$ 28.85	\$ 40.51
Media	Photographer	\$ 8.56	\$ 11.33	33.81%	\$ 11.45	\$ 15.16	24.00%	\$ 15.92	\$ 21.08
Media	Photographer Senior	\$ 11.35	\$ 18.16	33.81%	\$ 15.19	\$ 24.30	24.00%	\$ 21.11	\$ 33.77
Media	TV / Video Production Specialist	\$ 17.13	\$ 22.04	33.81%	\$ 22.92	\$ 29.49	24.00%	\$ 31.86	\$ 40.99
Media	TV / Video Production Technician	\$ 22.07	\$ 29.86	33.81%	\$ 29.53	\$ 39.95	24.00%	\$ 41.05	\$ 55.53
Security	Armed Security Officer	\$ 13.71	\$ 18.35	51.64%	\$ 20.79	\$ 27.83	24.00%	\$ 25.50	\$ 34.13
Security	<u>Captain</u>	\$ 19.26	\$ 27.44	51.64%	\$ 29.20	\$ 41.61	24.00%	\$ 35.82	\$ 51.04
Security	Dispatcher/Police	\$ 13.29	\$ 22.65	51.64%	\$ 20.15	\$ 34.34	24.00%	\$ 24.71	\$ 42.12
Security	<u>Lieutenant</u>	\$ 17.33	\$ 24.07	51.64%	\$ 26.28	\$ 36.50	24.00%	\$ 32.23	\$ 44.77
Security	<u>Sergeant</u>	\$ 15.89	\$ 22.14	51.64%	\$ 24.09	\$ 33.58	24.00%	\$ 29.55	\$ 41.19
Security	Unarmed Security Guard	\$ 9.26	\$ 18.10	51.64%	\$ 14.05	\$ 27.45	24.00%	\$ 17.23	\$ 33.67
Tax	Data Entry Clerk	\$ 8.56	\$ 11.01	36.11%	\$ 11.65	\$ 14.99	24.00%	\$ 15.92	\$ 20.49
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.06	\$ 17.37	36.11%	\$ 15.06	\$ 23.64	24.00%	\$ 20.58	\$ 32.31
Tax	Error Resolution and Document Processor	\$ 14.39	\$ 20.00	36.11%	\$ 19.59	\$ 27.22	24.00%	\$ 26.77	\$ 37.20
Tax	General Clerical	\$ 8.33	\$ 12.31	36.11%	\$ 11.34	\$ 16.76	24.00%	\$ 15.49	\$ 22.90
Tax	On-Site Administrator (Day)	\$ 9.73	\$ 21.05	36.11%	\$ 13.25	\$ 28.65	24.00%	\$ 18.11	\$ 39.15
Tax	On-Site Administrator (Evening)	\$ 9.73	\$ 21.05	36.11%	\$ 13.25	\$ 28.65	24.00%	\$ 18.11	\$ 39.15
Tax	Remittance Processor	\$ 17.30	\$ 25.64	36.11%	\$ 23.55	\$ 34.90	24.00%	\$ 32.18	\$ 47.69
Tax	Taxpayer Information & Assistance Agent	\$ 15.33	\$ 22.02	36.11%	\$ 20.86	\$ 29.97	24.00%	\$ 28.51	\$ 40.96
Technical	Agricultural Technician	\$ 15.76	\$ 25.58	37.36%	\$ 21.65	\$ 35.14	24.00%	\$ 29.32	\$ 47.58
Technical	Agricultural Technician Lead	\$ 17.68	\$ 28.25	37.36%	\$ 24.28	\$ 38.80	24.00%	\$ 32.88	\$ 52.54
Technical	Agricultural Technician Supervisor	\$ 21.23	\$ 34.04	37.36%	\$ 29.16	\$ 46.75	24.00%	\$ 39.49	\$ 63.31
Technical	Analytical Chemist	\$ 16.70	\$ 28.25	37.36%	\$ 22.95	\$ 38.80	24.00%	\$ 31.07	\$ 52.54
Technical	Analytical Chemist Assistant	\$ 19.52	\$ 32.14	37.36%	\$ 26.81	\$ 44.15	24.00%	\$ 36.30	\$ 59.78
Technical	Analytical Chemist Senior	\$ 24.63	\$ 40.20	37.36%	\$ 33.83	\$ 55.21	24.00%	\$ 45.81	\$ 74.77
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	37.36%	\$ 27.19	\$ 42.62	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	37.36%	\$ 39.68	\$ 51.44	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 17.64	\$ 26.53	37.36%	\$ 24.23	\$ 36.44	24.00%	\$ 32.81	\$ 49.34
Technical	Bridge Design Drafter Senior	\$ 18.81	\$ 28.68	37.36%	\$ 25.84	\$ 39.40	24.00%	\$ 34.99	\$ 53.35
Technical	Cartographic Drafter	\$ 22.17	\$ 31.23	37.36%	\$ 30.46	\$ 42.90	24.00%	\$ 41.24	\$ 58.09
Technical	Cartographic Drafter Assistant	\$ 17.38	\$ 26.14	37.36%	\$ 23.87	\$ 35.91	24.00%	\$ 32.32	\$ 48.62
Technical	Cartographic Supervisor	\$ 30.25	\$ 40.67	37.36%	\$ 41.55	\$ 55.86	24.00%	\$ 56.27	\$ 75.64
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	37.36%	\$ 21.98	\$ 26.79	24.00%	\$ 29.76	\$ 36.27

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Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	37.36%	\$ 54.38	\$ 66.14	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 26.67	\$ 37.75	37.36%	\$ 36.63	\$ 51.86	24.00%	\$ 49.61	\$ 70.22
Technical	Engineering Design Drafting Supervisor	\$ 31.03	\$ 43.26	37.36%	\$ 42.62	\$ 59.42	24.00%	\$ 57.72	\$ 80.46
Technical	Engineering Design Drafting Technician	\$ 14.98	\$ 19.83	37.36%	\$ 20.58	\$ 27.24	24.00%	\$ 27.87	\$ 36.89
Technical	Engineering Drafting Technician	\$ 15.01	\$ 19.83	37.36%	\$ 20.62	\$ 27.24	24.00%	\$ 27.92	\$ 36.89
Technical	Engineering Drafting Technician Senior	\$ 17.40	\$ 25.29	37.36%	\$ 23.90	\$ 34.74	24.00%	\$ 32.36	\$ 47.04
Technical	Environmental Engineer	\$ 24.64	\$ 38.93	37.36%	\$ 33.84	\$ 53.47	24.00%	\$ 45.83	\$ 72.40
Technical	Environmental Engineer Senior	\$ 26.53	\$ 42.58	37.36%	\$ 36.45	\$ 58.49	24.00%	\$ 49.36	\$ 79.21
Technical	Environmental Program Analyst	\$ 20.90	\$ 30.89	37.36%	\$ 28.71	\$ 42.43	24.00%	\$ 38.88	\$ 57.45
Technical	Environmental Program Planner	\$ 22.34	\$ 33.37	37.36%	\$ 30.68	\$ 45.84	24.00%	\$ 41.55	\$ 62.07
Technical	Environmental Program Specialist	\$ 24.01	\$ 30.16	37.36%	\$ 32.98	\$ 41.42	24.00%	\$ 44.66	\$ 56.09
Technical	Environmental Specialist - Field	\$ 22.34	\$ 32.60	37.36%	\$ 30.68	\$ 44.78	24.00%	\$ 41.55	\$ 60.64
Technical	Environmental Specialist Senior - Field	\$ 22.97	\$ 34.12	37.36%	\$ 31.56	\$ 46.87	24.00%	\$ 42.73	\$ 63.47
Technical	Environmental Technician	\$ 20.90	\$ 30.89	37.36%	\$ 28.71	\$ 42.43	24.00%	\$ 38.88	\$ 57.45
Technical	Environmental Technician Senior	\$ 22.34	\$ 33.37	37.36%	\$ 30.68	\$ 45.84	24.00%	\$ 41.55	\$ 62.07
Technical	Help Desk Support	\$ 15.50	\$ 25.00	37.36%	\$ 21.29	\$ 34.34	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	37.36%	\$ 23.69	\$ 32.97	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 19.04	\$ 23.28	37.36%	\$ 26.16	\$ 31.97	24.00%	\$ 35.42	\$ 43.29
Technical	Laboratory Technician	\$ 15.95	\$ 23.90	37.36%	\$ 21.91	\$ 32.82	24.00%	\$ 29.67	\$ 44.45
Technical	Laboratory Technician Senior	\$ 16.94	\$ 25.76	37.36%	\$ 23.26	\$ 35.39	24.00%	\$ 31.50	\$ 47.92
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	37.36%	\$ 30.22	\$ 36.40	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 25.39	\$ 33.86	37.36%	\$ 34.88	\$ 46.51	24.00%	\$ 47.23	\$ 62.97
Technical	Residential Plan Reviewer	\$ 18.51	\$ 28.92	37.36%	\$ 25.43	\$ 39.73	24.00%	\$ 34.44	\$ 53.80
Technical	Right of Way Technician	\$ 26.28	\$ 41.55	37.36%	\$ 36.09	\$ 57.07	24.00%	\$ 48.87	\$ 77.27
Technical	Right of Way Technician Supervisor	\$ 28.36	\$ 45.61	37.36%	\$ 38.96	\$ 62.65	24.00%	\$ 52.76	\$ 84.83
Technical	Safety Engineer	\$ 25.89	\$ 40.60	37.36%	\$ 35.56	\$ 55.77	24.00%	\$ 48.16	\$ 75.52
Technical	Safety Engineer Senior	\$ 29.43	\$ 46.46	37.36%	\$ 40.43	\$ 63.81	24.00%	\$ 54.75	\$ 86.41
Technical	Title Examiner	\$ 18.03	\$ 25.36	37.36%	\$ 24.77	\$ 34.83	24.00%	\$ 33.54	\$ 47.17
Technical	Traffic Controller	\$ 21.83	\$ 35.29	37.36%	\$ 29.98	\$ 48.47	24.00%	\$ 40.60	\$ 65.63
Technical	Traffic Controller Senior	\$ 26.28	\$ 41.55	37.36%	\$ 36.09	\$ 57.07	24.00%	\$ 48.87	\$ 77.27
Technical	Transportation Data Analyst	\$ 21.83	\$ 35.29	37.36%	\$ 29.98	\$ 48.47	24.00%	\$ 40.60	\$ 65.63
Technical	Transportation Data Analyst Senior	\$ 26.28	\$ 41.55	37.36%	\$ 36.09	\$ 57.07	24.00%	\$ 48.87	\$ 77.27
Technical	Transportation Data Analyst Supervisor	\$ 26.28	\$ 41.55	37.36%	\$ 36.09	\$ 57.07	24.00%	\$ 48.87	\$ 77.27
Technical	Transportation Data Technician	\$ 21.83	\$ 35.29	37.36%	\$ 29.98	\$ 48.47	24.00%	\$ 40.60	\$ 65.63
Technical	Transportation District Utilities Specialist	\$ 25.78	\$ 41.54	37.36%	\$ 35.42	\$ 57.05	24.00%	\$ 47.96	\$ 77.26
Technical	Transportation Engineering Technician -Survey	\$ 26.78	\$ 45.44	37.36%	\$ 36.78	\$ 62.42	24.00%	\$ 49.80	\$ 84.53
Technical	Transportation Engineering Technician -Survey Senior	\$ 29.56	\$ 47.55	37.36%	\$ 40.60	\$ 65.32	24.00%	\$ 54.98	\$ 88.45
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 31.20	\$ 50.80	37.36%	\$ 42.86	\$ 69.78	24.00%	\$ 58.04	\$ 94.48
Technical	Transportation Materials Technician	\$ 12.54	\$ 18.03	37.36%	\$ 17.22	\$ 24.77	24.00%	\$ 23.32	\$ 33.54
Technical	Transportation Materials Technician Senior	\$ 13.37	\$ 19.55	37.36%	\$ 18.37	\$ 26.86	24.00%	\$ 24.87	\$ 36.37

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 26.78	\$ 44.46	37.36%	\$ 36.78	\$ 61.07	24.00%	\$ 49.80	\$ 82.70
Technical	Transportation Materials Technician Supervisor	\$ 31.20	\$ 50.80	37.36%	\$ 42.86	\$ 69.78	24.00%	\$ 58.04	\$ 94.48
Technical	Transportation Planning Specialist	\$ 25.78	\$ 41.54	37.36%	\$ 35.42	\$ 57.05	24.00%	\$ 47.96	\$ 77.26
Technical	Transportation Planning Specialist Senior	\$ 29.56	\$ 47.55	37.36%	\$ 40.60	\$ 65.32	24.00%	\$ 54.98	\$ 88.45
Technical	Transportation Technical Program Coordinator	\$ 25.78	\$ 41.54	37.36%	\$ 35.42	\$ 57.05	24.00%	\$ 47.96	\$ 77.26
Technical	Transportation Technical Support Coordinator	\$ 25.78	\$ 41.54	37.36%	\$ 35.42	\$ 57.05	24.00%	\$ 47.96	\$ 77.26
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	37.36%	\$ 51.51	\$ 61.81	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 14.91	\$ 18.35	46.12%	\$ 21.79	\$ 26.81	24.00%	\$ 27.74	\$ 34.13
Trades	Boiler Operator II	\$ 18.40	\$ 21.12	46.12%	\$ 26.88	\$ 30.87	24.00%	\$ 34.22	\$ 39.29
Trades	Boiler Operator Senior I	\$ 21.14	\$ 23.08	46.12%	\$ 30.89	\$ 33.72	24.00%	\$ 39.33	\$ 42.93
Trades	Boiler Operator Senior II	\$ 23.10	\$ 31.62	46.12%	\$ 33.75	\$ 46.20	24.00%	\$ 42.96	\$ 58.81
Trades	Carpenter Assistant	\$ 9.94	\$ 13.44	46.12%	\$ 14.52	\$ 19.64	24.00%	\$ 18.48	\$ 25.00
Trades	Carpenter	\$ 13.45	\$ 18.84	46.12%	\$ 19.65	\$ 27.53	24.00%	\$ 25.02	\$ 35.05
Trades	Carpenter Senior	\$ 19.89	\$ 26.87	46.12%	\$ 29.07	\$ 39.27	24.00%	\$ 37.00	\$ 49.98
Trades	Electrician	\$ 21.21	\$ 35.30	46.12%	\$ 30.99	\$ 51.58	24.00%	\$ 39.45	\$ 65.65
Trades	Electrician Assistant	\$ 11.31	\$ 13.96	46.12%	\$ 16.53	\$ 20.40	24.00%	\$ 21.04	\$ 25.97
Trades	Electrician Senior	\$ 16.38	\$ 18.89	46.12%	\$ 23.93	\$ 27.60	24.00%	\$ 30.46	\$ 35.14
Trades	Electrician Supervisor Senior	\$ 18.94	\$ 33.29	46.12%	\$ 27.67	\$ 48.65	24.00%	\$ 35.23	\$ 61.93
Trades	Electronic Equipment Install & Repair Supervisor	\$ 20.66	\$ 30.71	46.12%	\$ 30.19	\$ 44.88	24.00%	\$ 38.43	\$ 57.13
Trades	Electronic Equipment Install & Repair Technician	\$ 16.40	\$ 20.56	46.12%	\$ 23.96	\$ 30.04	24.00%	\$ 30.50	\$ 38.23
Trades	Electronic Technician	\$ 12.48	\$ 15.86	46.12%	\$ 18.23	\$ 23.17	24.00%	\$ 23.21	\$ 29.49
Trades	Electronic Technician Senior	\$ 15.91	\$ 28.13	46.12%	\$ 23.24	\$ 41.11	24.00%	\$ 29.58	\$ 52.33
Trades	Equipment Repair Supervisor	\$ 22.62	\$ 26.48	46.12%	\$ 33.05	\$ 38.69	24.00%	\$ 42.07	\$ 49.25
Trades	Equipment Repair Technician	\$ 12.48	\$ 15.86	46.12%	\$ 18.23	\$ 23.17	24.00%	\$ 23.21	\$ 29.49
Trades	Equipment Repair Technician Senior	\$ 15.91	\$ 22.56	46.12%	\$ 23.24	\$ 32.96	24.00%	\$ 29.58	\$ 41.96
Trades	HVAC Installation & Repair Assistant	\$ 9.73	\$ 15.53	46.12%	\$ 14.22	\$ 22.69	24.00%	\$ 18.11	\$ 28.89
Trades	HVAC Installation & Repair Assistant Senior	\$ 15.53	\$ 26.48	46.12%	\$ 22.69	\$ 38.69	24.00%	\$ 28.89	\$ 49.25
Trades	Laboratory Mechanic	\$ 12.49	\$ 16.94	46.12%	\$ 18.25	\$ 24.75	24.00%	\$ 23.23	\$ 31.50
Trades	Laboratory Mechanic Senior	\$ 16.94	\$ 25.76	46.12%	\$ 24.75	\$ 37.65	24.00%	\$ 31.50	\$ 47.92
Trades	Locksmith	\$ 15.32	\$ 22.53	46.12%	\$ 22.38	\$ 32.92	24.00%	\$ 28.49	\$ 41.91
Trades	Maintenance Field Worker	\$ 12.48	\$ 15.95	46.12%	\$ 18.23	\$ 23.31	24.00%	\$ 23.21	\$ 29.67
Trades	Mason Plasterer	\$ 15.41	\$ 17.76	46.12%	\$ 22.52	\$ 25.96	24.00%	\$ 28.67	\$ 33.04
Trades	Mason Plasterer Assistant	\$ 17.80	\$ 26.33	46.12%	\$ 26.01	\$ 38.48	24.00%	\$ 33.11	\$ 48.98
Trades	Mechanic	\$ 10.03	\$ 22.58	46.12%	\$ 14.66	\$ 32.99	24.00%	\$ 18.66	\$ 41.99
Trades	Painter	\$ 9.65	\$ 21.41	46.12%	\$ 14.10	\$ 31.29	24.00%	\$ 17.94	\$ 39.83
Trades	Plumber / Steamfitter	\$ 20.92	\$ 31.81	46.12%	\$ 30.57	\$ 46.48	24.00%	\$ 38.91	\$ 59.17
Trades	Plumber / Steamfitter Assistant	\$ 12.48	\$ 20.85	46.12%	\$ 18.23	\$ 30.47	24.00%	\$ 23.21	\$ 38.79
Trades	Printing Press Operator B	\$ 20.42	\$ 29.99	46.12%	\$ 29.84	\$ 43.82	24.00%	\$ 37.98	\$ 55.78
Trades	Production Supervisor	\$ 24.21	\$ 37.09	46.12%	\$ 35.38	\$ 54.19	24.00%	\$ 45.04	\$ 68.98
Trades	Radio Specialist	\$ 14.43	\$ 18.51	46.12%	\$ 21.09	\$ 27.04	24.00%	\$ 26.84	\$ 34.42

Missouri (2017 HOURLY MINIMUM WAGE = \$7.70)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 18.53	\$ 24.22	46.12%	\$ 27.08	\$ 35.40	24.00%	\$ 34.47	\$ 45.06
Trades	Sheet Metal Worker	\$ 13.73	\$ 17.67	46.12%	\$ 20.06	\$ 25.82	24.00%	\$ 25.54	\$ 32.86
Trades	Sheet Metal Worker Assistant	\$ 10.43	\$ 13.95	46.12%	\$ 15.24	\$ 20.39	24.00%	\$ 19.39	\$ 25.95
Trades	Sheet Metal Worker Lead	\$ 17.72	\$ 24.23	46.12%	\$ 25.89	\$ 35.41	24.00%	\$ 32.95	\$ 45.07
Trades	Shipping / Receiving Clerk	\$ 13.81	\$ 18.93	46.12%	\$ 20.17	\$ 27.66	24.00%	\$ 25.68	\$ 35.21
Trades	Storekeeper Assistant I	\$ 10.26	\$ 15.02	46.12%	\$ 15.00	\$ 21.95	24.00%	\$ 19.09	\$ 27.94
Trades	Storekeeper Assistant II	\$ 11.17	\$ 16.15	46.12%	\$ 16.32	\$ 23.59	24.00%	\$ 20.77	\$ 30.03
Trades	Storekeeper I	\$ 7.70	\$ 10.03	46.12%	\$ 11.25	\$ 14.66	24.00%	\$ 14.32	\$ 18.66
Trades	Storekeeper II	\$ 10.09	\$ 12.24	46.12%	\$ 14.74	\$ 17.88	24.00%	\$ 18.77	\$ 22.76
Trades	Storekeeper III	\$ 12.28	\$ 15.02	46.12%	\$ 17.94	\$ 21.95	24.00%	\$ 22.83	\$ 27.94
Trades	Storekeeper Senior	\$ 15.04	\$ 17.54	46.12%	\$ 21.98	\$ 25.63	24.00%	\$ 27.97	\$ 32.63
Trades	Tool Room Assistant	\$ 8.08	\$ 12.24	46.12%	\$ 11.80	\$ 17.88	24.00%	\$ 15.02	\$ 22.76
Trades	Tool Room Assistant Senior	\$ 12.24	\$ 17.08	46.12%	\$ 17.88	\$ 24.96	24.00%	\$ 22.76	\$ 31.77
Trades	Trades Utilities Worker Senior	\$ 12.49	\$ 18.29	46.12%	\$ 18.25	\$ 26.73	24.00%	\$ 23.23	\$ 34.03
Trades	Trades Utility Worker	\$ 9.54	\$ 12.44	46.12%	\$ 13.94	\$ 18.18	24.00%	\$ 17.75	\$ 23.14
Trades	Tradesman Helper	\$ 9.54	\$ 15.37	46.12%	\$ 13.94	\$ 22.45	24.00%	\$ 17.75	\$ 28.58
Trades	Tradesman Helper Senior	\$ 15.37	\$ 19.15	46.12%	\$ 22.45	\$ 27.98	24.00%	\$ 28.58	\$ 35.62
Trades	Welder	\$ 10.51	\$ 17.42	46.12%	\$ 15.36	\$ 25.45	24.00%	\$ 19.56	\$ 32.40
Trades	Welder Senior	\$ 17.47	\$ 20.94	46.12%	\$ 25.52	\$ 30.60	24.00%	\$ 32.49	\$ 38.95
Trades	Work Zone Safety Officer	\$ 21.83	\$ 35.29	46.12%	\$ 31.89	\$ 51.56	24.00%	\$ 40.60	\$ 65.63

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	33.70%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	36.11%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	54.33%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	36.11%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	33.81%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	41.31%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	33.81%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	51.64%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	36.11%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	37.36%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	46.12%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Montana (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 13.50	\$ 19.17	33.76%	\$ 18.06	\$ 25.64	24.00%	\$ 25.11	\$ 35.65
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	33.76%	\$ 11.42	\$ 18.69	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 19.18	\$ 26.62	33.76%	\$ 25.65	\$ 35.61	24.00%	\$ 35.67	\$ 49.51
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	33.76%	\$ 27.69	\$ 34.61	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	33.76%	\$ 20.77	\$ 26.65	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	33.76%	\$ 13.15	\$ 16.61	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 17.57	\$ 20.11	33.76%	\$ 23.51	\$ 26.90	24.00%	\$ 32.69	\$ 37.40
Accounting/Finance	Accounting Manager B	\$ 20.05	\$ 24.61	33.76%	\$ 26.82	\$ 32.92	24.00%	\$ 37.30	\$ 45.77
Accounting/Finance	Accounting Manager C	\$ 24.65	\$ 31.16	33.76%	\$ 32.98	\$ 41.69	24.00%	\$ 45.86	\$ 57.97
Accounting/Finance	Auditing - External Auditor	\$ 17.34	\$ 21.93	33.76%	\$ 23.20	\$ 29.34	24.00%	\$ 32.26	\$ 40.80
Accounting/Finance	Auditing - External Auditor Senior	\$ 21.95	\$ 31.16	33.76%	\$ 29.36	\$ 41.69	24.00%	\$ 40.83	\$ 57.97
Accounting/Finance	Auditing - Internal Auditor	\$ 17.34	\$ 21.93	33.76%	\$ 23.20	\$ 29.34	24.00%	\$ 32.26	\$ 40.80
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 21.98	\$ 31.16	33.76%	\$ 29.40	\$ 41.69	24.00%	\$ 40.88	\$ 57.97
Accounting/Finance	Bookkeeper	\$ 9.13	\$ 13.81	33.76%	\$ 12.21	\$ 18.48	24.00%	\$ 16.97	\$ 25.69
Accounting/Finance	Budget Analyst	\$ 17.01	\$ 22.26	33.76%	\$ 22.75	\$ 29.77	24.00%	\$ 31.64	\$ 41.40
Accounting/Finance	Budget Analyst Senior	\$ 22.27	\$ 34.56	33.76%	\$ 29.78	\$ 46.22	24.00%	\$ 41.42	\$ 64.28
Accounting/Finance	Closure/Disbursement Specialists	\$ 28.36	\$ 31.57	33.76%	\$ 37.94	\$ 42.23	24.00%	\$ 52.76	\$ 58.72
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 26.64	\$ 34.53	33.76%	\$ 35.63	\$ 46.19	24.00%	\$ 49.54	\$ 64.22
Accounting/Finance	CPA	\$ 27.62	\$ 36.50	33.76%	\$ 36.95	\$ 48.83	24.00%	\$ 51.38	\$ 67.90
Accounting/Finance	Fiscal Assistant	\$ 9.61	\$ 14.76	33.76%	\$ 12.85	\$ 19.74	24.00%	\$ 17.87	\$ 27.46
Accounting/Finance	Fiscal Technical Senior	\$ 12.87	\$ 18.36	33.76%	\$ 17.22	\$ 24.55	24.00%	\$ 23.94	\$ 34.14
Accounting/Finance	Fiscal Technician	\$ 14.81	\$ 18.10	33.76%	\$ 19.81	\$ 24.21	24.00%	\$ 27.54	\$ 33.66
Accounting/Finance	Payroll Assistant	\$ 14.06	\$ 17.76	33.76%	\$ 18.80	\$ 23.75	24.00%	\$ 26.15	\$ 33.03
Accounting/Finance	Purchasing / Procurement	\$ 17.76	\$ 26.39	33.76%	\$ 23.75	\$ 35.30	24.00%	\$ 33.03	\$ 49.09
Accounting/Finance	Sr. Compliance Officer	\$ 34.28	\$ 38.97	33.76%	\$ 45.86	\$ 52.13	24.00%	\$ 63.77	\$ 72.48
Accounting/Finance	Supervising Auditor	\$ 34.28	\$ 39.46	33.76%	\$ 45.86	\$ 52.79	24.00%	\$ 63.77	\$ 73.40
Call Center/Customer Service	Customer Service Inbound I	\$ 9.04	\$ 13.30	35.54%	\$ 12.26	\$ 18.03	24.00%	\$ 16.82	\$ 24.75
Call Center/Customer Service	Customer Service Inbound II	\$ 13.36	\$ 21.51	35.54%	\$ 18.11	\$ 29.16	24.00%	\$ 24.85	\$ 40.01

Montana (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.04	\$ 13.30	35.54%	\$ 12.26	\$ 18.03	24.00%	\$ 16.82	\$ 24.75
Call Center/Customer Service	Customer Service Outbound II	\$ 13.36	\$ 21.51	35.54%	\$ 18.11	\$ 29.16	24.00%	\$ 24.85	\$ 40.01
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 8.88	\$ 15.05	35.54%	\$ 12.03	\$ 20.39	24.00%	\$ 16.52	\$ 27.98
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	35.54%	\$ 28.06	\$ 35.07	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.22	\$ 14.11	35.54%	\$ 12.50	\$ 19.12	24.00%	\$ 17.15	\$ 26.24
Call Center/Customer Service	Detailing Representative II	\$ 10.03	\$ 16.23	35.54%	\$ 13.60	\$ 21.99	24.00%	\$ 18.66	\$ 30.18
Call Center/Customer Service	Help Desk Analyst	\$ 11.95	\$ 26.53	35.54%	\$ 16.20	\$ 35.95	24.00%	\$ 22.23	\$ 49.34
Call Center/Customer Service	Market Research Inbound	\$ 17.53	\$ 21.05	35.54%	\$ 23.76	\$ 28.53	24.00%	\$ 32.60	\$ 39.15
Call Center/Customer Service	Market Research Outbound	\$ 21.07	\$ 32.08	35.54%	\$ 28.56	\$ 43.48	24.00%	\$ 39.19	\$ 59.66
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.20	\$ 11.72	35.54%	\$ 11.11	\$ 15.88	24.00%	\$ 15.25	\$ 21.80
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 11.87	\$ 16.96	35.54%	\$ 16.08	\$ 22.98	24.00%	\$ 22.07	\$ 31.54
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.20	\$ 11.72	35.54%	\$ 11.11	\$ 15.88	24.00%	\$ 15.25	\$ 21.80
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 11.87	\$ 16.96	35.54%	\$ 16.08	\$ 22.98	24.00%	\$ 22.07	\$ 31.54
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.20	\$ 11.49	35.54%	\$ 11.11	\$ 15.57	24.00%	\$ 15.25	\$ 21.37
Call Center/Customer Service	Sales Inbound I	\$ 8.68	\$ 14.99	35.54%	\$ 11.76	\$ 20.32	24.00%	\$ 16.14	\$ 27.89
Call Center/Customer Service	Sales Inbound II	\$ 11.87	\$ 16.96	35.54%	\$ 16.08	\$ 22.98	24.00%	\$ 22.07	\$ 31.54
Call Center/Customer Service	Sales Outbound I	\$ 10.75	\$ 15.08	35.54%	\$ 14.57	\$ 20.45	24.00%	\$ 20.00	\$ 28.06
Call Center/Customer Service	Sales Outbound II	\$ 11.87	\$ 16.96	35.54%	\$ 16.08	\$ 22.98	24.00%	\$ 22.07	\$ 31.54
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.15	\$ 11.75	35.54%	\$ 11.05	\$ 15.92	24.00%	\$ 15.16	\$ 21.85
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 11.76	\$ 15.23	35.54%	\$ 15.93	\$ 20.65	24.00%	\$ 21.87	\$ 28.33
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.66	\$ 11.57	35.54%	\$ 11.73	\$ 15.68	24.00%	\$ 16.10	\$ 21.52
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 11.62	\$ 20.45	35.54%	\$ 15.75	\$ 27.72	24.00%	\$ 21.61	\$ 38.04
Food Related Services	Barista (misc)	\$ 10.14	\$ 14.96	51.37%	\$ 15.35	\$ 22.64	24.00%	\$ 18.86	\$ 27.82
Food Related Services	Building Attendant (misc)	\$ 10.14	\$ 14.96	39.06%	\$ 14.10	\$ 20.80	24.00%	\$ 18.86	\$ 27.82
Food Related Services	Busser	\$ 10.14	\$ 14.96	39.06%	\$ 14.10	\$ 20.80	24.00%	\$ 18.86	\$ 27.82
Food Related Services	Cashiers	\$ 10.14	\$ 14.96	39.06%	\$ 14.10	\$ 20.80	24.00%	\$ 18.86	\$ 27.82
Food Related Services	Dishwasher	\$ 9.22	\$ 11.99	39.06%	\$ 12.82	\$ 16.67	24.00%	\$ 17.15	\$ 22.29
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	39.06%	\$ 20.02	\$ 24.47	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	39.06%	\$ 13.77	\$ 16.83	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.14	\$ 13.37	39.06%	\$ 12.71	\$ 18.59	24.00%	\$ 17.00	\$ 24.87
Food Related Services	Food Operations Manager Assistant	\$ 13.41	\$ 15.69	39.06%	\$ 18.64	\$ 21.82	24.00%	\$ 24.94	\$ 29.19
Food Related Services	Food Production Worker	\$ 8.15	\$ 12.04	39.06%	\$ 11.33	\$ 16.74	24.00%	\$ 15.16	\$ 22.40
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	39.06%	\$ 19.40	\$ 23.71	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	39.06%	\$ 15.02	\$ 18.36	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	39.06%	\$ 17.52	\$ 21.42	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.15	\$ 11.81	39.06%	\$ 11.33	\$ 16.42	24.00%	\$ 15.16	\$ 21.97
Food Related Services	Second Cook Senior	\$ 11.72	\$ 15.42	51.37%	\$ 17.74	\$ 23.34	24.00%	\$ 21.80	\$ 28.67
Food Related Services	Server	\$ 8.15	\$ 9.61	39.06%	\$ 11.33	\$ 13.36	24.00%	\$ 15.16	\$ 17.87
General Administrative	Administrative Assistant I	\$ 10.07	\$ 13.54	35.54%	\$ 13.65	\$ 18.36	24.00%	\$ 18.73	\$ 25.19
General Administrative	Administrative Assistant II	\$ 13.55	\$ 14.66	35.54%	\$ 18.37	\$ 19.87	24.00%	\$ 25.21	\$ 27.27

Montana (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 14.67	\$ 15.91	35.54%	\$ 19.88	\$ 21.57	24.00%	\$ 27.28	\$ 29.60
General Administrative	Administrative Assistant IV	\$ 15.92	\$ 17.62	35.54%	\$ 21.58	\$ 23.88	24.00%	\$ 29.62	\$ 32.77
General Administrative	Administrative Assistant V	\$ 17.64	\$ 19.87	35.54%	\$ 23.91	\$ 26.93	24.00%	\$ 32.81	\$ 36.96
General Administrative	Administrative Staff Assistant	\$ 19.55	\$ 22.35	35.54%	\$ 26.49	\$ 30.29	24.00%	\$ 36.36	\$ 41.57
General Administrative	Administrative Staff Specialist	\$ 22.36	\$ 27.64	35.54%	\$ 30.31	\$ 37.47	24.00%	\$ 41.59	\$ 51.41
General Administrative	Administrative Staff Specialist Senior	\$ 27.65	\$ 21.59	35.54%	\$ 37.48	\$ 29.27	24.00%	\$ 51.43	\$ 40.16
General Administrative	Agency Management Analyst	\$ 18.03	\$ 23.67	35.54%	\$ 24.44	\$ 32.08	24.00%	\$ 33.54	\$ 44.02
General Administrative	Agency Management Analyst Lead	\$ 23.68	\$ 27.50	35.54%	\$ 32.09	\$ 37.28	24.00%	\$ 44.04	\$ 51.16
General Administrative	Agency Management Analyst Senior	\$ 27.56	\$ 42.88	35.54%	\$ 37.35	\$ 58.12	24.00%	\$ 51.26	\$ 79.76
General Administrative	Clerk	\$ 9.30	\$ 10.75	35.54%	\$ 12.61	\$ 14.57	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	35.54%	\$ 11.18	\$ 12.54	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	35.54%	\$ 14.64	\$ 16.94	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.20	\$ 11.51	35.54%	\$ 11.11	\$ 15.60	24.00%	\$ 15.25	\$ 21.40
General Administrative	Data Entry Operator Senior	\$ 11.53	\$ 16.56	35.54%	\$ 15.63	\$ 22.44	24.00%	\$ 21.45	\$ 30.80
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	35.54%	\$ 13.89	\$ 20.33	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 14.53	\$ 18.06	35.54%	\$ 19.70	\$ 24.48	24.00%	\$ 27.03	\$ 33.60
General Administrative	Executive Secretary Senior	\$ 18.09	\$ 26.79	35.54%	\$ 24.52	\$ 36.32	24.00%	\$ 33.65	\$ 49.84
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	35.54%	\$ 23.72	\$ 28.12	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	35.54%	\$ 20.33	\$ 24.40	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 11.49	\$ 13.47	35.54%	\$ 15.57	\$ 18.26	24.00%	\$ 21.37	\$ 25.06
General Administrative	Legal Assistant Senior	\$ 13.50	\$ 34.03	35.54%	\$ 18.30	\$ 46.13	24.00%	\$ 25.11	\$ 63.30
General Administrative	Library Assistant	\$ 8.20	\$ 16.14	35.54%	\$ 11.11	\$ 21.88	24.00%	\$ 15.25	\$ 30.03
General Administrative	Medical Assistant I	\$ 11.01	\$ 12.84	35.54%	\$ 14.92	\$ 17.41	24.00%	\$ 20.48	\$ 23.89
General Administrative	Medical Assistant II	\$ 12.88	\$ 18.31	35.54%	\$ 17.46	\$ 24.82	24.00%	\$ 23.96	\$ 34.06
General Administrative	Medical Biller I	\$ 9.60	\$ 11.78	35.54%	\$ 13.01	\$ 15.97	24.00%	\$ 17.85	\$ 21.92
General Administrative	Medical Biller II	\$ 11.81	\$ 18.35	35.54%	\$ 16.01	\$ 24.87	24.00%	\$ 21.97	\$ 34.13
General Administrative	Medical Records Clerk I	\$ 11.53	\$ 16.80	35.54%	\$ 15.63	\$ 22.77	24.00%	\$ 21.45	\$ 31.25
General Administrative	Medical Records Clerk II	\$ 12.46	\$ 18.02	35.54%	\$ 16.88	\$ 24.42	24.00%	\$ 23.17	\$ 33.51
General Administrative	Office Manager	\$ 19.41	\$ 29.54	35.54%	\$ 26.31	\$ 40.04	24.00%	\$ 36.10	\$ 54.95
General Administrative	Office Services Aide	\$ 10.74	\$ 14.80	35.54%	\$ 14.56	\$ 20.06	24.00%	\$ 19.98	\$ 27.52
General Administrative	Office Services Assistant	\$ 11.52	\$ 15.63	35.54%	\$ 15.61	\$ 21.18	24.00%	\$ 21.42	\$ 29.07
General Administrative	Office Services Specialist	\$ 12.13	\$ 16.36	35.54%	\$ 16.45	\$ 22.17	24.00%	\$ 22.57	\$ 30.42
General Administrative	Office Services Supervisor	\$ 12.70	\$ 16.72	35.54%	\$ 17.21	\$ 22.66	24.00%	\$ 23.61	\$ 31.09
General Administrative	Office Services Supervisor Senior	\$ 14.72	\$ 18.75	35.54%	\$ 19.95	\$ 25.42	24.00%	\$ 27.37	\$ 34.88
General Administrative	Operator I	\$ 8.15	\$ 11.47	35.54%	\$ 11.05	\$ 15.55	24.00%	\$ 15.16	\$ 21.33
General Administrative	Operator II	\$ 11.49	\$ 13.41	35.54%	\$ 15.57	\$ 18.17	24.00%	\$ 21.37	\$ 24.94
General Administrative	Operator III (Key Disc Operator)	\$ 13.44	\$ 15.22	35.54%	\$ 18.22	\$ 20.63	24.00%	\$ 25.00	\$ 28.31
General Administrative	Operator IV (Key Disc Operator)	\$ 15.23	\$ 17.65	35.54%	\$ 20.65	\$ 23.92	24.00%	\$ 28.33	\$ 32.82
General Administrative	Paralegal	\$ 14.00	\$ 23.50	35.54%	\$ 18.98	\$ 31.85	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.23	\$ 13.68	35.54%	\$ 13.86	\$ 18.55	24.00%	\$ 19.02	\$ 25.45

Montana (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 13.69	\$ 14.60	35.54%	\$ 18.56	\$ 19.78	24.00%	\$ 25.47	\$ 27.15
General Administrative	Photocopy Supervisor	\$ 11.05	\$ 15.35	35.54%	\$ 14.98	\$ 20.81	24.00%	\$ 20.56	\$ 28.55
General Administrative	Photocopy Technician	\$ 9.99	\$ 14.12	35.54%	\$ 13.53	\$ 19.13	24.00%	\$ 18.57	\$ 26.26
General Administrative	Photo-Typesetting Specialist	\$ 13.00	\$ 18.72	35.54%	\$ 17.62	\$ 25.37	24.00%	\$ 24.18	\$ 34.81
General Administrative	Photo-Typesetting Supervisor	\$ 13.89	\$ 20.32	35.54%	\$ 18.82	\$ 27.54	24.00%	\$ 25.83	\$ 37.80
General Administrative	Postal Aide	\$ 8.15	\$ 9.99	35.54%	\$ 11.05	\$ 13.53	24.00%	\$ 15.16	\$ 18.57
General Administrative	Postal Aide Senior	\$ 10.03	\$ 15.78	35.54%	\$ 13.60	\$ 21.39	24.00%	\$ 18.66	\$ 29.36
General Administrative	Postal Assistant	\$ 15.84	\$ 17.60	35.54%	\$ 21.47	\$ 23.86	24.00%	\$ 29.46	\$ 32.74
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	35.54%	\$ 40.66	\$ 60.99	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	35.54%	\$ 27.11	\$ 33.89	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 11.72	\$ 15.47	35.54%	\$ 15.88	\$ 20.97	24.00%	\$ 21.80	\$ 28.78
General Administrative	Public Relations Specialist	\$ 16.28	\$ 27.84	35.54%	\$ 22.07	\$ 37.74	24.00%	\$ 30.29	\$ 51.79
General Administrative	Public Relations Specialist Assistant	\$ 11.72	\$ 16.26	35.54%	\$ 15.88	\$ 22.03	24.00%	\$ 21.80	\$ 30.23
General Administrative	Receptionist	\$ 8.19	\$ 10.54	35.54%	\$ 11.10	\$ 14.28	24.00%	\$ 15.23	\$ 19.60
General Administrative	Receptionist Senior	\$ 10.55	\$ 16.63	35.54%	\$ 14.30	\$ 22.54	24.00%	\$ 19.62	\$ 30.94
General Administrative	Secretary	\$ 8.66	\$ 11.57	35.54%	\$ 11.73	\$ 15.68	24.00%	\$ 16.10	\$ 21.52
General Administrative	Secretary Senior	\$ 11.62	\$ 20.51	35.54%	\$ 15.75	\$ 27.79	24.00%	\$ 21.61	\$ 38.14
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	35.54%	\$ 20.67	\$ 24.40	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.07	\$ 24.60	35.54%	\$ 13.65	\$ 33.34	24.00%	\$ 18.73	\$ 45.75
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	35.54%	\$ 27.11	\$ 35.90	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 18.04	\$ 22.26	35.54%	\$ 24.46	\$ 30.17	24.00%	\$ 33.56	\$ 41.40
Human Resources	Classification / Compensation Analyst Senior	\$ 22.30	\$ 29.54	35.54%	\$ 30.23	\$ 40.04	24.00%	\$ 41.48	\$ 54.95
Human Resources	Classification / Compensation Consultant	\$ 29.56	\$ 39.59	35.54%	\$ 40.07	\$ 53.66	24.00%	\$ 54.98	\$ 73.64
Human Resources	EEO Program Analyst	\$ 17.43	\$ 27.82	35.54%	\$ 23.62	\$ 37.70	24.00%	\$ 32.41	\$ 51.74
Human Resources	EEO Program Specialist	\$ 19.21	\$ 30.34	35.54%	\$ 26.04	\$ 41.13	24.00%	\$ 35.74	\$ 56.44
Human Resources	Employee Relations Analyst	\$ 15.69	\$ 19.87	35.54%	\$ 21.27	\$ 26.93	24.00%	\$ 29.19	\$ 36.96
Human Resources	Employee Relations Analyst Senior	\$ 19.92	\$ 35.15	35.54%	\$ 26.99	\$ 47.64	24.00%	\$ 37.04	\$ 65.37
Human Resources	Human Resources Assistant	\$ 12.04	\$ 17.34	35.54%	\$ 16.32	\$ 23.51	24.00%	\$ 22.40	\$ 32.26
Human Resources	Human Resources Generalist	\$ 13.96	\$ 17.76	35.54%	\$ 18.92	\$ 24.07	24.00%	\$ 25.96	\$ 33.03
Human Resources	Human Resources Generalist Senior	\$ 17.86	\$ 31.19	35.54%	\$ 24.21	\$ 42.28	24.00%	\$ 33.22	\$ 58.02
Human Resources	Personnel Analyst	\$ 13.82	\$ 17.57	35.54%	\$ 18.73	\$ 23.82	24.00%	\$ 25.71	\$ 32.69
Human Resources	Personnel Analyst Senior	\$ 17.62	\$ 21.32	35.54%	\$ 23.88	\$ 28.89	24.00%	\$ 32.77	\$ 39.65
Human Resources	Personnel Practices Analyst	\$ 21.37	\$ 25.17	35.54%	\$ 28.97	\$ 34.12	24.00%	\$ 39.75	\$ 46.82
Human Resources	Personnel Practices Analyst Senior	\$ 25.22	\$ 32.10	35.54%	\$ 34.18	\$ 43.51	24.00%	\$ 46.90	\$ 59.71
Human Resources	Personnel Practices Manager	\$ 31.59	\$ 39.30	35.54%	\$ 42.81	\$ 53.26	24.00%	\$ 58.75	\$ 73.09
Human Services	Social Worker	\$ 15.39	\$ 26.07	33.86%	\$ 20.60	\$ 34.89	24.00%	\$ 28.62	\$ 48.48
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	33.86%	\$ 30.12	\$ 41.50	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 11.67	\$ 16.12	33.86%	\$ 15.63	\$ 21.57	24.00%	\$ 21.71	\$ 29.98
Human Services	Support Enforcement Specialist Senior	\$ 16.17	\$ 19.08	33.86%	\$ 21.65	\$ 25.54	24.00%	\$ 30.08	\$ 35.48
Human Services	Utilization Review Analyst	\$ 16.17	\$ 23.20	33.86%	\$ 21.65	\$ 31.05	24.00%	\$ 30.08	\$ 43.15

Montana (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 23.24	\$ 37.29	33.86%	\$ 31.11	\$ 49.91	24.00%	\$ 43.23	\$ 69.35
Insurance	Claims Adjuster I	\$ 13.36	\$ 16.17	33.86%	\$ 17.88	\$ 21.65	24.00%	\$ 24.85	\$ 30.08
Insurance	Claims Adjuster II	\$ 16.22	\$ 23.20	33.86%	\$ 21.71	\$ 31.05	24.00%	\$ 30.17	\$ 43.15
Insurance	Claims Specialist	\$ 23.24	\$ 29.29	33.86%	\$ 31.11	\$ 39.21	24.00%	\$ 43.23	\$ 54.48
Insurance	Worker's Compensation Specialist	\$ 21.96	\$ 32.85	33.86%	\$ 29.40	\$ 43.97	24.00%	\$ 40.85	\$ 61.10
Laborer/Industrial	CDL Driver	\$ 11.72	\$ 16.82	39.06%	\$ 16.30	\$ 23.39	24.00%	\$ 21.80	\$ 31.28
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	39.06%	\$ 29.90	\$ 39.24	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	39.06%	\$ 38.87	\$ 46.18	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	39.06%	\$ 42.07	\$ 48.67	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	39.06%	\$ 34.42	\$ 41.72	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	39.06%	\$ 34.42	\$ 41.02	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	39.06%	\$ 43.80	\$ 52.50	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	39.06%	\$ 36.85	\$ 46.65	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 12.58	\$ 18.03	39.06%	\$ 17.49	\$ 25.07	24.00%	\$ 23.39	\$ 33.53
Laborer/Industrial	Forklift Operator	\$ 9.80	\$ 13.66	39.06%	\$ 13.63	\$ 18.99	24.00%	\$ 18.23	\$ 25.40
Laborer/Industrial	Forklift Operator Senior	\$ 13.68	\$ 19.92	39.06%	\$ 19.03	\$ 27.69	24.00%	\$ 25.45	\$ 37.04
Laborer/Industrial	Grounds Worker	\$ 8.15	\$ 11.01	39.06%	\$ 11.33	\$ 15.31	24.00%	\$ 15.16	\$ 20.48
Laborer/Industrial	Grounds Worker Lead	\$ 11.05	\$ 14.76	39.06%	\$ 15.37	\$ 20.53	24.00%	\$ 20.56	\$ 27.46
Laborer/Industrial	Grounds Worker Senior	\$ 11.80	\$ 14.67	39.06%	\$ 16.41	\$ 20.40	24.00%	\$ 21.95	\$ 27.28
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.20	\$ 11.49	39.06%	\$ 11.40	\$ 15.98	24.00%	\$ 15.25	\$ 21.37
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 11.50	\$ 14.67	39.06%	\$ 15.99	\$ 20.40	24.00%	\$ 21.39	\$ 27.28
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.15	\$ 11.04	39.06%	\$ 11.33	\$ 15.35	24.00%	\$ 15.16	\$ 20.53
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.15	\$ 11.04	39.06%	\$ 11.33	\$ 15.35	24.00%	\$ 15.16	\$ 20.53
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.15	\$ 11.04	39.06%	\$ 11.33	\$ 15.35	24.00%	\$ 15.16	\$ 20.53
Laborer/Industrial	Housekeeping Supervisor	\$ 9.80	\$ 13.61	39.06%	\$ 13.63	\$ 18.92	24.00%	\$ 18.23	\$ 25.31
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 13.64	\$ 21.10	39.06%	\$ 18.96	\$ 29.34	24.00%	\$ 25.36	\$ 39.24
Laborer/Industrial	Housekeeping Worker	\$ 8.15	\$ 11.11	39.06%	\$ 11.33	\$ 15.45	24.00%	\$ 15.16	\$ 20.67
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.16	\$ 14.25	39.06%	\$ 15.51	\$ 19.81	24.00%	\$ 20.75	\$ 26.50
Laborer/Industrial	Inventory Worker Light	\$ 8.68	\$ 13.59	39.06%	\$ 12.07	\$ 18.90	24.00%	\$ 16.14	\$ 25.28
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.15	\$ 15.25	39.06%	\$ 11.33	\$ 21.21	24.00%	\$ 15.16	\$ 28.37
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.15	\$ 10.55	39.06%	\$ 11.33	\$ 14.67	24.00%	\$ 15.16	\$ 19.62
Laborer/Industrial	Motor Vehicle Operator B	\$ 10.59	\$ 17.10	39.06%	\$ 14.73	\$ 23.78	24.00%	\$ 19.70	\$ 31.81
Laborer/Industrial	Packer	\$ 8.15	\$ 11.04	39.06%	\$ 11.33	\$ 15.35	24.00%	\$ 15.16	\$ 20.53
Laborer/Industrial	Warehouse Specialist I	\$ 8.15	\$ 11.04	39.06%	\$ 11.33	\$ 15.35	24.00%	\$ 15.16	\$ 20.53
Laborer/Industrial	Warehouse Specialist II	\$ 11.05	\$ 13.82	39.06%	\$ 15.37	\$ 19.22	24.00%	\$ 20.56	\$ 25.71
Laborer/Industrial	Warehouse Specialist III	\$ 13.87	\$ 17.67	39.06%	\$ 19.28	\$ 24.57	24.00%	\$ 25.79	\$ 32.86
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	39.06%	\$ 12.52	\$ 15.30	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.15	\$ 11.04	39.06%	\$ 11.33	\$ 15.35	24.00%	\$ 15.16	\$ 20.53
Laborer/Industrial	Warehouse Worker II	\$ 11.05	\$ 13.82	39.06%	\$ 15.37	\$ 19.22	24.00%	\$ 20.56	\$ 25.71
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	39.06%	\$ 34.00	\$ 44.50	24.00%	\$ 45.48	\$ 59.52

Montana (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	39.06%	\$ 34.00	\$ 41.02	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	39.06%	\$ 34.00	\$ 41.02	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 10.55	\$ 13.61	33.86%	\$ 14.12	\$ 18.22	24.00%	\$ 19.62	\$ 25.31
Media	Audio Visual Technician Senior	\$ 13.64	\$ 22.60	33.86%	\$ 18.25	\$ 30.25	24.00%	\$ 25.36	\$ 42.03
Media	Graphic Artist	\$ 12.42	\$ 14.83	33.86%	\$ 16.62	\$ 19.85	24.00%	\$ 23.10	\$ 27.58
Media	Graphic Artist Senior	\$ 14.83	\$ 20.86	33.86%	\$ 19.85	\$ 27.92	24.00%	\$ 27.58	\$ 38.79
Media	Graphic Designer	\$ 12.42	\$ 14.83	33.86%	\$ 16.62	\$ 19.85	24.00%	\$ 23.10	\$ 27.58
Media	Graphic Designer Senior	\$ 14.85	\$ 20.86	33.86%	\$ 19.88	\$ 27.92	24.00%	\$ 27.63	\$ 38.79
Media	Photographer	\$ 8.20	\$ 10.85	33.86%	\$ 10.97	\$ 14.53	24.00%	\$ 15.25	\$ 20.18
Media	Photographer Senior	\$ 10.87	\$ 17.39	33.86%	\$ 14.55	\$ 23.28	24.00%	\$ 20.22	\$ 32.34
Media	TV / Video Production Specialist	\$ 16.40	\$ 21.10	33.86%	\$ 21.96	\$ 28.25	24.00%	\$ 30.51	\$ 39.26
Media	TV / Video Production Technician	\$ 21.13	\$ 28.59	33.86%	\$ 28.29	\$ 38.27	24.00%	\$ 39.31	\$ 53.18
Security	Armed Security Officer	\$ 13.13	\$ 17.57	48.83%	\$ 19.54	\$ 26.15	24.00%	\$ 24.42	\$ 32.69
Security	<u>Captain</u>	\$ 18.44	\$ 26.28	48.83%	\$ 27.44	\$ 39.11	24.00%	\$ 34.30	\$ 48.88
Security	Dispatcher/Police	\$ 12.72	\$ 21.69	48.83%	\$ 18.94	\$ 32.27	24.00%	\$ 23.67	\$ 40.34
Security	<u>Lieutenant</u>	\$ 16.60	\$ 23.05	48.83%	\$ 24.70	\$ 34.31	24.00%	\$ 30.87	\$ 42.87
Security	<u>Sergeant</u>	\$ 15.21	\$ 21.21	48.83%	\$ 22.64	\$ 31.56	24.00%	\$ 28.30	\$ 39.44
Security	Unarmed Security Guard	\$ 8.87	\$ 17.33	48.83%	\$ 13.20	\$ 25.80	24.00%	\$ 16.50	\$ 32.24
Tax	Data Entry Clerk	\$ 8.20	\$ 10.55	35.54%	\$ 11.11	\$ 14.30	24.00%	\$ 15.25	\$ 19.62
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 10.59	\$ 16.63	35.54%	\$ 14.36	\$ 22.54	24.00%	\$ 19.70	\$ 30.94
Tax	Error Resolution and Document Processor	\$ 13.78	\$ 19.15	35.54%	\$ 18.68	\$ 25.96	24.00%	\$ 25.64	\$ 35.62
Tax	General Clerical	\$ 8.15	\$ 11.79	35.54%	\$ 11.05	\$ 15.98	24.00%	\$ 15.16	\$ 21.93
Tax	On-Site Administrator (Day)	\$ 9.32	\$ 20.16	35.54%	\$ 12.63	\$ 27.32	24.00%	\$ 17.34	\$ 37.49
Tax	On-Site Administrator (Evening)	\$ 9.32	\$ 20.16	35.54%	\$ 12.63	\$ 27.32	24.00%	\$ 17.34	\$ 37.49
Tax	Remittance Processor	\$ 16.57	\$ 24.55	35.54%	\$ 22.46	\$ 33.28	24.00%	\$ 30.82	\$ 45.67
Tax	Taxpayer Information & Assistance Agent	\$ 14.68	\$ 21.09	35.54%	\$ 19.90	\$ 28.58	24.00%	\$ 27.30	\$ 39.22
Technical	Agricultural Technician	\$ 15.09	\$ 24.50	37.40%	\$ 20.74	\$ 33.66	24.00%	\$ 28.07	\$ 45.57
Technical	Agricultural Technician Lead	\$ 16.93	\$ 27.05	37.40%	\$ 23.26	\$ 37.17	24.00%	\$ 31.49	\$ 50.32
Technical	Agricultural Technician Supervisor	\$ 20.33	\$ 32.59	37.40%	\$ 27.93	\$ 44.78	24.00%	\$ 37.81	\$ 60.62
Technical	Analytical Chemist	\$ 16.00	\$ 27.05	37.40%	\$ 21.98	\$ 37.17	24.00%	\$ 29.75	\$ 50.32
Technical	Analytical Chemist Assistant	\$ 18.69	\$ 30.78	37.40%	\$ 25.68	\$ 42.29	24.00%	\$ 34.76	\$ 57.24
Technical	Analytical Chemist Senior	\$ 23.59	\$ 38.49	37.40%	\$ 32.41	\$ 52.89	24.00%	\$ 43.87	\$ 71.60
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	37.40%	\$ 27.20	\$ 42.64	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	37.40%	\$ 39.69	\$ 51.46	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 16.89	\$ 25.40	37.40%	\$ 23.21	\$ 34.90	24.00%	\$ 31.42	\$ 47.25
Technical	Bridge Design Drafter Senior	\$ 18.02	\$ 27.47	37.40%	\$ 24.75	\$ 37.74	24.00%	\$ 33.51	\$ 51.09
Technical	Cartographic Drafter	\$ 21.23	\$ 29.91	37.40%	\$ 29.18	\$ 41.10	24.00%	\$ 39.50	\$ 55.63
Technical	Cartographic Drafter Assistant	\$ 16.64	\$ 25.03	37.40%	\$ 22.87	\$ 34.39	24.00%	\$ 30.95	\$ 46.56
Technical	Cartographic Supervisor	\$ 28.97	\$ 38.95	37.40%	\$ 39.80	\$ 53.51	24.00%	\$ 53.88	\$ 72.44
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	37.40%	\$ 21.98	\$ 26.79	24.00%	\$ 29.76	\$ 36.27

Montana (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	37.40%	\$ 54.40	\$ 66.16	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 25.54	\$ 36.15	37.40%	\$ 35.09	\$ 49.67	24.00%	\$ 47.50	\$ 67.24
Technical	Engineering Design Drafting Supervisor	\$ 29.72	\$ 41.43	37.40%	\$ 40.83	\$ 56.92	24.00%	\$ 55.27	\$ 77.05
Technical	Engineering Design Drafting Technician	\$ 14.35	\$ 18.99	37.40%	\$ 19.71	\$ 26.10	24.00%	\$ 26.68	\$ 35.33
Technical	Engineering Drafting Technician	\$ 14.37	\$ 18.99	37.40%	\$ 19.75	\$ 26.10	24.00%	\$ 26.74	\$ 35.33
Technical	Engineering Drafting Technician Senior	\$ 16.66	\$ 24.22	37.40%	\$ 22.89	\$ 33.28	24.00%	\$ 30.99	\$ 45.05
Technical	Environmental Engineer	\$ 23.59	\$ 37.28	37.40%	\$ 32.42	\$ 51.22	24.00%	\$ 43.89	\$ 69.34
Technical	Environmental Engineer Senior	\$ 25.41	\$ 40.78	37.40%	\$ 34.91	\$ 56.03	24.00%	\$ 47.26	\$ 75.85
Technical	Environmental Program Analyst	\$ 20.02	\$ 29.58	37.40%	\$ 27.50	\$ 40.64	24.00%	\$ 37.23	\$ 55.02
Technical	Environmental Program Planner	\$ 21.39	\$ 31.96	37.40%	\$ 29.39	\$ 43.91	24.00%	\$ 39.79	\$ 59.44
Technical	Environmental Program Specialist	\$ 23.00	\$ 28.88	37.40%	\$ 31.60	\$ 39.68	24.00%	\$ 42.77	\$ 53.71
Technical	Environmental Specialist - Field	\$ 21.39	\$ 31.22	37.40%	\$ 29.39	\$ 42.90	24.00%	\$ 39.79	\$ 58.07
Technical	Environmental Specialist Senior - Field	\$ 22.00	\$ 32.68	37.40%	\$ 30.23	\$ 44.90	24.00%	\$ 40.92	\$ 60.78
Technical	Environmental Technician	\$ 20.02	\$ 29.58	37.40%	\$ 27.50	\$ 40.64	24.00%	\$ 37.23	\$ 55.02
Technical	Environmental Technician Senior	\$ 21.39	\$ 31.96	37.40%	\$ 29.39	\$ 43.91	24.00%	\$ 39.79	\$ 59.44
Technical	Help Desk Support	\$ 15.50	\$ 25.00	37.40%	\$ 21.30	\$ 34.35	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	37.40%	\$ 23.70	\$ 32.98	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 18.24	\$ 22.29	37.40%	\$ 25.06	\$ 30.63	24.00%	\$ 33.92	\$ 41.46
Technical	Laboratory Technician	\$ 15.28	\$ 22.88	37.40%	\$ 20.99	\$ 31.44	24.00%	\$ 28.42	\$ 42.57
Technical	Laboratory Technician Senior	\$ 16.22	\$ 24.67	37.40%	\$ 22.28	\$ 33.90	24.00%	\$ 30.17	\$ 45.89
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	37.40%	\$ 30.23	\$ 36.41	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 24.32	\$ 32.42	37.40%	\$ 33.41	\$ 44.55	24.00%	\$ 45.23	\$ 60.30
Technical	Residential Plan Reviewer	\$ 17.73	\$ 27.70	37.40%	\$ 24.36	\$ 38.06	24.00%	\$ 32.98	\$ 51.52
Technical	Right of Way Technician	\$ 25.16	\$ 39.78	37.40%	\$ 34.57	\$ 54.66	24.00%	\$ 46.80	\$ 74.00
Technical	Right of Way Technician Supervisor	\$ 27.16	\$ 43.68	37.40%	\$ 37.32	\$ 60.01	24.00%	\$ 50.52	\$ 81.24
Technical	Safety Engineer	\$ 24.79	\$ 38.88	37.40%	\$ 34.07	\$ 53.42	24.00%	\$ 46.11	\$ 72.32
Technical	Safety Engineer Senior	\$ 28.19	\$ 44.49	37.40%	\$ 38.73	\$ 61.13	24.00%	\$ 52.43	\$ 82.75
Technical	Title Examiner	\$ 17.27	\$ 24.29	37.40%	\$ 23.73	\$ 33.37	24.00%	\$ 32.12	\$ 45.17
Technical	Traffic Controller	\$ 20.90	\$ 33.79	37.40%	\$ 28.72	\$ 46.43	24.00%	\$ 38.88	\$ 62.85
Technical	Traffic Controller Senior	\$ 25.16	\$ 39.78	37.40%	\$ 34.57	\$ 54.66	24.00%	\$ 46.80	\$ 74.00
Technical	Transportation Data Analyst	\$ 20.90	\$ 33.79	37.40%	\$ 28.72	\$ 46.43	24.00%	\$ 38.88	\$ 62.85
Technical	Transportation Data Analyst Senior	\$ 25.16	\$ 39.78	37.40%	\$ 34.57	\$ 54.66	24.00%	\$ 46.80	\$ 74.00
Technical	Transportation Data Analyst Supervisor	\$ 25.16	\$ 39.78	37.40%	\$ 34.57	\$ 54.66	24.00%	\$ 46.80	\$ 74.00
Technical	Transportation Data Technician	\$ 20.90	\$ 33.79	37.40%	\$ 28.72	\$ 46.43	24.00%	\$ 38.88	\$ 62.85
Technical	Transportation District Utilities Specialist	\$ 24.69	\$ 39.78	37.40%	\$ 33.93	\$ 54.65	24.00%	\$ 45.93	\$ 73.98
Technical	Transportation Engineering Technician -Survey	\$ 25.64	\$ 43.52	37.40%	\$ 35.23	\$ 59.80	24.00%	\$ 47.69	\$ 80.95
Technical	Transportation Engineering Technician -Survey Senior	\$ 28.31	\$ 45.54	37.40%	\$ 38.89	\$ 62.57	24.00%	\$ 52.65	\$ 84.70
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 29.88	\$ 48.65	37.40%	\$ 41.06	\$ 66.84	24.00%	\$ 55.58	\$ 90.48
Technical	Transportation Materials Technician	\$ 12.00	\$ 17.27	37.40%	\$ 16.49	\$ 23.73	24.00%	\$ 22.33	\$ 32.12
Technical	Transportation Materials Technician Senior	\$ 12.81	\$ 18.73	37.40%	\$ 17.60	\$ 25.73	24.00%	\$ 23.82	\$ 34.83

Montana (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 25.64	\$ 42.58	37.40%	\$ 35.23	\$ 58.50	24.00%	\$ 47.69	\$ 79.20
Technical	Transportation Materials Technician Supervisor	\$ 29.88	\$ 48.65	37.40%	\$ 41.06	\$ 66.84	24.00%	\$ 55.58	\$ 90.48
Technical	Transportation Planning Specialist	\$ 24.69	\$ 39.78	37.40%	\$ 33.93	\$ 54.65	24.00%	\$ 45.93	\$ 73.98
Technical	Transportation Planning Specialist Senior	\$ 28.31	\$ 45.54	37.40%	\$ 38.89	\$ 62.57	24.00%	\$ 52.65	\$ 84.70
Technical	Transportation Technical Program Coordinator	\$ 24.69	\$ 39.78	37.40%	\$ 33.93	\$ 54.65	24.00%	\$ 45.93	\$ 73.98
Technical	Transportation Technical Support Coordinator	\$ 24.69	\$ 39.78	37.40%	\$ 33.93	\$ 54.65	24.00%	\$ 45.93	\$ 73.98
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	37.40%	\$ 51.53	\$ 61.83	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 14.28	\$ 17.57	46.17%	\$ 20.88	\$ 25.69	24.00%	\$ 26.56	\$ 32.69
Trades	Boiler Operator II	\$ 17.62	\$ 20.23	46.17%	\$ 25.75	\$ 29.57	24.00%	\$ 32.77	\$ 37.63
Trades	Boiler Operator Senior I	\$ 20.25	\$ 22.10	46.17%	\$ 29.60	\$ 32.30	24.00%	\$ 37.66	\$ 41.11
Trades	Boiler Operator Senior II	\$ 22.12	\$ 30.28	46.17%	\$ 32.33	\$ 44.26	24.00%	\$ 41.14	\$ 56.32
Trades	Carpenter Assistant	\$ 9.52	\$ 12.87	46.17%	\$ 13.91	\$ 18.81	24.00%	\$ 17.70	\$ 23.94
Trades	Carpenter	\$ 12.88	\$ 18.04	46.17%	\$ 18.83	\$ 26.37	24.00%	\$ 23.96	\$ 33.56
Trades	Carpenter Senior	\$ 19.05	\$ 25.73	46.17%	\$ 27.84	\$ 37.61	24.00%	\$ 35.43	\$ 47.86
Trades	Electrician	\$ 20.31	\$ 33.80	46.17%	\$ 29.69	\$ 49.41	24.00%	\$ 37.78	\$ 62.87
Trades	Electrician Assistant	\$ 10.83	\$ 13.37	46.17%	\$ 15.84	\$ 19.54	24.00%	\$ 20.15	\$ 24.87
Trades	Electrician Senior	\$ 15.68	\$ 18.09	46.17%	\$ 22.92	\$ 26.44	24.00%	\$ 29.17	\$ 33.65
Trades	Electrician Supervisor Senior	\$ 18.14	\$ 31.88	46.17%	\$ 26.51	\$ 46.60	24.00%	\$ 33.73	\$ 59.30
Trades	Electronic Equipment Install & Repair Supervisor	\$ 19.79	\$ 29.41	46.17%	\$ 28.92	\$ 42.99	24.00%	\$ 36.80	\$ 54.71
Trades	Electronic Equipment Install & Repair Technician	\$ 15.70	\$ 19.69	46.17%	\$ 22.95	\$ 28.77	24.00%	\$ 29.21	\$ 36.61
Trades	Electronic Technician	\$ 11.95	\$ 15.19	46.17%	\$ 17.47	\$ 22.20	24.00%	\$ 22.23	\$ 28.25
Trades	Electronic Technician Senior	\$ 15.23	\$ 26.94	46.17%	\$ 22.26	\$ 39.38	24.00%	\$ 28.33	\$ 50.11
Trades	Equipment Repair Supervisor	\$ 21.66	\$ 25.36	46.17%	\$ 31.66	\$ 37.06	24.00%	\$ 40.28	\$ 47.16
Trades	Equipment Repair Technician	\$ 11.95	\$ 15.19	46.17%	\$ 17.47	\$ 22.20	24.00%	\$ 22.23	\$ 28.25
Trades	Equipment Repair Technician Senior	\$ 15.23	\$ 21.60	46.17%	\$ 22.26	\$ 31.58	24.00%	\$ 28.33	\$ 40.18
Trades	HVAC Installation & Repair Assistant	\$ 9.32	\$ 14.87	46.17%	\$ 13.63	\$ 21.74	24.00%	\$ 17.34	\$ 27.66
Trades	HVAC Installation & Repair Assistant Senior	\$ 14.87	\$ 25.36	46.17%	\$ 21.74	\$ 37.06	24.00%	\$ 27.66	\$ 47.16
Trades	Laboratory Mechanic	\$ 11.96	\$ 16.22	46.17%	\$ 17.48	\$ 23.71	24.00%	\$ 22.24	\$ 30.17
Trades	Laboratory Mechanic Senior	\$ 16.22	\$ 24.67	46.17%	\$ 23.71	\$ 36.06	24.00%	\$ 30.17	\$ 45.89
Trades	Locksmith	\$ 14.67	\$ 21.58	46.17%	\$ 21.44	\$ 31.54	24.00%	\$ 27.28	\$ 40.13
Trades	Maintenance Field Worker	\$ 11.95	\$ 15.28	46.17%	\$ 17.47	\$ 22.33	24.00%	\$ 22.23	\$ 28.42
Trades	Mason Plasterer	\$ 14.76	\$ 17.01	46.17%	\$ 21.58	\$ 24.87	24.00%	\$ 27.46	\$ 31.64
Trades	Mason Plasterer Assistant	\$ 17.05	\$ 25.22	46.17%	\$ 24.92	\$ 36.86	24.00%	\$ 31.71	\$ 46.90
Trades	Mechanic	\$ 9.61	\$ 21.62	46.17%	\$ 14.04	\$ 31.60	24.00%	\$ 17.87	\$ 40.22
Trades	Painter	\$ 9.24	\$ 20.51	46.17%	\$ 13.50	\$ 29.97	24.00%	\$ 17.18	\$ 38.14
Trades	Plumber / Steamfitter	\$ 20.04	\$ 30.46	46.17%	\$ 29.29	\$ 44.53	24.00%	\$ 37.27	\$ 56.66
Trades	Plumber / Steamfitter Assistant	\$ 11.95	\$ 19.97	46.17%	\$ 17.47	\$ 29.19	24.00%	\$ 22.23	\$ 37.15
Trades	Printing Press Operator B	\$ 19.56	\$ 28.72	46.17%	\$ 28.58	\$ 41.98	24.00%	\$ 36.37	\$ 53.42
Trades	Production Supervisor	\$ 23.19	\$ 35.52	46.17%	\$ 33.89	\$ 51.91	24.00%	\$ 43.13	\$ 66.06
Trades	Radio Specialist	\$ 13.82	\$ 17.72	46.17%	\$ 20.20	\$ 25.90	24.00%	\$ 25.71	\$ 32.96

Montana (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 17.75	\$ 23.20	46.17%	\$ 25.94	\$ 33.91	24.00%	\$ 33.01	\$ 43.15
Trades	Sheet Metal Worker	\$ 13.15	\$ 16.92	46.17%	\$ 19.22	\$ 24.73	24.00%	\$ 24.46	\$ 31.47
Trades	Sheet Metal Worker Assistant	\$ 9.99	\$ 13.36	46.17%	\$ 14.60	\$ 19.53	24.00%	\$ 18.57	\$ 24.85
Trades	Sheet Metal Worker Lead	\$ 16.97	\$ 23.21	46.17%	\$ 24.80	\$ 33.92	24.00%	\$ 31.56	\$ 43.17
Trades	Shipping / Receiving Clerk	\$ 13.22	\$ 18.13	46.17%	\$ 19.33	\$ 26.50	24.00%	\$ 24.59	\$ 33.72
Trades	Storekeeper Assistant I	\$ 9.83	\$ 14.38	46.17%	\$ 14.37	\$ 21.02	24.00%	\$ 18.28	\$ 26.75
Trades	Storekeeper Assistant II	\$ 10.70	\$ 15.46	46.17%	\$ 15.63	\$ 22.60	24.00%	\$ 19.89	\$ 28.76
Trades	Storekeeper I	\$ 8.15	\$ 9.61	46.17%	\$ 11.91	\$ 14.04	24.00%	\$ 15.16	\$ 17.87
Trades	Storekeeper II	\$ 9.66	\$ 11.72	46.17%	\$ 14.12	\$ 17.13	24.00%	\$ 17.97	\$ 21.80
Trades	Storekeeper III	\$ 11.76	\$ 14.38	46.17%	\$ 17.18	\$ 21.02	24.00%	\$ 21.87	\$ 26.75
Trades	Storekeeper Senior	\$ 14.40	\$ 16.80	46.17%	\$ 21.05	\$ 24.56	24.00%	\$ 26.79	\$ 31.25
Trades	Tool Room Assistant	\$ 8.15	\$ 11.72	46.17%	\$ 11.91	\$ 17.13	24.00%	\$ 15.16	\$ 21.80
Trades	Tool Room Assistant Senior	\$ 11.72	\$ 16.36	46.17%	\$ 17.13	\$ 23.91	24.00%	\$ 21.80	\$ 30.42
Trades	Trades Utilities Worker Senior	\$ 11.96	\$ 17.52	46.17%	\$ 17.48	\$ 25.61	24.00%	\$ 22.24	\$ 32.58
Trades	Trades Utility Worker	\$ 9.14	\$ 11.91	46.17%	\$ 13.36	\$ 17.41	24.00%	\$ 17.00	\$ 22.16
Trades	Tradesman Helper	\$ 9.14	\$ 14.72	46.17%	\$ 13.36	\$ 21.51	24.00%	\$ 17.00	\$ 27.37
Trades	Tradesman Helper Senior	\$ 14.72	\$ 18.34	46.17%	\$ 21.51	\$ 26.81	24.00%	\$ 27.37	\$ 34.11
Trades	Welder	\$ 10.07	\$ 16.68	46.17%	\$ 14.72	\$ 24.38	24.00%	\$ 18.73	\$ 31.02
Trades	Welder Senior	\$ 16.73	\$ 20.05	46.17%	\$ 24.45	\$ 29.31	24.00%	\$ 31.11	\$ 37.30
Trades	Work Zone Safety Officer	\$ 20.90	\$ 33.79	46.17%	\$ 30.55	\$ 49.39	24.00%	\$ 38.88	\$ 62.85

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	33.76%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	35.54%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	51.37%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	35.54%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	33.86%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	39.06%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	33.86%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	48.83%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	35.54%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	37.40%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	46.17%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Nebraska (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 14.29	\$ 20.29	31.13%	\$ 18.74	\$ 26.61	24.00%	\$ 26.58	\$ 37.74
Accounting/Finance	Accountant JR	\$ 9.00	\$ 13.97	31.13%	\$ 11.80	\$ 18.32	24.00%	\$ 16.74	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 20.30	\$ 28.18	31.13%	\$ 26.62	\$ 36.95	24.00%	\$ 37.76	\$ 52.41
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	31.13%	\$ 27.14	\$ 33.93	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	31.13%	\$ 20.36	\$ 26.13	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	31.13%	\$ 12.89	\$ 16.29	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 18.60	\$ 21.29	31.13%	\$ 24.39	\$ 27.91	24.00%	\$ 34.60	\$ 39.59
Accounting/Finance	Accounting Manager B	\$ 21.23	\$ 26.05	31.13%	\$ 27.84	\$ 34.16	24.00%	\$ 39.48	\$ 48.45
Accounting/Finance	Accounting Manager C	\$ 26.10	\$ 32.99	31.13%	\$ 34.22	\$ 43.26	24.00%	\$ 48.54	\$ 61.36
Accounting/Finance	Auditing - External Auditor	\$ 18.36	\$ 23.22	31.13%	\$ 24.07	\$ 30.45	24.00%	\$ 34.15	\$ 43.19
Accounting/Finance	Auditing - External Auditor Senior	\$ 23.24	\$ 32.99	31.13%	\$ 30.47	\$ 43.26	24.00%	\$ 43.22	\$ 61.36
Accounting/Finance	Auditing - Internal Auditor	\$ 18.36	\$ 23.22	31.13%	\$ 24.07	\$ 30.45	24.00%	\$ 34.15	\$ 43.19
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 23.27	\$ 32.99	31.13%	\$ 30.51	\$ 43.26	24.00%	\$ 43.28	\$ 61.36
Accounting/Finance	Bookkeeper	\$ 9.66	\$ 14.62	31.13%	\$ 12.67	\$ 19.17	24.00%	\$ 17.97	\$ 27.19
Accounting/Finance	Budget Analyst	\$ 18.01	\$ 23.56	31.13%	\$ 23.61	\$ 30.90	24.00%	\$ 33.49	\$ 43.82
Accounting/Finance	Budget Analyst Senior	\$ 23.57	\$ 36.58	31.13%	\$ 30.91	\$ 47.97	24.00%	\$ 43.84	\$ 68.04
Accounting/Finance	Closure/Disbursement Specialists	\$ 30.02	\$ 33.42	31.13%	\$ 39.37	\$ 43.82	24.00%	\$ 55.85	\$ 62.16
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 28.20	\$ 36.55	31.13%	\$ 36.97	\$ 47.93	24.00%	\$ 52.45	\$ 67.99
Accounting/Finance	CPA	\$ 29.24	\$ 38.64	31.13%	\$ 38.34	\$ 50.67	24.00%	\$ 54.39	\$ 71.87
Accounting/Finance	Fiscal Assistant	\$ 10.17	\$ 15.63	31.13%	\$ 13.34	\$ 20.49	24.00%	\$ 18.92	\$ 29.06
Accounting/Finance	Fiscal Technical Senior	\$ 13.63	\$ 19.43	31.13%	\$ 17.87	\$ 25.48	24.00%	\$ 25.34	\$ 36.14
Accounting/Finance	Fiscal Technician	\$ 15.67	\$ 19.16	31.13%	\$ 20.55	\$ 25.12	24.00%	\$ 29.15	\$ 35.64
Accounting/Finance	Payroll Assistant	\$ 14.88	\$ 18.80	31.13%	\$ 19.51	\$ 24.65	24.00%	\$ 27.68	\$ 34.96
Accounting/Finance	Purchasing / Procurement	\$ 18.80	\$ 27.94	31.13%	\$ 24.65	\$ 36.63	24.00%	\$ 34.96	\$ 51.96
Accounting/Finance	Sr. Compliance Officer	\$ 36.29	\$ 41.25	31.13%	\$ 47.59	\$ 54.09	24.00%	\$ 67.50	\$ 76.73
Accounting/Finance	Supervising Auditor	\$ 36.29	\$ 41.77	31.13%	\$ 47.59	\$ 54.78	24.00%	\$ 67.50	\$ 77.70
Call Center/Customer Service	Customer Service Inbound I	\$ 9.57	\$ 14.08	31.73%	\$ 12.61	\$ 18.55	24.00%	\$ 17.81	\$ 26.20
Call Center/Customer Service	Customer Service Inbound II	\$ 14.14	\$ 22.77	31.73%	\$ 18.63	\$ 30.00	24.00%	\$ 26.30	\$ 42.35

Nebraska (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.57	\$ 14.08	31.73%	\$ 12.61	\$ 18.55	24.00%	\$ 17.81	\$ 26.20
Call Center/Customer Service	Customer Service Outbound II	\$ 14.14	\$ 22.77	31.73%	\$ 18.63	\$ 30.00	24.00%	\$ 26.30	\$ 42.35
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.40	\$ 15.93	31.73%	\$ 12.38	\$ 20.98	24.00%	\$ 17.48	\$ 29.62
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	31.73%	\$ 27.27	\$ 34.09	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.76	\$ 14.93	31.73%	\$ 12.86	\$ 19.67	24.00%	\$ 18.15	\$ 27.78
Call Center/Customer Service	Detailing Representative II	\$ 10.62	\$ 17.18	31.73%	\$ 13.99	\$ 22.63	24.00%	\$ 19.75	\$ 31.95
Call Center/Customer Service	Help Desk Analyst	\$ 12.65	\$ 28.08	31.73%	\$ 16.66	\$ 36.99	24.00%	\$ 23.53	\$ 52.23
Call Center/Customer Service	Market Research Inbound	\$ 18.55	\$ 22.28	31.73%	\$ 24.44	\$ 29.35	24.00%	\$ 34.51	\$ 41.44
Call Center/Customer Service	Market Research Outbound	\$ 22.30	\$ 33.96	31.73%	\$ 29.38	\$ 44.73	24.00%	\$ 41.48	\$ 63.16
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.00	\$ 12.41	31.73%	\$ 11.86	\$ 16.34	24.00%	\$ 16.74	\$ 23.07
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.56	\$ 17.95	31.73%	\$ 16.55	\$ 23.64	24.00%	\$ 23.36	\$ 33.38
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.00	\$ 12.41	31.73%	\$ 11.86	\$ 16.34	24.00%	\$ 16.74	\$ 23.07
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.56	\$ 17.95	31.73%	\$ 16.55	\$ 23.64	24.00%	\$ 23.36	\$ 33.38
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.00	\$ 12.16	31.73%	\$ 11.86	\$ 16.02	24.00%	\$ 16.74	\$ 22.62
Call Center/Customer Service	Sales Inbound I	\$ 9.18	\$ 15.87	31.73%	\$ 12.10	\$ 20.91	24.00%	\$ 17.08	\$ 29.52
Call Center/Customer Service	Sales Inbound II	\$ 12.56	\$ 17.95	31.73%	\$ 16.55	\$ 23.64	24.00%	\$ 23.36	\$ 33.38
Call Center/Customer Service	Sales Outbound I	\$ 11.38	\$ 15.97	31.73%	\$ 14.99	\$ 21.03	24.00%	\$ 21.17	\$ 29.70
Call Center/Customer Service	Sales Outbound II	\$ 12.56	\$ 17.95	31.73%	\$ 16.55	\$ 23.64	24.00%	\$ 23.36	\$ 33.38
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 9.00	\$ 12.43	31.73%	\$ 11.86	\$ 16.38	24.00%	\$ 16.74	\$ 23.13
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 12.44	\$ 16.12	31.73%	\$ 16.39	\$ 21.24	24.00%	\$ 23.15	\$ 29.99
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 9.16	\$ 12.25	31.73%	\$ 12.07	\$ 16.14	24.00%	\$ 17.05	\$ 22.78
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 12.30	\$ 21.65	31.73%	\$ 16.20	\$ 28.52	24.00%	\$ 22.87	\$ 40.26
Food Related Services	Barista (misc)	\$ 10.74	\$ 15.83	46.84%	\$ 15.76	\$ 23.25	24.00%	\$ 19.97	\$ 29.45
Food Related Services	Building Attendant (misc)	\$ 10.74	\$ 15.83	35.62%	\$ 14.56	\$ 21.47	24.00%	\$ 19.97	\$ 29.45
Food Related Services	Busser	\$ 10.74	\$ 15.83	35.62%	\$ 14.56	\$ 21.47	24.00%	\$ 19.97	\$ 29.45
Food Related Services	Cashiers	\$ 10.74	\$ 15.83	35.62%	\$ 14.56	\$ 21.47	24.00%	\$ 19.97	\$ 29.45
Food Related Services	Dishwasher	\$ 9.76	\$ 12.69	35.62%	\$ 13.24	\$ 17.21	24.00%	\$ 18.15	\$ 23.60
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	35.62%	\$ 19.53	\$ 23.87	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	35.62%	\$ 13.43	\$ 16.41	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.67	\$ 14.15	35.62%	\$ 13.12	\$ 19.19	24.00%	\$ 17.99	\$ 26.32
Food Related Services	Food Operations Manager Assistant	\$ 14.19	\$ 16.61	35.62%	\$ 19.25	\$ 22.53	24.00%	\$ 26.40	\$ 30.90
Food Related Services	Food Production Worker	\$ 9.00	\$ 12.75	35.62%	\$ 12.21	\$ 17.29	24.00%	\$ 16.74	\$ 23.71
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	35.62%	\$ 18.92	\$ 23.12	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	35.62%	\$ 14.65	\$ 17.90	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	35.62%	\$ 17.09	\$ 20.89	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 9.00	\$ 12.50	35.62%	\$ 12.21	\$ 16.96	24.00%	\$ 16.74	\$ 23.25
Food Related Services	Second Cook Senior	\$ 12.41	\$ 16.32	46.84%	\$ 18.22	\$ 23.96	24.00%	\$ 23.07	\$ 30.35
Food Related Services	Server	\$ 9.00	\$ 10.17	35.62%	\$ 12.21	\$ 13.79	24.00%	\$ 16.74	\$ 18.92
General Administrative	Administrative Assistant I	\$ 10.66	\$ 14.34	31.73%	\$ 14.04	\$ 18.89	24.00%	\$ 19.82	\$ 26.67
General Administrative	Administrative Assistant II	\$ 14.35	\$ 15.52	31.73%	\$ 18.90	\$ 20.44	24.00%	\$ 26.69	\$ 28.86

Nebraska (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 15.53	\$ 16.85	31.73%	\$ 20.46	\$ 22.19	24.00%	\$ 28.88	\$ 31.33
General Administrative	Administrative Assistant IV	\$ 16.86	\$ 18.65	31.73%	\$ 22.20	\$ 24.57	24.00%	\$ 31.35	\$ 34.69
General Administrative	Administrative Assistant V	\$ 18.67	\$ 21.03	31.73%	\$ 24.60	\$ 27.71	24.00%	\$ 34.73	\$ 39.12
General Administrative	Administrative Staff Assistant	\$ 20.69	\$ 23.66	31.73%	\$ 27.26	\$ 31.17	24.00%	\$ 38.49	\$ 44.00
General Administrative	Administrative Staff Specialist	\$ 23.67	\$ 29.26	31.73%	\$ 31.18	\$ 38.55	24.00%	\$ 44.02	\$ 54.42
General Administrative	Administrative Staff Specialist Senior	\$ 29.27	\$ 22.86	31.73%	\$ 38.56	\$ 30.11	24.00%	\$ 54.44	\$ 42.52
General Administrative	Agency Management Analyst	\$ 19.09	\$ 25.05	31.73%	\$ 25.15	\$ 33.00	24.00%	\$ 35.51	\$ 46.60
General Administrative	Agency Management Analyst Lead	\$ 25.06	\$ 29.11	31.73%	\$ 33.02	\$ 38.35	24.00%	\$ 46.62	\$ 54.15
General Administrative	Agency Management Analyst Senior	\$ 29.17	\$ 45.39	31.73%	\$ 38.43	\$ 59.80	24.00%	\$ 54.26	\$ 84.43
General Administrative	Clerk	\$ 10.14	\$ 11.72	31.73%	\$ 13.36	\$ 15.44	24.00%	\$ 18.86	\$ 21.80
General Administrative	Clerk Jr	\$ 9.00	\$ 10.09	31.73%	\$ 11.86	\$ 13.29	24.00%	\$ 16.74	\$ 18.77
General Administrative	Clerk Sr	\$ 11.77	\$ 13.63	31.73%	\$ 15.51	\$ 17.95	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.00	\$ 12.18	31.73%	\$ 11.86	\$ 16.05	24.00%	\$ 16.74	\$ 22.66
General Administrative	Data Entry Operator Senior	\$ 12.21	\$ 17.53	31.73%	\$ 16.08	\$ 23.09	24.00%	\$ 22.71	\$ 32.60
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	31.73%	\$ 13.50	\$ 19.76	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.38	\$ 19.12	31.73%	\$ 20.26	\$ 25.19	24.00%	\$ 28.61	\$ 35.56
General Administrative	Executive Secretary Senior	\$ 19.15	\$ 28.36	31.73%	\$ 25.23	\$ 37.36	24.00%	\$ 35.62	\$ 52.75
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	31.73%	\$ 23.05	\$ 27.33	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	31.73%	\$ 19.76	\$ 23.71	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.16	\$ 14.26	31.73%	\$ 16.02	\$ 18.78	24.00%	\$ 22.62	\$ 26.52
General Administrative	Legal Assistant Senior	\$ 14.29	\$ 36.02	31.73%	\$ 18.82	\$ 47.45	24.00%	\$ 26.58	\$ 67.01
General Administrative	Library Assistant	\$ 9.00	\$ 17.09	31.73%	\$ 11.86	\$ 22.51	24.00%	\$ 16.74	\$ 31.79
General Administrative	Medical Assistant I	\$ 11.65	\$ 13.60	31.73%	\$ 15.35	\$ 17.91	24.00%	\$ 21.68	\$ 25.29
General Administrative	Medical Assistant II	\$ 13.63	\$ 19.38	31.73%	\$ 17.96	\$ 25.53	24.00%	\$ 25.36	\$ 36.05
General Administrative	Medical Biller I	\$ 10.16	\$ 12.47	31.73%	\$ 13.38	\$ 16.43	24.00%	\$ 18.90	\$ 23.20
General Administrative	Medical Biller II	\$ 12.50	\$ 19.42	31.73%	\$ 16.47	\$ 25.59	24.00%	\$ 23.25	\$ 36.13
General Administrative	Medical Records Clerk I	\$ 12.21	\$ 17.78	31.73%	\$ 16.08	\$ 23.43	24.00%	\$ 22.71	\$ 33.08
General Administrative	Medical Records Clerk II	\$ 13.19	\$ 19.07	31.73%	\$ 17.37	\$ 25.12	24.00%	\$ 24.53	\$ 35.47
General Administrative	Office Manager	\$ 20.54	\$ 31.27	31.73%	\$ 27.06	\$ 41.19	24.00%	\$ 38.21	\$ 58.16
General Administrative	Office Services Aide	\$ 11.37	\$ 15.66	31.73%	\$ 14.98	\$ 20.64	24.00%	\$ 21.15	\$ 29.14
General Administrative	Office Services Assistant	\$ 12.19	\$ 16.54	31.73%	\$ 16.06	\$ 21.79	24.00%	\$ 22.67	\$ 30.77
General Administrative	Office Services Specialist	\$ 12.84	\$ 17.31	31.73%	\$ 16.92	\$ 22.81	24.00%	\$ 23.89	\$ 32.20
General Administrative	Office Services Supervisor	\$ 13.44	\$ 17.69	31.73%	\$ 17.70	\$ 23.31	24.00%	\$ 25.00	\$ 32.91
General Administrative	Office Services Supervisor Senior	\$ 15.58	\$ 19.85	31.73%	\$ 20.52	\$ 26.15	24.00%	\$ 28.97	\$ 36.92
General Administrative	Operator I	\$ 9.00	\$ 12.14	31.73%	\$ 11.86	\$ 15.99	24.00%	\$ 16.74	\$ 22.58
General Administrative	Operator II	\$ 12.16	\$ 14.19	31.73%	\$ 16.02	\$ 18.69	24.00%	\$ 22.62	\$ 26.40
General Administrative	Operator III (Key Disc Operator)	\$ 14.23	\$ 16.11	31.73%	\$ 18.75	\$ 21.23	24.00%	\$ 26.47	\$ 29.97
General Administrative	Operator IV (Key Disc Operator)	\$ 16.12	\$ 18.68	31.73%	\$ 21.24	\$ 24.61	24.00%	\$ 29.99	\$ 34.75
General Administrative	Paralegal	\$ 14.00	\$ 23.50	31.73%	\$ 18.44	\$ 30.96	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.82	\$ 14.48	31.73%	\$ 14.26	\$ 19.08	24.00%	\$ 20.13	\$ 26.94

Nebraska (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 14.49	\$ 15.45	31.73%	\$ 19.09	\$ 20.35	24.00%	\$ 26.96	\$ 28.74
General Administrative	Photocopy Supervisor	\$ 11.70	\$ 16.25	31.73%	\$ 15.42	\$ 21.41	24.00%	\$ 21.77	\$ 30.23
General Administrative	Photocopy Technician	\$ 10.57	\$ 14.94	31.73%	\$ 13.92	\$ 19.68	24.00%	\$ 19.66	\$ 27.79
General Administrative	Photo-Typesetting Specialist	\$ 13.76	\$ 19.81	31.73%	\$ 18.13	\$ 26.10	24.00%	\$ 25.60	\$ 36.85
General Administrative	Photo-Typesetting Supervisor	\$ 14.70	\$ 21.51	31.73%	\$ 19.36	\$ 28.34	24.00%	\$ 27.34	\$ 40.01
General Administrative	Postal Aide	\$ 9.00	\$ 10.57	31.73%	\$ 11.86	\$ 13.92	24.00%	\$ 16.74	\$ 19.66
General Administrative	Postal Aide Senior	\$ 10.62	\$ 16.71	31.73%	\$ 13.99	\$ 22.01	24.00%	\$ 19.75	\$ 31.08
General Administrative	Postal Assistant	\$ 16.77	\$ 18.63	31.73%	\$ 22.09	\$ 24.54	24.00%	\$ 31.19	\$ 34.66
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	31.73%	\$ 39.52	\$ 59.28	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	31.73%	\$ 26.35	\$ 32.93	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.41	\$ 16.38	31.73%	\$ 16.34	\$ 21.57	24.00%	\$ 23.07	\$ 30.46
General Administrative	Public Relations Specialist	\$ 17.24	\$ 29.48	31.73%	\$ 22.71	\$ 38.83	24.00%	\$ 32.06	\$ 54.82
General Administrative	Public Relations Specialist Assistant	\$ 12.41	\$ 17.21	31.73%	\$ 16.34	\$ 22.67	24.00%	\$ 23.07	\$ 32.00
General Administrative	Receptionist	\$ 9.00	\$ 11.16	31.73%	\$ 11.86	\$ 14.70	24.00%	\$ 16.74	\$ 20.75
General Administrative	Receptionist Senior	\$ 11.17	\$ 17.61	31.73%	\$ 14.71	\$ 23.19	24.00%	\$ 20.77	\$ 32.75
General Administrative	Secretary	\$ 9.16	\$ 12.25	31.73%	\$ 12.07	\$ 16.14	24.00%	\$ 17.05	\$ 22.78
General Administrative	Secretary Senior	\$ 12.30	\$ 21.71	31.73%	\$ 16.20	\$ 28.59	24.00%	\$ 22.87	\$ 40.37
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	31.73%	\$ 20.09	\$ 23.71	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.66	\$ 26.04	31.73%	\$ 14.04	\$ 34.30	24.00%	\$ 19.82	\$ 48.43
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	31.73%	\$ 26.35	\$ 34.90	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 19.10	\$ 23.56	31.73%	\$ 25.16	\$ 31.04	24.00%	\$ 35.53	\$ 43.82
Human Resources	Classification / Compensation Analyst Senior	\$ 23.61	\$ 31.27	31.73%	\$ 31.10	\$ 41.19	24.00%	\$ 43.91	\$ 58.16
Human Resources	Classification / Compensation Consultant	\$ 31.29	\$ 41.91	31.73%	\$ 41.22	\$ 55.21	24.00%	\$ 58.20	\$ 77.95
Human Resources	EEO Program Analyst	\$ 18.45	\$ 29.45	31.73%	\$ 24.30	\$ 38.79	24.00%	\$ 34.31	\$ 54.77
Human Resources	EEO Program Specialist	\$ 20.34	\$ 32.12	31.73%	\$ 26.79	\$ 42.31	24.00%	\$ 37.83	\$ 59.74
Human Resources	Employee Relations Analyst	\$ 16.61	\$ 21.03	31.73%	\$ 21.88	\$ 27.71	24.00%	\$ 30.90	\$ 39.12
Human Resources	Employee Relations Analyst Senior	\$ 21.08	\$ 37.21	31.73%	\$ 27.77	\$ 49.01	24.00%	\$ 39.21	\$ 69.20
Human Resources	Human Resources Assistant	\$ 12.75	\$ 18.36	31.73%	\$ 16.79	\$ 24.18	24.00%	\$ 23.71	\$ 34.15
Human Resources	Human Resources Generalist	\$ 14.78	\$ 18.80	31.73%	\$ 19.47	\$ 24.76	24.00%	\$ 27.48	\$ 34.96
Human Resources	Human Resources Generalist Senior	\$ 18.91	\$ 33.02	31.73%	\$ 24.90	\$ 43.49	24.00%	\$ 35.16	\$ 61.41
Human Resources	Personnel Analyst	\$ 14.63	\$ 18.60	31.73%	\$ 19.27	\$ 24.51	24.00%	\$ 27.21	\$ 34.60
Human Resources	Personnel Analyst Senior	\$ 18.65	\$ 22.57	31.73%	\$ 24.57	\$ 29.73	24.00%	\$ 34.69	\$ 41.97
Human Resources	Personnel Practices Analyst	\$ 22.62	\$ 26.64	31.73%	\$ 29.80	\$ 35.10	24.00%	\$ 42.08	\$ 49.56
Human Resources	Personnel Practices Analyst Senior	\$ 26.69	\$ 33.98	31.73%	\$ 35.16	\$ 44.77	24.00%	\$ 49.65	\$ 63.21
Human Resources	Personnel Practices Manager	\$ 33.44	\$ 41.60	31.73%	\$ 44.05	\$ 54.80	24.00%	\$ 62.19	\$ 77.37
Human Services	Social Worker	\$ 16.29	\$ 27.59	31.16%	\$ 21.37	\$ 36.19	24.00%	\$ 30.30	\$ 51.32
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	31.16%	\$ 29.51	\$ 40.66	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.36	\$ 17.06	31.16%	\$ 16.21	\$ 22.38	24.00%	\$ 22.98	\$ 31.73
Human Services	Support Enforcement Specialist Senior	\$ 17.12	\$ 20.19	31.16%	\$ 22.45	\$ 26.49	24.00%	\$ 31.84	\$ 37.56
Human Services	Utilization Review Analyst	\$ 17.12	\$ 24.56	31.16%	\$ 22.45	\$ 32.21	24.00%	\$ 31.84	\$ 45.67

Nebraska (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 24.61	\$ 39.47	31.16%	\$ 32.27	\$ 51.77	24.00%	\$ 45.77	\$ 73.41
Insurance	Claims Adjuster I	\$ 14.14	\$ 17.12	31.16%	\$ 18.55	\$ 22.45	24.00%	\$ 26.30	\$ 31.84
Insurance	Claims Adjuster II	\$ 17.17	\$ 24.56	31.16%	\$ 22.52	\$ 32.21	24.00%	\$ 31.93	\$ 45.67
Insurance	Claims Specialist	\$ 24.61	\$ 31.01	31.16%	\$ 32.27	\$ 40.67	24.00%	\$ 45.77	\$ 57.67
Insurance	Worker's Compensation Specialist	\$ 23.25	\$ 34.78	31.16%	\$ 30.49	\$ 45.61	24.00%	\$ 43.24	\$ 64.68
Laborer/Industrial	CDL Driver	\$ 12.41	\$ 17.80	35.62%	\$ 16.82	\$ 24.14	24.00%	\$ 23.07	\$ 33.11
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	35.62%	\$ 29.16	\$ 38.27	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	35.62%	\$ 37.91	\$ 45.04	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	35.62%	\$ 41.03	\$ 47.47	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	35.62%	\$ 33.57	\$ 40.69	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	35.62%	\$ 33.57	\$ 40.01	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	35.62%	\$ 42.72	\$ 51.20	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	35.62%	\$ 35.94	\$ 45.50	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.31	\$ 19.08	35.62%	\$ 18.05	\$ 25.88	24.00%	\$ 24.76	\$ 35.49
Laborer/Industrial	Forklift Operator	\$ 10.37	\$ 14.45	35.62%	\$ 14.07	\$ 19.60	24.00%	\$ 19.30	\$ 26.89
Laborer/Industrial	Forklift Operator Senior	\$ 14.48	\$ 21.08	35.62%	\$ 19.64	\$ 28.59	24.00%	\$ 26.94	\$ 39.21
Laborer/Industrial	Grounds Worker	\$ 9.00	\$ 11.65	35.62%	\$ 12.21	\$ 15.80	24.00%	\$ 16.74	\$ 21.68
Laborer/Industrial	Grounds Worker Lead	\$ 11.70	\$ 15.63	35.62%	\$ 15.87	\$ 21.19	24.00%	\$ 21.77	\$ 29.06
Laborer/Industrial	Grounds Worker Senior	\$ 12.49	\$ 15.53	35.62%	\$ 16.94	\$ 21.06	24.00%	\$ 23.24	\$ 28.88
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.00	\$ 12.16	35.62%	\$ 12.21	\$ 16.49	24.00%	\$ 16.74	\$ 22.62
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.17	\$ 15.53	35.62%	\$ 16.51	\$ 21.06	24.00%	\$ 22.64	\$ 28.88
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 9.00	\$ 11.68	35.62%	\$ 12.21	\$ 15.84	24.00%	\$ 16.74	\$ 21.73
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 9.00	\$ 11.68	35.62%	\$ 12.21	\$ 15.84	24.00%	\$ 16.74	\$ 21.73
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 9.00	\$ 11.68	35.62%	\$ 12.21	\$ 15.84	24.00%	\$ 16.74	\$ 21.73
Laborer/Industrial	Housekeeping Supervisor	\$ 10.37	\$ 14.41	35.62%	\$ 14.07	\$ 19.54	24.00%	\$ 19.30	\$ 26.79
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.44	\$ 22.33	35.62%	\$ 19.58	\$ 30.29	24.00%	\$ 26.85	\$ 41.54
Laborer/Industrial	Housekeeping Worker	\$ 9.00	\$ 11.76	35.62%	\$ 12.21	\$ 15.95	24.00%	\$ 16.74	\$ 21.88
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.81	\$ 15.08	35.62%	\$ 16.02	\$ 20.45	24.00%	\$ 21.97	\$ 28.05
Laborer/Industrial	Inventory Worker Light	\$ 9.18	\$ 14.39	35.62%	\$ 12.46	\$ 19.51	24.00%	\$ 17.08	\$ 26.76
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 9.00	\$ 16.14	35.62%	\$ 12.21	\$ 21.89	24.00%	\$ 16.74	\$ 30.03
Laborer/Industrial	Motor Vehicle Operator A	\$ 9.00	\$ 11.17	35.62%	\$ 12.21	\$ 15.14	24.00%	\$ 16.74	\$ 20.77
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.21	\$ 18.10	35.62%	\$ 15.21	\$ 24.55	24.00%	\$ 20.86	\$ 33.68
Laborer/Industrial	Packer	\$ 9.00	\$ 11.68	35.62%	\$ 12.21	\$ 15.84	24.00%	\$ 16.74	\$ 21.73
Laborer/Industrial	Warehouse Specialist I	\$ 9.00	\$ 11.68	35.62%	\$ 12.21	\$ 15.84	24.00%	\$ 16.74	\$ 21.73
Laborer/Industrial	Warehouse Specialist II	\$ 11.70	\$ 14.63	35.62%	\$ 15.87	\$ 19.84	24.00%	\$ 21.77	\$ 27.21
Laborer/Industrial	Warehouse Specialist III	\$ 14.68	\$ 18.70	35.62%	\$ 19.91	\$ 25.36	24.00%	\$ 27.30	\$ 34.78
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	35.62%	\$ 12.21	\$ 14.92	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 9.00	\$ 11.68	35.62%	\$ 12.21	\$ 15.84	24.00%	\$ 16.74	\$ 21.73
Laborer/Industrial	Warehouse Worker II	\$ 11.70	\$ 14.63	35.62%	\$ 15.87	\$ 19.84	24.00%	\$ 21.77	\$ 27.21
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	35.62%	\$ 33.16	\$ 43.40	24.00%	\$ 45.48	\$ 59.52

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	35.62%	\$ 33.16	\$ 40.01	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	35.62%	\$ 33.16	\$ 40.01	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.17	\$ 14.41	31.16%	\$ 14.64	\$ 18.89	24.00%	\$ 20.77	\$ 26.79
Media	Audio Visual Technician Senior	\$ 14.44	\$ 23.92	31.16%	\$ 18.93	\$ 31.38	24.00%	\$ 26.85	\$ 44.49
Media	Graphic Artist	\$ 13.15	\$ 15.69	31.16%	\$ 17.24	\$ 20.58	24.00%	\$ 24.45	\$ 29.19
Media	Graphic Artist Senior	\$ 15.69	\$ 22.08	31.16%	\$ 20.58	\$ 28.96	24.00%	\$ 29.19	\$ 41.06
Media	Graphic Designer	\$ 13.15	\$ 15.69	31.16%	\$ 17.24	\$ 20.58	24.00%	\$ 24.45	\$ 29.19
Media	Graphic Designer Senior	\$ 15.72	\$ 22.08	31.16%	\$ 20.62	\$ 28.96	24.00%	\$ 29.25	\$ 41.06
Media	Photographer	\$ 9.00	\$ 11.49	31.16%	\$ 11.80	\$ 15.07	24.00%	\$ 16.74	\$ 21.37
Media	Photographer Senior	\$ 11.51	\$ 18.41	31.16%	\$ 15.09	\$ 24.14	24.00%	\$ 21.40	\$ 34.24
Media	TV / Video Production Specialist	\$ 17.36	\$ 22.34	31.16%	\$ 22.77	\$ 29.30	24.00%	\$ 32.30	\$ 41.55
Media	TV / Video Production Technician	\$ 22.37	\$ 30.27	31.16%	\$ 29.34	\$ 39.70	24.00%	\$ 41.61	\$ 56.29
Security	Armed Security Officer	\$ 13.90	\$ 18.60	44.53%	\$ 20.09	\$ 26.89	24.00%	\$ 25.85	\$ 34.60
Security	<u>Captain</u>	\$ 19.52	\$ 27.82	44.53%	\$ 28.21	\$ 40.20	24.00%	\$ 36.31	\$ 51.74
Security	Dispatcher/Police	\$ 13.47	\$ 22.96	44.53%	\$ 19.47	\$ 33.18	24.00%	\$ 25.05	\$ 42.70
Security	<u>Lieutenant</u>	\$ 17.57	\$ 24.40	44.53%	\$ 25.39	\$ 35.27	24.00%	\$ 32.68	\$ 45.38
Security	<u>Sergeant</u>	\$ 16.10	\$ 22.45	44.53%	\$ 23.28	\$ 32.44	24.00%	\$ 29.95	\$ 41.75
Security	Unarmed Security Guard	\$ 9.39	\$ 18.35	44.53%	\$ 13.57	\$ 26.52	24.00%	\$ 17.46	\$ 34.13
Tax	Data Entry Clerk	\$ 9.00	\$ 11.17	31.73%	\$ 11.86	\$ 14.71	24.00%	\$ 16.74	\$ 20.77
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.21	\$ 17.61	31.73%	\$ 14.77	\$ 23.19	24.00%	\$ 20.86	\$ 32.75
Tax	Error Resolution and Document Processor	\$ 14.59	\$ 20.27	31.73%	\$ 19.22	\$ 26.70	24.00%	\$ 27.14	\$ 37.71
Tax	General Clerical	\$ 9.00	\$ 12.48	31.73%	\$ 11.86	\$ 16.44	24.00%	\$ 16.74	\$ 23.22
Tax	On-Site Administrator (Day)	\$ 9.87	\$ 21.34	31.73%	\$ 13.00	\$ 28.11	24.00%	\$ 18.35	\$ 39.68
Tax	On-Site Administrator (Evening)	\$ 9.87	\$ 21.34	31.73%	\$ 13.00	\$ 28.11	24.00%	\$ 18.35	\$ 39.68
Tax	Remittance Processor	\$ 17.54	\$ 25.99	31.73%	\$ 23.10	\$ 34.24	24.00%	\$ 32.62	\$ 48.34
Tax	Taxpayer Information & Assistance Agent	\$ 15.54	\$ 22.32	31.73%	\$ 20.47	\$ 29.40	24.00%	\$ 28.90	\$ 41.52
Technical	Agricultural Technician	\$ 15.98	\$ 25.93	35.43%	\$ 21.64	\$ 35.12	24.00%	\$ 29.72	\$ 48.23
Technical	Agricultural Technician Lead	\$ 17.92	\$ 28.64	35.43%	\$ 24.27	\$ 38.78	24.00%	\$ 33.33	\$ 53.26
Technical	Agricultural Technician Supervisor	\$ 21.52	\$ 34.50	35.43%	\$ 29.15	\$ 46.73	24.00%	\$ 40.03	\$ 64.17
Technical	Analytical Chemist	\$ 16.93	\$ 28.64	35.43%	\$ 22.93	\$ 38.78	24.00%	\$ 31.50	\$ 53.26
Technical	Analytical Chemist Assistant	\$ 19.78	\$ 32.58	35.43%	\$ 26.79	\$ 44.12	24.00%	\$ 36.80	\$ 60.60
Technical	Analytical Chemist Senior	\$ 24.97	\$ 40.75	35.43%	\$ 33.81	\$ 55.19	24.00%	\$ 46.44	\$ 75.79
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	35.43%	\$ 26.81	\$ 42.02	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	35.43%	\$ 39.13	\$ 50.72	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 17.88	\$ 26.89	35.43%	\$ 24.22	\$ 36.42	24.00%	\$ 33.26	\$ 50.01
Technical	Bridge Design Drafter Senior	\$ 19.07	\$ 29.08	35.43%	\$ 25.83	\$ 39.38	24.00%	\$ 35.47	\$ 54.08
Technical	Cartographic Drafter	\$ 22.48	\$ 31.66	35.43%	\$ 30.44	\$ 42.88	24.00%	\$ 41.81	\$ 58.89
Technical	Cartographic Drafter Assistant	\$ 17.62	\$ 26.50	35.43%	\$ 23.86	\$ 35.89	24.00%	\$ 32.77	\$ 49.29
Technical	Cartographic Supervisor	\$ 30.67	\$ 41.23	35.43%	\$ 41.53	\$ 55.83	24.00%	\$ 57.04	\$ 76.68
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	35.43%	\$ 21.67	\$ 26.41	24.00%	\$ 29.76	\$ 36.27

Nebraska (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	35.43%	\$ 53.62	\$ 65.21	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 27.04	\$ 38.27	35.43%	\$ 36.61	\$ 51.83	24.00%	\$ 50.29	\$ 71.18
Technical	Engineering Design Drafting Supervisor	\$ 31.46	\$ 43.85	35.43%	\$ 42.60	\$ 59.39	24.00%	\$ 58.51	\$ 81.56
Technical	Engineering Design Drafting Technician	\$ 15.19	\$ 20.11	35.43%	\$ 20.57	\$ 27.23	24.00%	\$ 28.25	\$ 37.40
Technical	Engineering Drafting Technician	\$ 15.22	\$ 20.11	35.43%	\$ 20.61	\$ 27.23	24.00%	\$ 28.30	\$ 37.40
Technical	Engineering Drafting Technician Senior	\$ 17.64	\$ 25.64	35.43%	\$ 23.88	\$ 34.72	24.00%	\$ 32.80	\$ 47.69
Technical	Environmental Engineer	\$ 24.98	\$ 39.46	35.43%	\$ 33.82	\$ 53.44	24.00%	\$ 46.46	\$ 73.40
Technical	Environmental Engineer Senior	\$ 26.90	\$ 43.17	35.43%	\$ 36.43	\$ 58.46	24.00%	\$ 50.03	\$ 80.29
Technical	Environmental Program Analyst	\$ 21.19	\$ 31.31	35.43%	\$ 28.70	\$ 42.40	24.00%	\$ 39.41	\$ 58.24
Technical	Environmental Program Planner	\$ 22.64	\$ 33.83	35.43%	\$ 30.67	\$ 45.81	24.00%	\$ 42.12	\$ 62.92
Technical	Environmental Program Specialist	\$ 24.34	\$ 30.57	35.43%	\$ 32.97	\$ 41.40	24.00%	\$ 45.28	\$ 56.86
Technical	Environmental Specialist - Field	\$ 22.64	\$ 33.05	35.43%	\$ 30.67	\$ 44.76	24.00%	\$ 42.12	\$ 61.47
Technical	Environmental Specialist Senior - Field	\$ 23.29	\$ 34.59	35.43%	\$ 31.54	\$ 46.84	24.00%	\$ 43.31	\$ 64.34
Technical	Environmental Technician	\$ 21.19	\$ 31.31	35.43%	\$ 28.70	\$ 42.40	24.00%	\$ 39.41	\$ 58.24
Technical	Environmental Technician Senior	\$ 22.64	\$ 33.83	35.43%	\$ 30.67	\$ 45.81	24.00%	\$ 42.12	\$ 62.92
Technical	Help Desk Support	\$ 15.50	\$ 25.00	35.43%	\$ 20.99	\$ 33.86	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	35.43%	\$ 23.36	\$ 32.50	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 19.31	\$ 23.60	35.43%	\$ 26.15	\$ 31.96	24.00%	\$ 35.91	\$ 43.89
Technical	Laboratory Technician	\$ 16.17	\$ 24.22	35.43%	\$ 21.90	\$ 32.81	24.00%	\$ 30.08	\$ 45.06
Technical	Laboratory Technician Senior	\$ 17.17	\$ 26.12	35.43%	\$ 23.25	\$ 35.37	24.00%	\$ 31.93	\$ 48.58
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	35.43%	\$ 29.79	\$ 35.89	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 25.74	\$ 34.32	35.43%	\$ 34.86	\$ 46.48	24.00%	\$ 47.88	\$ 63.84
Technical	Residential Plan Reviewer	\$ 18.77	\$ 29.32	35.43%	\$ 25.42	\$ 39.71	24.00%	\$ 34.91	\$ 54.53
Technical	Right of Way Technician	\$ 26.64	\$ 42.11	35.43%	\$ 36.07	\$ 57.04	24.00%	\$ 49.54	\$ 78.33
Technical	Right of Way Technician Supervisor	\$ 28.75	\$ 46.23	35.43%	\$ 38.94	\$ 62.61	24.00%	\$ 53.48	\$ 85.99
Technical	Safety Engineer	\$ 26.24	\$ 41.16	35.43%	\$ 35.54	\$ 55.74	24.00%	\$ 48.82	\$ 76.55
Technical	Safety Engineer Senior	\$ 29.84	\$ 47.09	35.43%	\$ 40.41	\$ 63.78	24.00%	\$ 55.50	\$ 87.59
Technical	Title Examiner	\$ 18.28	\$ 25.71	35.43%	\$ 24.76	\$ 34.82	24.00%	\$ 34.00	\$ 47.82
Technical	Traffic Controller	\$ 22.13	\$ 35.77	35.43%	\$ 29.97	\$ 48.44	24.00%	\$ 41.15	\$ 66.53
Technical	Traffic Controller Senior	\$ 26.64	\$ 42.11	35.43%	\$ 36.07	\$ 57.04	24.00%	\$ 49.54	\$ 78.33
Technical	Transportation Data Analyst	\$ 22.13	\$ 35.77	35.43%	\$ 29.97	\$ 48.44	24.00%	\$ 41.15	\$ 66.53
Technical	Transportation Data Analyst Senior	\$ 26.64	\$ 42.11	35.43%	\$ 36.07	\$ 57.04	24.00%	\$ 49.54	\$ 78.33
Technical	Transportation Data Analyst Supervisor	\$ 26.64	\$ 42.11	35.43%	\$ 36.07	\$ 57.04	24.00%	\$ 49.54	\$ 78.33
Technical	Transportation Data Technician	\$ 22.13	\$ 35.77	35.43%	\$ 29.97	\$ 48.44	24.00%	\$ 41.15	\$ 66.53
Technical	Transportation District Utilities Specialist	\$ 26.14	\$ 42.10	35.43%	\$ 35.40	\$ 57.02	24.00%	\$ 48.62	\$ 78.32
Technical	Transportation Engineering Technician -Survey	\$ 27.14	\$ 46.07	35.43%	\$ 36.76	\$ 62.39	24.00%	\$ 50.49	\$ 85.69
Technical	Transportation Engineering Technician -Survey Senior	\$ 29.96	\$ 48.20	35.43%	\$ 40.58	\$ 65.28	24.00%	\$ 55.73	\$ 89.66
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 31.63	\$ 51.49	35.43%	\$ 42.84	\$ 69.74	24.00%	\$ 58.84	\$ 95.78
Technical	Transportation Materials Technician	\$ 12.71	\$ 18.28	35.43%	\$ 17.21	\$ 24.76	24.00%	\$ 23.64	\$ 34.00
Technical	Transportation Materials Technician Senior	\$ 13.56	\$ 19.82	35.43%	\$ 18.36	\$ 26.85	24.00%	\$ 25.22	\$ 36.87

Nebraska (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 27.14	\$ 45.07	35.43%	\$ 36.76	\$ 61.04	24.00%	\$ 50.49	\$ 83.83
Technical	Transportation Materials Technician Supervisor	\$ 31.63	\$ 51.49	35.43%	\$ 42.84	\$ 69.74	24.00%	\$ 58.84	\$ 95.78
Technical	Transportation Planning Specialist	\$ 26.14	\$ 42.10	35.43%	\$ 35.40	\$ 57.02	24.00%	\$ 48.62	\$ 78.32
Technical	Transportation Planning Specialist Senior	\$ 29.96	\$ 48.20	35.43%	\$ 40.58	\$ 65.28	24.00%	\$ 55.73	\$ 89.66
Technical	Transportation Technical Program Coordinator	\$ 26.14	\$ 42.10	35.43%	\$ 35.40	\$ 57.02	24.00%	\$ 48.62	\$ 78.32
Technical	Transportation Technical Support Coordinator	\$ 26.14	\$ 42.10	35.43%	\$ 35.40	\$ 57.02	24.00%	\$ 48.62	\$ 78.32
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	35.43%	\$ 50.79	\$ 60.94	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 15.12	\$ 18.60	42.23%	\$ 21.50	\$ 26.46	24.00%	\$ 28.12	\$ 34.60
Trades	Boiler Operator II	\$ 18.65	\$ 21.41	42.23%	\$ 26.53	\$ 30.46	24.00%	\$ 34.69	\$ 39.83
Trades	Boiler Operator Senior I	\$ 21.43	\$ 23.39	42.23%	\$ 30.48	\$ 33.27	24.00%	\$ 39.87	\$ 43.51
Trades	Boiler Operator Senior II	\$ 23.41	\$ 32.05	42.23%	\$ 33.30	\$ 45.59	24.00%	\$ 43.55	\$ 59.62
Trades	Carpenter Assistant	\$ 10.07	\$ 13.63	42.23%	\$ 14.33	\$ 19.38	24.00%	\$ 18.73	\$ 25.34
Trades	Carpenter	\$ 13.63	\$ 19.10	42.23%	\$ 19.39	\$ 27.17	24.00%	\$ 25.36	\$ 35.53
Trades	Carpenter Senior	\$ 20.16	\$ 27.24	42.23%	\$ 28.68	\$ 38.74	24.00%	\$ 37.51	\$ 50.67
Trades	Electrician	\$ 21.50	\$ 35.78	42.23%	\$ 30.58	\$ 50.89	24.00%	\$ 39.99	\$ 66.55
Trades	Electrician Assistant	\$ 11.47	\$ 14.15	42.23%	\$ 16.31	\$ 20.13	24.00%	\$ 21.33	\$ 26.32
Trades	Electrician Senior	\$ 16.60	\$ 19.15	42.23%	\$ 23.61	\$ 27.24	24.00%	\$ 30.88	\$ 35.62
Trades	Electrician Supervisor Senior	\$ 19.20	\$ 33.75	42.23%	\$ 27.31	\$ 48.00	24.00%	\$ 35.71	\$ 62.78
Trades	Electronic Equipment Install & Repair Supervisor	\$ 20.95	\$ 31.13	42.23%	\$ 29.79	\$ 44.28	24.00%	\$ 38.96	\$ 57.91
Trades	Electronic Equipment Install & Repair Technician	\$ 16.62	\$ 20.84	42.23%	\$ 23.64	\$ 29.64	24.00%	\$ 30.92	\$ 38.76
Trades	Electronic Technician	\$ 12.65	\$ 16.07	42.23%	\$ 17.99	\$ 22.86	24.00%	\$ 23.53	\$ 29.90
Trades	Electronic Technician Senior	\$ 16.12	\$ 28.52	42.23%	\$ 22.93	\$ 40.56	24.00%	\$ 29.99	\$ 53.05
Trades	Equipment Repair Supervisor	\$ 22.93	\$ 26.84	42.23%	\$ 32.61	\$ 38.17	24.00%	\$ 42.64	\$ 49.92
Trades	Equipment Repair Technician	\$ 12.65	\$ 16.07	42.23%	\$ 17.99	\$ 22.86	24.00%	\$ 23.53	\$ 29.90
Trades	Equipment Repair Technician Senior	\$ 16.12	\$ 22.87	42.23%	\$ 22.93	\$ 32.52	24.00%	\$ 29.99	\$ 42.53
Trades	HVAC Installation & Repair Assistant	\$ 9.87	\$ 15.74	42.23%	\$ 14.03	\$ 22.39	24.00%	\$ 18.35	\$ 29.28
Trades	HVAC Installation & Repair Assistant Senior	\$ 15.74	\$ 26.84	42.23%	\$ 22.39	\$ 38.17	24.00%	\$ 29.28	\$ 49.92
Trades	Laboratory Mechanic	\$ 12.66	\$ 17.17	42.23%	\$ 18.00	\$ 24.42	24.00%	\$ 23.55	\$ 31.93
Trades	Laboratory Mechanic Senior	\$ 17.17	\$ 26.12	42.23%	\$ 24.42	\$ 37.15	24.00%	\$ 31.93	\$ 48.58
Trades	Locksmith	\$ 15.53	\$ 22.84	42.23%	\$ 22.09	\$ 32.48	24.00%	\$ 28.88	\$ 42.48
Trades	Maintenance Field Worker	\$ 12.65	\$ 16.17	42.23%	\$ 17.99	\$ 23.00	24.00%	\$ 23.53	\$ 30.08
Trades	Mason Plasterer	\$ 15.63	\$ 18.01	42.23%	\$ 22.22	\$ 25.61	24.00%	\$ 29.06	\$ 33.49
Trades	Mason Plasterer Assistant	\$ 18.05	\$ 26.69	42.23%	\$ 25.67	\$ 37.97	24.00%	\$ 33.57	\$ 49.65
Trades	Mechanic	\$ 10.17	\$ 22.89	42.23%	\$ 14.46	\$ 32.55	24.00%	\$ 18.92	\$ 42.57
Trades	Painter	\$ 9.78	\$ 21.71	42.23%	\$ 13.91	\$ 30.87	24.00%	\$ 18.19	\$ 40.37
Trades	Plumber / Steamfitter	\$ 21.21	\$ 32.25	42.23%	\$ 30.16	\$ 45.87	24.00%	\$ 39.45	\$ 59.98
Trades	Plumber / Steamfitter Assistant	\$ 12.65	\$ 21.14	42.23%	\$ 17.99	\$ 30.07	24.00%	\$ 23.53	\$ 39.32
Trades	Printing Press Operator B	\$ 20.70	\$ 30.40	42.23%	\$ 29.44	\$ 43.24	24.00%	\$ 38.50	\$ 56.55
Trades	Production Supervisor	\$ 24.55	\$ 37.60	42.23%	\$ 34.91	\$ 53.47	24.00%	\$ 45.66	\$ 69.93
Trades	Radio Specialist	\$ 14.63	\$ 18.76	42.23%	\$ 20.81	\$ 26.68	24.00%	\$ 27.21	\$ 34.89

Nebraska (2017 HOURLY MINIMUM WAGE = \$9.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 18.79	\$ 24.56	42.23%	\$ 26.72	\$ 34.93	24.00%	\$ 34.95	\$ 45.67
Trades	Sheet Metal Worker	\$ 13.92	\$ 17.91	42.23%	\$ 19.80	\$ 25.47	24.00%	\$ 25.89	\$ 33.31
Trades	Sheet Metal Worker Assistant	\$ 10.57	\$ 14.14	42.23%	\$ 15.03	\$ 20.11	24.00%	\$ 19.66	\$ 26.30
Trades	Sheet Metal Worker Lead	\$ 17.96	\$ 24.57	42.23%	\$ 25.54	\$ 34.94	24.00%	\$ 33.40	\$ 45.69
Trades	Shipping / Receiving Clerk	\$ 14.00	\$ 19.19	42.23%	\$ 19.91	\$ 27.29	24.00%	\$ 26.03	\$ 35.69
Trades	Storekeeper Assistant I	\$ 10.40	\$ 15.23	42.23%	\$ 14.80	\$ 21.66	24.00%	\$ 19.35	\$ 28.32
Trades	Storekeeper Assistant II	\$ 11.32	\$ 16.37	42.23%	\$ 16.10	\$ 23.28	24.00%	\$ 21.06	\$ 30.44
Trades	Storekeeper I	\$ 9.00	\$ 10.17	42.23%	\$ 12.80	\$ 14.46	24.00%	\$ 16.74	\$ 18.92
Trades	Storekeeper II	\$ 10.23	\$ 12.41	42.23%	\$ 14.55	\$ 17.64	24.00%	\$ 19.03	\$ 23.07
Trades	Storekeeper III	\$ 12.44	\$ 15.23	42.23%	\$ 17.70	\$ 21.66	24.00%	\$ 23.15	\$ 28.32
Trades	Storekeeper Senior	\$ 15.25	\$ 17.78	42.23%	\$ 21.68	\$ 25.29	24.00%	\$ 28.36	\$ 33.08
Trades	Tool Room Assistant	\$ 9.00	\$ 12.41	42.23%	\$ 12.80	\$ 17.64	24.00%	\$ 16.74	\$ 23.07
Trades	Tool Room Assistant Senior	\$ 12.41	\$ 17.31	42.23%	\$ 17.64	\$ 24.63	24.00%	\$ 23.07	\$ 32.20
Trades	Trades Utilities Worker Senior	\$ 12.66	\$ 18.54	42.23%	\$ 18.00	\$ 26.38	24.00%	\$ 23.55	\$ 34.49
Trades	Trades Utility Worker	\$ 9.67	\$ 12.61	42.23%	\$ 13.76	\$ 17.94	24.00%	\$ 17.99	\$ 23.45
Trades	Tradesman Helper	\$ 9.67	\$ 15.58	42.23%	\$ 13.76	\$ 22.16	24.00%	\$ 17.99	\$ 28.97
Trades	Tradesman Helper Senior	\$ 15.58	\$ 19.41	42.23%	\$ 22.16	\$ 27.61	24.00%	\$ 28.97	\$ 36.11
Trades	Welder	\$ 10.66	\$ 17.66	42.23%	\$ 15.16	\$ 25.11	24.00%	\$ 19.82	\$ 32.84
Trades	Welder Senior	\$ 17.70	\$ 21.23	42.23%	\$ 25.18	\$ 30.19	24.00%	\$ 32.93	\$ 39.48
Trades	Work Zone Safety Officer	\$ 22.13	\$ 35.77	42.23%	\$ 31.47	\$ 50.88	24.00%	\$ 41.15	\$ 66.53

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	31.13%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	31.73%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	46.84%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	31.73%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	31.16%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	35.62%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	31.16%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	44.53%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	31.73%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.43%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	42.23%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Nevada (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 14.23	\$ 20.20	33.62%	\$ 19.01	\$ 27.00	24.00%	\$ 26.46	\$ 37.58
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	33.62%	\$ 11.41	\$ 18.67	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 20.21	\$ 28.06	33.62%	\$ 27.01	\$ 37.49	24.00%	\$ 37.60	\$ 52.18
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	33.62%	\$ 27.66	\$ 34.57	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	33.62%	\$ 20.74	\$ 26.62	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	33.62%	\$ 13.14	\$ 16.60	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 18.52	\$ 21.20	33.62%	\$ 24.75	\$ 28.32	24.00%	\$ 34.45	\$ 39.42
Accounting/Finance	Accounting Manager B	\$ 21.14	\$ 25.94	33.62%	\$ 28.24	\$ 34.66	24.00%	\$ 39.31	\$ 48.24
Accounting/Finance	Accounting Manager C	\$ 25.99	\$ 32.85	33.62%	\$ 34.72	\$ 43.89	24.00%	\$ 48.33	\$ 61.10
Accounting/Finance	Auditing - External Auditor	\$ 18.28	\$ 23.12	33.62%	\$ 24.43	\$ 30.89	24.00%	\$ 34.00	\$ 43.00
Accounting/Finance	Auditing - External Auditor Senior	\$ 23.14	\$ 32.85	33.62%	\$ 30.92	\$ 43.89	24.00%	\$ 43.04	\$ 61.10
Accounting/Finance	Auditing - Internal Auditor	\$ 18.28	\$ 23.12	33.62%	\$ 24.43	\$ 30.89	24.00%	\$ 34.00	\$ 43.00
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 23.17	\$ 32.85	33.62%	\$ 30.96	\$ 43.89	24.00%	\$ 43.09	\$ 61.10
Accounting/Finance	Bookkeeper	\$ 9.62	\$ 14.56	33.62%	\$ 12.85	\$ 19.45	24.00%	\$ 17.89	\$ 27.08
Accounting/Finance	Budget Analyst	\$ 17.93	\$ 23.46	33.62%	\$ 23.96	\$ 31.35	24.00%	\$ 33.35	\$ 43.63
Accounting/Finance	Budget Analyst Senior	\$ 23.47	\$ 36.42	33.62%	\$ 31.36	\$ 48.67	24.00%	\$ 43.65	\$ 67.75
Accounting/Finance	Closure/Disbursement Specialists	\$ 29.90	\$ 33.27	33.62%	\$ 39.95	\$ 44.46	24.00%	\$ 55.61	\$ 61.89
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 28.08	\$ 36.39	33.62%	\$ 37.51	\$ 48.63	24.00%	\$ 52.22	\$ 67.69
Accounting/Finance	CPA	\$ 29.12	\$ 38.47	33.62%	\$ 38.90	\$ 51.41	24.00%	\$ 54.16	\$ 71.56
Accounting/Finance	Fiscal Assistant	\$ 10.13	\$ 15.56	33.62%	\$ 13.53	\$ 20.79	24.00%	\$ 18.83	\$ 28.94
Accounting/Finance	Fiscal Technical Senior	\$ 13.57	\$ 19.35	33.62%	\$ 18.13	\$ 25.85	24.00%	\$ 25.23	\$ 35.99
Accounting/Finance	Fiscal Technician	\$ 15.61	\$ 19.08	33.62%	\$ 20.85	\$ 25.49	24.00%	\$ 29.03	\$ 35.48
Accounting/Finance	Payroll Assistant	\$ 14.82	\$ 18.72	33.62%	\$ 19.80	\$ 25.01	24.00%	\$ 27.56	\$ 34.81
Accounting/Finance	Purchasing / Procurement	\$ 18.72	\$ 27.82	33.62%	\$ 25.01	\$ 37.17	24.00%	\$ 34.81	\$ 51.74
Accounting/Finance	Sr. Compliance Officer	\$ 36.13	\$ 41.07	33.62%	\$ 48.28	\$ 54.88	24.00%	\$ 67.21	\$ 76.40
Accounting/Finance	Supervising Auditor	\$ 36.13	\$ 41.59	33.62%	\$ 48.28	\$ 55.58	24.00%	\$ 67.21	\$ 77.37
Call Center/Customer Service	Customer Service Inbound I	\$ 9.53	\$ 14.02	34.03%	\$ 12.78	\$ 18.80	24.00%	\$ 17.73	\$ 26.08
Call Center/Customer Service	Customer Service Inbound II	\$ 14.08	\$ 22.67	34.03%	\$ 18.87	\$ 30.39	24.00%	\$ 26.19	\$ 42.17

Nevada (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.53	\$ 14.02	34.03%	\$ 12.78	\$ 18.80	24.00%	\$ 17.73	\$ 26.08
Call Center/Customer Service	Customer Service Outbound II	\$ 14.08	\$ 22.67	34.03%	\$ 18.87	\$ 30.39	24.00%	\$ 26.19	\$ 42.17
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.36	\$ 15.86	34.03%	\$ 12.54	\$ 21.25	24.00%	\$ 17.41	\$ 29.50
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	34.03%	\$ 27.74	\$ 34.68	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.72	\$ 14.87	34.03%	\$ 13.03	\$ 19.93	24.00%	\$ 18.08	\$ 27.66
Call Center/Customer Service	Detailing Representative II	\$ 10.57	\$ 17.10	34.03%	\$ 14.17	\$ 22.92	24.00%	\$ 19.67	\$ 31.81
Call Center/Customer Service	Help Desk Analyst	\$ 12.59	\$ 27.96	34.03%	\$ 16.88	\$ 37.47	24.00%	\$ 23.43	\$ 52.00
Call Center/Customer Service	Market Research Inbound	\$ 18.47	\$ 22.19	34.03%	\$ 24.76	\$ 29.74	24.00%	\$ 34.36	\$ 41.27
Call Center/Customer Service	Market Research Outbound	\$ 22.21	\$ 33.81	34.03%	\$ 29.76	\$ 45.31	24.00%	\$ 41.30	\$ 62.88
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.64	\$ 12.35	34.03%	\$ 11.58	\$ 16.55	24.00%	\$ 16.07	\$ 22.97
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.51	\$ 17.87	34.03%	\$ 16.76	\$ 23.95	24.00%	\$ 23.26	\$ 33.24
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.64	\$ 12.35	34.03%	\$ 11.58	\$ 16.55	24.00%	\$ 16.07	\$ 22.97
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.51	\$ 17.87	34.03%	\$ 16.76	\$ 23.95	24.00%	\$ 23.26	\$ 33.24
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.64	\$ 12.11	34.03%	\$ 11.58	\$ 16.23	24.00%	\$ 16.07	\$ 22.52
Call Center/Customer Service	Sales Inbound I	\$ 9.14	\$ 15.80	34.03%	\$ 12.26	\$ 21.18	24.00%	\$ 17.01	\$ 29.39
Call Center/Customer Service	Sales Inbound II	\$ 12.51	\$ 17.87	34.03%	\$ 16.76	\$ 23.95	24.00%	\$ 23.26	\$ 33.24
Call Center/Customer Service	Sales Outbound I	\$ 11.33	\$ 15.90	34.03%	\$ 15.19	\$ 21.31	24.00%	\$ 21.08	\$ 29.57
Call Center/Customer Service	Sales Outbound II	\$ 12.51	\$ 17.87	34.03%	\$ 16.76	\$ 23.95	24.00%	\$ 23.26	\$ 33.24
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.25	\$ 12.38	34.03%	\$ 11.06	\$ 16.59	24.00%	\$ 15.35	\$ 23.03
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 12.39	\$ 16.05	34.03%	\$ 16.61	\$ 21.52	24.00%	\$ 23.05	\$ 29.86
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 9.13	\$ 12.20	34.03%	\$ 12.23	\$ 16.35	24.00%	\$ 16.97	\$ 22.68
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 12.24	\$ 21.55	34.03%	\$ 16.41	\$ 28.89	24.00%	\$ 22.78	\$ 40.09
Food Related Services	Barista (misc)	\$ 10.69	\$ 15.76	50.58%	\$ 16.10	\$ 23.74	24.00%	\$ 19.88	\$ 29.32
Food Related Services	Building Attendant (misc)	\$ 10.69	\$ 15.76	38.46%	\$ 14.80	\$ 21.83	24.00%	\$ 19.88	\$ 29.32
Food Related Services	Busser	\$ 10.69	\$ 15.76	38.46%	\$ 14.80	\$ 21.83	24.00%	\$ 19.88	\$ 29.32
Food Related Services	Cashiers	\$ 10.69	\$ 15.76	38.46%	\$ 14.80	\$ 21.83	24.00%	\$ 19.88	\$ 29.32
Food Related Services	Dishwasher	\$ 9.72	\$ 12.63	38.46%	\$ 13.46	\$ 17.49	24.00%	\$ 18.08	\$ 23.50
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	38.46%	\$ 19.94	\$ 24.37	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	38.46%	\$ 13.71	\$ 16.75	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.63	\$ 14.09	38.46%	\$ 13.33	\$ 19.51	24.00%	\$ 17.91	\$ 26.21
Food Related Services	Food Operations Manager Assistant	\$ 14.13	\$ 16.54	38.46%	\$ 19.56	\$ 22.90	24.00%	\$ 26.28	\$ 30.76
Food Related Services	Food Production Worker	\$ 8.25	\$ 12.69	38.46%	\$ 11.42	\$ 17.57	24.00%	\$ 15.35	\$ 23.61
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	38.46%	\$ 19.32	\$ 23.61	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	38.46%	\$ 14.95	\$ 18.28	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	38.46%	\$ 17.45	\$ 21.32	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.25	\$ 12.45	38.46%	\$ 11.42	\$ 17.24	24.00%	\$ 15.35	\$ 23.15
Food Related Services	Second Cook Senior	\$ 12.35	\$ 16.25	50.58%	\$ 18.60	\$ 24.47	24.00%	\$ 22.97	\$ 30.22
Food Related Services	Server	\$ 8.25	\$ 10.13	38.46%	\$ 11.42	\$ 14.02	24.00%	\$ 15.35	\$ 18.83
General Administrative	Administrative Assistant I	\$ 10.61	\$ 14.28	34.03%	\$ 14.22	\$ 19.13	24.00%	\$ 19.74	\$ 26.55
General Administrative	Administrative Assistant II	\$ 14.29	\$ 15.45	34.03%	\$ 19.15	\$ 20.71	24.00%	\$ 26.57	\$ 28.74

Nevada (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 15.46	\$ 16.77	34.03%	\$ 20.72	\$ 22.48	24.00%	\$ 28.76	\$ 31.20
General Administrative	Administrative Assistant IV	\$ 16.78	\$ 18.57	34.03%	\$ 22.49	\$ 24.89	24.00%	\$ 31.22	\$ 34.54
General Administrative	Administrative Assistant V	\$ 18.59	\$ 20.94	34.03%	\$ 24.92	\$ 28.07	24.00%	\$ 34.58	\$ 38.95
General Administrative	Administrative Staff Assistant	\$ 20.60	\$ 23.56	34.03%	\$ 27.61	\$ 31.57	24.00%	\$ 38.32	\$ 43.82
General Administrative	Administrative Staff Specialist	\$ 23.57	\$ 29.13	34.03%	\$ 31.59	\$ 39.05	24.00%	\$ 43.83	\$ 54.19
General Administrative	Administrative Staff Specialist Senior	\$ 29.14	\$ 22.76	34.03%	\$ 39.06	\$ 30.50	24.00%	\$ 54.21	\$ 42.33
General Administrative	Agency Management Analyst	\$ 19.01	\$ 24.95	34.03%	\$ 25.48	\$ 33.44	24.00%	\$ 35.36	\$ 46.40
General Administrative	Agency Management Analyst Lead	\$ 24.96	\$ 28.99	34.03%	\$ 33.45	\$ 38.85	24.00%	\$ 46.42	\$ 53.92
General Administrative	Agency Management Analyst Senior	\$ 29.05	\$ 45.20	34.03%	\$ 38.93	\$ 60.58	24.00%	\$ 54.03	\$ 84.07
General Administrative	Clerk	\$ 9.30	\$ 10.75	34.03%	\$ 12.46	\$ 14.41	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	34.03%	\$ 11.06	\$ 12.40	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	34.03%	\$ 14.48	\$ 16.75	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.64	\$ 12.13	34.03%	\$ 11.58	\$ 16.26	24.00%	\$ 16.07	\$ 22.56
General Administrative	Data Entry Operator Senior	\$ 12.16	\$ 17.45	34.03%	\$ 16.29	\$ 23.39	24.00%	\$ 22.61	\$ 32.46
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	34.03%	\$ 13.74	\$ 20.10	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.32	\$ 19.04	34.03%	\$ 20.53	\$ 25.52	24.00%	\$ 28.49	\$ 35.41
General Administrative	Executive Secretary Senior	\$ 19.07	\$ 28.24	34.03%	\$ 25.56	\$ 37.85	24.00%	\$ 35.46	\$ 52.53
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	34.03%	\$ 23.46	\$ 27.81	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	34.03%	\$ 20.10	\$ 24.13	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.11	\$ 14.20	34.03%	\$ 16.23	\$ 19.03	24.00%	\$ 22.52	\$ 26.41
General Administrative	Legal Assistant Senior	\$ 14.23	\$ 35.87	34.03%	\$ 19.07	\$ 48.08	24.00%	\$ 26.46	\$ 66.72
General Administrative	Library Assistant	\$ 8.64	\$ 17.02	34.03%	\$ 11.58	\$ 22.81	24.00%	\$ 16.07	\$ 31.65
General Administrative	Medical Assistant I	\$ 11.60	\$ 13.54	34.03%	\$ 15.55	\$ 18.14	24.00%	\$ 21.58	\$ 25.18
General Administrative	Medical Assistant II	\$ 13.58	\$ 19.30	34.03%	\$ 18.20	\$ 25.87	24.00%	\$ 25.25	\$ 35.90
General Administrative	Medical Biller I	\$ 10.12	\$ 12.42	34.03%	\$ 13.56	\$ 16.65	24.00%	\$ 18.82	\$ 23.10
General Administrative	Medical Biller II	\$ 12.45	\$ 19.34	34.03%	\$ 16.69	\$ 25.92	24.00%	\$ 23.15	\$ 35.97
General Administrative	Medical Records Clerk I	\$ 12.16	\$ 17.71	34.03%	\$ 16.29	\$ 23.73	24.00%	\$ 22.61	\$ 32.93
General Administrative	Medical Records Clerk II	\$ 13.13	\$ 18.99	34.03%	\$ 17.60	\$ 25.45	24.00%	\$ 24.42	\$ 35.32
General Administrative	Office Manager	\$ 20.46	\$ 31.14	34.03%	\$ 27.42	\$ 41.73	24.00%	\$ 38.05	\$ 57.91
General Administrative	Office Services Aide	\$ 11.32	\$ 15.60	34.03%	\$ 15.17	\$ 20.91	24.00%	\$ 21.06	\$ 29.01
General Administrative	Office Services Assistant	\$ 12.14	\$ 16.47	34.03%	\$ 16.27	\$ 22.08	24.00%	\$ 22.58	\$ 30.64
General Administrative	Office Services Specialist	\$ 12.79	\$ 17.24	34.03%	\$ 17.14	\$ 23.11	24.00%	\$ 23.79	\$ 32.07
General Administrative	Office Services Supervisor	\$ 13.38	\$ 17.62	34.03%	\$ 17.94	\$ 23.61	24.00%	\$ 24.89	\$ 32.77
General Administrative	Office Services Supervisor Senior	\$ 15.51	\$ 19.77	34.03%	\$ 20.79	\$ 26.49	24.00%	\$ 28.85	\$ 36.77
General Administrative	Operator I	\$ 8.41	\$ 12.09	34.03%	\$ 11.27	\$ 16.20	24.00%	\$ 15.64	\$ 22.49
General Administrative	Operator II	\$ 12.11	\$ 14.13	34.03%	\$ 16.23	\$ 18.94	24.00%	\$ 22.52	\$ 26.28
General Administrative	Operator III (Key Disc Operator)	\$ 14.17	\$ 16.04	34.03%	\$ 18.99	\$ 21.50	24.00%	\$ 26.35	\$ 29.84
General Administrative	Operator IV (Key Disc Operator)	\$ 16.05	\$ 18.60	34.03%	\$ 21.52	\$ 24.93	24.00%	\$ 29.86	\$ 34.60
General Administrative	Paralegal	\$ 14.00	\$ 23.50	34.03%	\$ 18.76	\$ 31.50	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.78	\$ 14.42	34.03%	\$ 14.44	\$ 19.33	24.00%	\$ 20.05	\$ 26.82

Nevada (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 14.43	\$ 15.38	34.03%	\$ 19.34	\$ 20.62	24.00%	\$ 26.84	\$ 28.61
General Administrative	Photocopy Supervisor	\$ 11.65	\$ 16.18	34.03%	\$ 15.62	\$ 21.69	24.00%	\$ 21.67	\$ 30.10
General Administrative	Photocopy Technician	\$ 10.52	\$ 14.88	34.03%	\$ 14.11	\$ 19.94	24.00%	\$ 19.58	\$ 27.67
General Administrative	Photo-Typesetting Specialist	\$ 13.70	\$ 19.73	34.03%	\$ 18.37	\$ 26.44	24.00%	\$ 25.49	\$ 36.69
General Administrative	Photo-Typesetting Supervisor	\$ 14.64	\$ 21.42	34.03%	\$ 19.62	\$ 28.71	24.00%	\$ 27.22	\$ 39.84
General Administrative	Postal Aide	\$ 8.25	\$ 10.52	34.03%	\$ 11.06	\$ 14.11	24.00%	\$ 15.35	\$ 19.58
General Administrative	Postal Aide Senior	\$ 10.57	\$ 16.64	34.03%	\$ 14.17	\$ 22.30	24.00%	\$ 19.67	\$ 30.95
General Administrative	Postal Assistant	\$ 16.70	\$ 18.55	34.03%	\$ 22.38	\$ 24.86	24.00%	\$ 31.05	\$ 34.51
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	34.03%	\$ 40.21	\$ 60.31	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	34.03%	\$ 26.81	\$ 33.51	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.35	\$ 16.31	34.03%	\$ 16.55	\$ 21.86	24.00%	\$ 22.97	\$ 30.33
General Administrative	Public Relations Specialist	\$ 17.16	\$ 29.35	34.03%	\$ 23.00	\$ 39.34	24.00%	\$ 31.92	\$ 54.59
General Administrative	Public Relations Specialist Assistant	\$ 12.35	\$ 17.13	34.03%	\$ 16.55	\$ 22.96	24.00%	\$ 22.97	\$ 31.87
General Administrative	Receptionist	\$ 8.63	\$ 11.11	34.03%	\$ 11.57	\$ 14.89	24.00%	\$ 16.05	\$ 20.66
General Administrative	Receptionist Senior	\$ 11.12	\$ 17.53	34.03%	\$ 14.90	\$ 23.50	24.00%	\$ 20.68	\$ 32.61
General Administrative	Secretary	\$ 9.13	\$ 12.20	34.03%	\$ 12.23	\$ 16.35	24.00%	\$ 16.97	\$ 22.68
General Administrative	Secretary Senior	\$ 12.24	\$ 21.61	34.03%	\$ 16.41	\$ 28.97	24.00%	\$ 22.78	\$ 40.20
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00	34.03%	\$ 20.44	\$ 24.13	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.61	\$ 25.93	34.03%	\$ 14.22	\$ 34.75	24.00%	\$ 19.74	\$ 48.23
Human Resources	Claims Representative	\$ 20.00	\$ 26.49	34.03%	\$ 26.81	\$ 35.50	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 19.02	\$ 23.46	34.03%	\$ 25.49	\$ 31.44	24.00%	\$ 35.37	\$ 43.63
Human Resources	Classification / Compensation Analyst Senior	\$ 23.51	\$ 31.14	34.03%	\$ 31.51	\$ 41.73	24.00%	\$ 43.72	\$ 57.91
Human Resources	Classification / Compensation Consultant	\$ 31.16	\$ 41.73	34.03%	\$ 41.76	\$ 55.93	24.00%	\$ 57.95	\$ 77.62
Human Resources	EEO Program Analyst	\$ 18.37	\$ 29.32	34.03%	\$ 24.62	\$ 39.30	24.00%	\$ 34.16	\$ 54.53
Human Resources	EEO Program Specialist	\$ 20.25	\$ 31.98	34.03%	\$ 27.14	\$ 42.87	24.00%	\$ 37.67	\$ 59.49
Human Resources	Employee Relations Analyst	\$ 16.54	\$ 20.94	34.03%	\$ 22.17	\$ 28.07	24.00%	\$ 30.76	\$ 38.95
Human Resources	Employee Relations Analyst Senior	\$ 20.99	\$ 37.05	34.03%	\$ 28.13	\$ 49.65	24.00%	\$ 39.04	\$ 68.90
Human Resources	Human Resources Assistant	\$ 12.69	\$ 18.28	34.03%	\$ 17.01	\$ 24.50	24.00%	\$ 23.61	\$ 34.00
Human Resources	Human Resources Generalist	\$ 14.71	\$ 18.72	34.03%	\$ 19.72	\$ 25.09	24.00%	\$ 27.37	\$ 34.81
Human Resources	Human Resources Generalist Senior	\$ 18.82	\$ 32.88	34.03%	\$ 25.23	\$ 44.06	24.00%	\$ 35.01	\$ 61.15
Human Resources	Personnel Analyst	\$ 14.57	\$ 18.52	34.03%	\$ 19.52	\$ 24.83	24.00%	\$ 27.10	\$ 34.45
Human Resources	Personnel Analyst Senior	\$ 18.57	\$ 22.47	34.03%	\$ 24.89	\$ 30.11	24.00%	\$ 34.54	\$ 41.79
Human Resources	Personnel Practices Analyst	\$ 22.53	\$ 26.53	34.03%	\$ 30.19	\$ 35.56	24.00%	\$ 41.90	\$ 49.35
Human Resources	Personnel Practices Analyst Senior	\$ 26.58	\$ 33.84	34.03%	\$ 35.62	\$ 45.35	24.00%	\$ 49.44	\$ 62.94
Human Resources	Personnel Practices Manager	\$ 33.29	\$ 41.42	34.03%	\$ 44.62	\$ 55.51	24.00%	\$ 61.93	\$ 77.04
Human Services	Social Worker	\$ 16.22	\$ 27.47	33.70%	\$ 21.69	\$ 36.73	24.00%	\$ 30.17	\$ 51.10
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	33.70%	\$ 30.08	\$ 41.45	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.30	\$ 16.99	33.70%	\$ 16.45	\$ 22.71	24.00%	\$ 22.88	\$ 31.60
Human Services	Support Enforcement Specialist Senior	\$ 17.05	\$ 20.11	33.70%	\$ 22.79	\$ 26.88	24.00%	\$ 31.70	\$ 37.40
Human Services	Utilization Review Analyst	\$ 17.05	\$ 24.45	33.70%	\$ 22.79	\$ 32.69	24.00%	\$ 31.70	\$ 45.48

Nevada (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 24.50	\$ 39.30	33.70%	\$ 32.76	\$ 52.54	24.00%	\$ 45.57	\$ 73.10
Insurance	Claims Adjuster I	\$ 14.08	\$ 17.05	33.70%	\$ 18.83	\$ 22.79	24.00%	\$ 26.19	\$ 31.70
Insurance	Claims Adjuster II	\$ 17.09	\$ 24.45	33.70%	\$ 22.85	\$ 32.69	24.00%	\$ 31.79	\$ 45.48
Insurance	Claims Specialist	\$ 24.50	\$ 30.87	33.70%	\$ 32.76	\$ 41.28	24.00%	\$ 45.57	\$ 57.43
Insurance	Worker's Compensation Specialist	\$ 23.15	\$ 34.63	33.70%	\$ 30.95	\$ 46.29	24.00%	\$ 43.06	\$ 64.40
Laborer/Industrial	CDL Driver	\$ 12.35	\$ 17.73	38.46%	\$ 17.10	\$ 24.54	24.00%	\$ 22.97	\$ 32.97
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	38.46%	\$ 29.77	\$ 39.07	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	38.46%	\$ 38.70	\$ 45.98	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	38.46%	\$ 41.88	\$ 48.46	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	38.46%	\$ 34.27	\$ 41.54	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	38.46%	\$ 34.27	\$ 40.85	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	38.46%	\$ 43.61	\$ 52.27	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	38.46%	\$ 36.69	\$ 46.45	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.26	\$ 19.00	38.46%	\$ 18.35	\$ 26.31	24.00%	\$ 24.66	\$ 35.34
Laborer/Industrial	Forklift Operator	\$ 10.33	\$ 14.39	38.46%	\$ 14.30	\$ 19.93	24.00%	\$ 19.21	\$ 26.77
Laborer/Industrial	Forklift Operator Senior	\$ 14.42	\$ 20.99	38.46%	\$ 19.97	\$ 29.06	24.00%	\$ 26.82	\$ 39.04
Laborer/Industrial	Grounds Worker	\$ 8.37	\$ 11.60	38.46%	\$ 11.59	\$ 16.07	24.00%	\$ 15.56	\$ 21.58
Laborer/Industrial	Grounds Worker Lead	\$ 11.65	\$ 15.56	38.46%	\$ 16.13	\$ 21.54	24.00%	\$ 21.67	\$ 28.94
Laborer/Industrial	Grounds Worker Senior	\$ 12.44	\$ 15.46	38.46%	\$ 17.22	\$ 21.41	24.00%	\$ 23.14	\$ 28.76
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.64	\$ 12.11	38.46%	\$ 11.96	\$ 16.77	24.00%	\$ 16.07	\$ 22.52
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.12	\$ 15.46	38.46%	\$ 16.78	\$ 21.41	24.00%	\$ 22.54	\$ 28.76
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.25	\$ 11.63	38.46%	\$ 11.42	\$ 16.11	24.00%	\$ 15.35	\$ 21.64
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.25	\$ 11.63	38.46%	\$ 11.42	\$ 16.11	24.00%	\$ 15.35	\$ 21.64
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.25	\$ 11.63	38.46%	\$ 11.42	\$ 16.11	24.00%	\$ 15.35	\$ 21.64
Laborer/Industrial	Housekeeping Supervisor	\$ 10.33	\$ 14.34	38.46%	\$ 14.30	\$ 19.86	24.00%	\$ 19.21	\$ 26.68
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.37	\$ 22.23	38.46%	\$ 19.90	\$ 30.79	24.00%	\$ 26.73	\$ 41.36
Laborer/Industrial	Housekeeping Worker	\$ 8.25	\$ 11.71	38.46%	\$ 11.42	\$ 16.21	24.00%	\$ 15.35	\$ 21.78
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.76	\$ 15.01	38.46%	\$ 16.28	\$ 20.79	24.00%	\$ 21.87	\$ 27.93
Laborer/Industrial	Inventory Worker Light	\$ 9.14	\$ 14.32	38.46%	\$ 12.66	\$ 19.83	24.00%	\$ 17.01	\$ 26.64
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.37	\$ 16.07	38.46%	\$ 11.59	\$ 22.26	24.00%	\$ 15.56	\$ 29.90
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.25	\$ 11.12	38.46%	\$ 11.42	\$ 15.39	24.00%	\$ 15.35	\$ 20.68
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.17	\$ 18.03	38.46%	\$ 15.46	\$ 24.96	24.00%	\$ 20.77	\$ 33.53
Laborer/Industrial	Packer	\$ 8.25	\$ 11.63	38.46%	\$ 11.42	\$ 16.11	24.00%	\$ 15.35	\$ 21.64
Laborer/Industrial	Warehouse Specialist I	\$ 8.37	\$ 11.63	38.46%	\$ 11.59	\$ 16.11	24.00%	\$ 15.56	\$ 21.64
Laborer/Industrial	Warehouse Specialist II	\$ 11.65	\$ 14.57	38.46%	\$ 16.13	\$ 20.17	24.00%	\$ 21.67	\$ 27.10
Laborer/Industrial	Warehouse Specialist III	\$ 14.62	\$ 18.62	38.46%	\$ 20.24	\$ 25.78	24.00%	\$ 27.19	\$ 34.63
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	38.46%	\$ 12.46	\$ 15.23	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.25	\$ 11.63	38.46%	\$ 11.42	\$ 16.11	24.00%	\$ 15.35	\$ 21.64
Laborer/Industrial	Warehouse Worker II	\$ 11.65	\$ 14.57	38.46%	\$ 16.13	\$ 20.17	24.00%	\$ 21.67	\$ 27.10
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	38.46%	\$ 33.85	\$ 44.31	24.00%	\$ 45.48	\$ 59.52

Nevada (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	38.46%	\$ 33.85	\$ 40.85	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	38.46%	\$ 33.85	\$ 40.85	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.12	\$ 14.34	33.70%	\$ 14.86	\$ 19.18	24.00%	\$ 20.68	\$ 26.68
Media	Audio Visual Technician Senior	\$ 14.37	\$ 23.82	33.70%	\$ 19.22	\$ 31.85	24.00%	\$ 26.73	\$ 44.30
Media	Graphic Artist	\$ 13.09	\$ 15.63	33.70%	\$ 17.50	\$ 20.89	24.00%	\$ 24.35	\$ 29.07
Media	Graphic Artist Senior	\$ 15.63	\$ 21.98	33.70%	\$ 20.89	\$ 29.39	24.00%	\$ 29.07	\$ 40.89
Media	Graphic Designer	\$ 13.09	\$ 15.63	33.70%	\$ 17.50	\$ 20.89	24.00%	\$ 24.35	\$ 29.07
Media	Graphic Designer Senior	\$ 15.66	\$ 21.98	33.70%	\$ 20.93	\$ 29.39	24.00%	\$ 29.12	\$ 40.89
Media	Photographer	\$ 8.64	\$ 11.44	33.70%	\$ 11.55	\$ 15.29	24.00%	\$ 16.07	\$ 21.27
Media	Photographer Senior	\$ 11.46	\$ 18.33	33.70%	\$ 15.32	\$ 24.50	24.00%	\$ 21.31	\$ 34.09
Media	TV / Video Production Specialist	\$ 17.29	\$ 22.24	33.70%	\$ 23.11	\$ 29.74	24.00%	\$ 32.16	\$ 41.38
Media	TV / Video Production Technician	\$ 22.27	\$ 30.14	33.70%	\$ 29.78	\$ 40.29	24.00%	\$ 41.43	\$ 56.05
Security	Armed Security Officer	\$ 13.84	\$ 18.52	48.07%	\$ 20.49	\$ 27.43	24.00%	\$ 25.74	\$ 34.45
Security	<u>Captain</u>	\$ 19.44	\$ 27.70	48.07%	\$ 28.78	\$ 41.01	24.00%	\$ 36.15	\$ 51.52
Security	Dispatcher/Police	\$ 13.41	\$ 22.86	48.07%	\$ 19.86	\$ 33.84	24.00%	\$ 24.94	\$ 42.51
Security	<u>Lieutenant</u>	\$ 17.49	\$ 24.30	48.07%	\$ 25.90	\$ 35.97	24.00%	\$ 32.54	\$ 45.19
Security	<u>Sergeant</u>	\$ 16.03	\$ 22.35	48.07%	\$ 23.74	\$ 33.10	24.00%	\$ 29.82	\$ 41.57
Security	Unarmed Security Guard	\$ 9.35	\$ 18.27	48.07%	\$ 13.84	\$ 27.05	24.00%	\$ 17.39	\$ 33.98
Tax	Data Entry Clerk	\$ 8.64	\$ 11.12	34.03%	\$ 11.58	\$ 14.90	24.00%	\$ 16.07	\$ 20.68
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.17	\$ 17.53	34.03%	\$ 14.97	\$ 23.50	24.00%	\$ 20.77	\$ 32.61
Tax	Error Resolution and Document Processor	\$ 14.53	\$ 20.18	34.03%	\$ 19.47	\$ 27.05	24.00%	\$ 27.02	\$ 37.54
Tax	General Clerical	\$ 8.41	\$ 12.43	34.03%	\$ 11.27	\$ 16.66	24.00%	\$ 15.64	\$ 23.12
Tax	On-Site Administrator (Day)	\$ 9.82	\$ 21.24	34.03%	\$ 13.17	\$ 28.47	24.00%	\$ 18.27	\$ 39.51
Tax	On-Site Administrator (Evening)	\$ 9.82	\$ 21.24	34.03%	\$ 13.17	\$ 28.47	24.00%	\$ 18.27	\$ 39.51
Tax	Remittance Processor	\$ 17.46	\$ 25.88	34.03%	\$ 23.41	\$ 34.69	24.00%	\$ 32.48	\$ 48.14
Tax	Taxpayer Information & Assistance Agent	\$ 15.47	\$ 22.23	34.03%	\$ 20.74	\$ 29.79	24.00%	\$ 28.78	\$ 41.34
Technical	Agricultural Technician	\$ 15.91	\$ 25.82	37.45%	\$ 21.87	\$ 35.49	24.00%	\$ 29.59	\$ 48.03
Technical	Agricultural Technician Lead	\$ 17.84	\$ 28.51	37.45%	\$ 24.52	\$ 39.19	24.00%	\$ 33.19	\$ 53.03
Technical	Agricultural Technician Supervisor	\$ 21.43	\$ 34.35	37.45%	\$ 29.45	\$ 47.22	24.00%	\$ 39.86	\$ 63.90
Technical	Analytical Chemist	\$ 16.86	\$ 28.51	37.45%	\$ 23.18	\$ 39.19	24.00%	\$ 31.36	\$ 53.03
Technical	Analytical Chemist Assistant	\$ 19.70	\$ 32.44	37.45%	\$ 27.08	\$ 44.59	24.00%	\$ 36.64	\$ 60.34
Technical	Analytical Chemist Senior	\$ 24.86	\$ 40.57	37.45%	\$ 34.17	\$ 55.77	24.00%	\$ 46.24	\$ 75.47
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	37.45%	\$ 27.21	\$ 42.65	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	37.45%	\$ 39.71	\$ 51.48	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 17.80	\$ 26.77	37.45%	\$ 24.47	\$ 36.80	24.00%	\$ 33.11	\$ 49.80
Technical	Bridge Design Drafter Senior	\$ 18.99	\$ 28.95	37.45%	\$ 26.10	\$ 39.79	24.00%	\$ 35.32	\$ 53.85
Technical	Cartographic Drafter	\$ 22.38	\$ 31.53	37.45%	\$ 30.76	\$ 43.33	24.00%	\$ 41.63	\$ 58.64
Technical	Cartographic Drafter Assistant	\$ 17.54	\$ 26.38	37.45%	\$ 24.11	\$ 36.27	24.00%	\$ 32.63	\$ 49.08
Technical	Cartographic Supervisor	\$ 30.53	\$ 41.05	37.45%	\$ 41.97	\$ 56.42	24.00%	\$ 56.79	\$ 76.35
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	37.45%	\$ 21.99	\$ 26.80	24.00%	\$ 29.76	\$ 36.27

Nevada (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	37.45%	\$ 54.42	\$ 66.18	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 26.92	\$ 38.10	37.45%	\$ 37.00	\$ 52.37	24.00%	\$ 50.07	\$ 70.87
Technical	Engineering Design Drafting Supervisor	\$ 31.32	\$ 43.66	37.45%	\$ 43.05	\$ 60.02	24.00%	\$ 58.26	\$ 81.21
Technical	Engineering Design Drafting Technician	\$ 15.12	\$ 20.02	37.45%	\$ 20.78	\$ 27.52	24.00%	\$ 28.13	\$ 37.24
Technical	Engineering Drafting Technician	\$ 15.15	\$ 20.02	37.45%	\$ 20.82	\$ 27.52	24.00%	\$ 28.18	\$ 37.24
Technical	Engineering Drafting Technician Senior	\$ 17.56	\$ 25.53	37.45%	\$ 24.14	\$ 35.09	24.00%	\$ 32.66	\$ 47.48
Technical	Environmental Engineer	\$ 24.87	\$ 39.29	37.45%	\$ 34.18	\$ 54.00	24.00%	\$ 46.26	\$ 73.08
Technical	Environmental Engineer Senior	\$ 26.78	\$ 42.98	37.45%	\$ 36.81	\$ 59.08	24.00%	\$ 49.82	\$ 79.95
Technical	Environmental Program Analyst	\$ 21.10	\$ 31.18	37.45%	\$ 29.00	\$ 42.85	24.00%	\$ 39.24	\$ 57.99
Technical	Environmental Program Planner	\$ 22.55	\$ 33.68	37.45%	\$ 30.99	\$ 46.30	24.00%	\$ 41.94	\$ 62.65
Technical	Environmental Program Specialist	\$ 24.24	\$ 30.44	37.45%	\$ 33.31	\$ 41.84	24.00%	\$ 45.08	\$ 56.61
Technical	Environmental Specialist - Field	\$ 22.55	\$ 32.91	37.45%	\$ 30.99	\$ 45.23	24.00%	\$ 41.94	\$ 61.20
Technical	Environmental Specialist Senior - Field	\$ 23.19	\$ 34.44	37.45%	\$ 31.87	\$ 47.34	24.00%	\$ 43.13	\$ 64.06
Technical	Environmental Technician	\$ 21.10	\$ 31.18	37.45%	\$ 29.00	\$ 42.85	24.00%	\$ 39.24	\$ 57.99
Technical	Environmental Technician Senior	\$ 22.55	\$ 33.68	37.45%	\$ 30.99	\$ 46.30	24.00%	\$ 41.94	\$ 62.65
Technical	Help Desk Support	\$ 15.50	\$ 25.00	37.45%	\$ 21.30	\$ 34.36	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	37.45%	\$ 23.71	\$ 32.99	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 19.22	\$ 23.49	37.45%	\$ 26.42	\$ 32.29	24.00%	\$ 35.75	\$ 43.70
Technical	Laboratory Technician	\$ 16.10	\$ 24.12	37.45%	\$ 22.13	\$ 33.15	24.00%	\$ 29.95	\$ 44.86
Technical	Laboratory Technician Senior	\$ 17.09	\$ 26.01	37.45%	\$ 23.50	\$ 35.74	24.00%	\$ 31.79	\$ 48.37
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	37.45%	\$ 30.24	\$ 36.42	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 25.63	\$ 34.17	37.45%	\$ 35.23	\$ 46.97	24.00%	\$ 47.67	\$ 63.56
Technical	Residential Plan Reviewer	\$ 18.69	\$ 29.19	37.45%	\$ 25.69	\$ 40.13	24.00%	\$ 34.76	\$ 54.30
Technical	Right of Way Technician	\$ 26.52	\$ 41.93	37.45%	\$ 36.45	\$ 57.64	24.00%	\$ 49.33	\$ 78.00
Technical	Right of Way Technician Supervisor	\$ 28.63	\$ 46.03	37.45%	\$ 39.35	\$ 63.27	24.00%	\$ 53.25	\$ 85.62
Technical	Safety Engineer	\$ 26.13	\$ 40.98	37.45%	\$ 35.92	\$ 56.33	24.00%	\$ 48.61	\$ 76.22
Technical	Safety Engineer Senior	\$ 29.71	\$ 46.89	37.45%	\$ 40.83	\$ 64.45	24.00%	\$ 55.26	\$ 87.21
Technical	Title Examiner	\$ 18.20	\$ 25.60	37.45%	\$ 25.02	\$ 35.18	24.00%	\$ 33.86	\$ 47.61
Technical	Traffic Controller	\$ 22.03	\$ 35.62	37.45%	\$ 30.28	\$ 48.96	24.00%	\$ 40.98	\$ 66.25
Technical	Traffic Controller Senior	\$ 26.52	\$ 41.93	37.45%	\$ 36.45	\$ 57.64	24.00%	\$ 49.33	\$ 78.00
Technical	Transportation Data Analyst	\$ 22.03	\$ 35.62	37.45%	\$ 30.28	\$ 48.96	24.00%	\$ 40.98	\$ 66.25
Technical	Transportation Data Analyst Senior	\$ 26.52	\$ 41.93	37.45%	\$ 36.45	\$ 57.64	24.00%	\$ 49.33	\$ 78.00
Technical	Transportation Data Analyst Supervisor	\$ 26.52	\$ 41.93	37.45%	\$ 36.45	\$ 57.64	24.00%	\$ 49.33	\$ 78.00
Technical	Transportation Data Technician	\$ 22.03	\$ 35.62	37.45%	\$ 30.28	\$ 48.96	24.00%	\$ 40.98	\$ 66.25
Technical	Transportation District Utilities Specialist	\$ 26.02	\$ 41.92	37.45%	\$ 35.77	\$ 57.62	24.00%	\$ 48.41	\$ 77.98
Technical	Transportation Engineering Technician -Survey	\$ 27.03	\$ 45.87	37.45%	\$ 37.15	\$ 63.05	24.00%	\$ 50.27	\$ 85.32
Technical	Transportation Engineering Technician -Survey Senior	\$ 29.83	\$ 48.00	37.45%	\$ 41.01	\$ 65.97	24.00%	\$ 55.49	\$ 89.28
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 31.50	\$ 51.27	37.45%	\$ 43.29	\$ 70.47	24.00%	\$ 58.58	\$ 95.37
Technical	Transportation Materials Technician	\$ 12.65	\$ 18.20	37.45%	\$ 17.39	\$ 25.02	24.00%	\$ 23.53	\$ 33.86
Technical	Transportation Materials Technician Senior	\$ 13.50	\$ 19.74	37.45%	\$ 18.55	\$ 27.13	24.00%	\$ 25.11	\$ 36.71

Nevada (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 27.03	\$ 44.88	37.45%	\$ 37.15	\$ 61.68	24.00%	\$ 50.27	\$ 83.47
Technical	Transportation Materials Technician Supervisor	\$ 31.50	\$ 51.27	37.45%	\$ 43.29	\$ 70.47	24.00%	\$ 58.58	\$ 95.37
Technical	Transportation Planning Specialist	\$ 26.02	\$ 41.92	37.45%	\$ 35.77	\$ 57.62	24.00%	\$ 48.41	\$ 77.98
Technical	Transportation Planning Specialist Senior	\$ 29.83	\$ 48.00	37.45%	\$ 41.01	\$ 65.97	24.00%	\$ 55.49	\$ 89.28
Technical	Transportation Technical Program Coordinator	\$ 26.02	\$ 41.92	37.45%	\$ 35.77	\$ 57.62	24.00%	\$ 48.41	\$ 77.98
Technical	Transportation Technical Support Coordinator	\$ 26.02	\$ 41.92	37.45%	\$ 35.77	\$ 57.62	24.00%	\$ 48.41	\$ 77.98
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	37.45%	\$ 51.54	\$ 61.85	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 15.05	\$ 18.52	44.86%	\$ 21.81	\$ 26.83	24.00%	\$ 28.00	\$ 34.45
Trades	Boiler Operator II	\$ 18.57	\$ 21.32	44.86%	\$ 26.90	\$ 30.89	24.00%	\$ 34.54	\$ 39.66
Trades	Boiler Operator Senior I	\$ 21.34	\$ 23.29	44.86%	\$ 30.91	\$ 33.74	24.00%	\$ 39.69	\$ 43.33
Trades	Boiler Operator Senior II	\$ 23.31	\$ 31.91	44.86%	\$ 33.77	\$ 46.23	24.00%	\$ 43.36	\$ 59.36
Trades	Carpenter Assistant	\$ 10.03	\$ 13.57	44.86%	\$ 14.53	\$ 19.65	24.00%	\$ 18.65	\$ 25.23
Trades	Carpenter	\$ 13.58	\$ 19.02	44.86%	\$ 19.67	\$ 27.55	24.00%	\$ 25.25	\$ 35.37
Trades	Carpenter Senior	\$ 20.08	\$ 27.12	44.86%	\$ 29.08	\$ 39.29	24.00%	\$ 37.34	\$ 50.45
Trades	Electrician	\$ 21.41	\$ 35.63	44.86%	\$ 31.01	\$ 51.61	24.00%	\$ 39.82	\$ 66.27
Trades	Electrician Assistant	\$ 11.42	\$ 14.09	44.86%	\$ 16.54	\$ 20.41	24.00%	\$ 21.24	\$ 26.21
Trades	Electrician Senior	\$ 16.53	\$ 19.07	44.86%	\$ 23.95	\$ 27.62	24.00%	\$ 30.75	\$ 35.46
Trades	Electrician Supervisor Senior	\$ 19.12	\$ 33.61	44.86%	\$ 27.69	\$ 48.68	24.00%	\$ 35.55	\$ 62.51
Trades	Electronic Equipment Install & Repair Supervisor	\$ 20.85	\$ 31.00	44.86%	\$ 30.21	\$ 44.91	24.00%	\$ 38.79	\$ 57.66
Trades	Electronic Equipment Install & Repair Technician	\$ 16.55	\$ 20.75	44.86%	\$ 23.97	\$ 30.06	24.00%	\$ 30.78	\$ 38.59
Trades	Electronic Technician	\$ 12.59	\$ 16.01	44.86%	\$ 18.24	\$ 23.19	24.00%	\$ 23.43	\$ 29.77
Trades	Electronic Technician Senior	\$ 16.05	\$ 28.40	44.86%	\$ 23.26	\$ 41.13	24.00%	\$ 29.86	\$ 52.82
Trades	Equipment Repair Supervisor	\$ 22.83	\$ 26.72	44.86%	\$ 33.07	\$ 38.71	24.00%	\$ 42.46	\$ 49.71
Trades	Equipment Repair Technician	\$ 12.59	\$ 16.01	44.86%	\$ 18.24	\$ 23.19	24.00%	\$ 23.43	\$ 29.77
Trades	Equipment Repair Technician Senior	\$ 16.05	\$ 22.77	44.86%	\$ 23.26	\$ 32.98	24.00%	\$ 29.86	\$ 42.35
Trades	HVAC Installation & Repair Assistant	\$ 9.82	\$ 15.68	44.86%	\$ 14.23	\$ 22.71	24.00%	\$ 18.27	\$ 29.16
Trades	HVAC Installation & Repair Assistant Senior	\$ 15.68	\$ 26.72	44.86%	\$ 22.71	\$ 38.71	24.00%	\$ 29.16	\$ 49.71
Trades	Laboratory Mechanic	\$ 12.60	\$ 17.09	44.86%	\$ 18.26	\$ 24.76	24.00%	\$ 23.44	\$ 31.79
Trades	Laboratory Mechanic Senior	\$ 17.09	\$ 26.01	44.86%	\$ 24.76	\$ 37.67	24.00%	\$ 31.79	\$ 48.37
Trades	Locksmith	\$ 15.46	\$ 22.74	44.86%	\$ 22.40	\$ 32.94	24.00%	\$ 28.76	\$ 42.30
Trades	Maintenance Field Worker	\$ 12.59	\$ 16.10	44.86%	\$ 18.24	\$ 23.33	24.00%	\$ 23.43	\$ 29.95
Trades	Mason Plasterer	\$ 15.56	\$ 17.93	44.86%	\$ 22.54	\$ 25.97	24.00%	\$ 28.94	\$ 33.35
Trades	Mason Plasterer Assistant	\$ 17.97	\$ 26.58	44.86%	\$ 26.03	\$ 38.50	24.00%	\$ 33.42	\$ 49.44
Trades	Mechanic	\$ 10.13	\$ 22.79	44.86%	\$ 14.67	\$ 33.01	24.00%	\$ 18.83	\$ 42.39
Trades	Painter	\$ 9.74	\$ 21.61	44.86%	\$ 14.11	\$ 31.31	24.00%	\$ 18.11	\$ 40.20
Trades	Plumber / Steamfitter	\$ 21.12	\$ 32.11	44.86%	\$ 30.59	\$ 46.51	24.00%	\$ 39.28	\$ 59.72
Trades	Plumber / Steamfitter Assistant	\$ 12.59	\$ 21.05	44.86%	\$ 18.24	\$ 30.49	24.00%	\$ 23.43	\$ 39.15
Trades	Printing Press Operator B	\$ 20.61	\$ 30.27	44.86%	\$ 29.86	\$ 43.85	24.00%	\$ 38.34	\$ 56.31
Trades	Production Supervisor	\$ 24.44	\$ 37.43	44.86%	\$ 35.41	\$ 54.23	24.00%	\$ 45.46	\$ 69.63
Trades	Radio Specialist	\$ 14.57	\$ 18.68	44.86%	\$ 21.10	\$ 27.06	24.00%	\$ 27.10	\$ 34.74

Nevada (2017 HOURLY MINIMUM WAGE = \$8.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 18.71	\$ 24.45	44.86%	\$ 27.10	\$ 35.42	24.00%	\$ 34.80	\$ 45.48
Trades	Sheet Metal Worker	\$ 13.86	\$ 17.83	44.86%	\$ 20.07	\$ 25.83	24.00%	\$ 25.78	\$ 33.17
Trades	Sheet Metal Worker Assistant	\$ 10.52	\$ 14.08	44.86%	\$ 15.25	\$ 20.40	24.00%	\$ 19.58	\$ 26.19
Trades	Sheet Metal Worker Lead	\$ 17.88	\$ 24.46	44.86%	\$ 25.90	\$ 35.43	24.00%	\$ 33.26	\$ 45.50
Trades	Shipping / Receiving Clerk	\$ 13.94	\$ 19.11	44.86%	\$ 20.19	\$ 27.68	24.00%	\$ 25.92	\$ 35.54
Trades	Storekeeper Assistant I	\$ 10.36	\$ 15.16	44.86%	\$ 15.01	\$ 21.96	24.00%	\$ 19.27	\$ 28.20
Trades	Storekeeper Assistant II	\$ 11.27	\$ 16.30	44.86%	\$ 16.33	\$ 23.61	24.00%	\$ 20.97	\$ 30.31
Trades	Storekeeper I	\$ 8.25	\$ 10.13	44.86%	\$ 11.95	\$ 14.67	24.00%	\$ 15.35	\$ 18.83
Trades	Storekeeper II	\$ 10.18	\$ 12.35	44.86%	\$ 14.75	\$ 17.89	24.00%	\$ 18.94	\$ 22.97
Trades	Storekeeper III	\$ 12.39	\$ 15.16	44.86%	\$ 17.95	\$ 21.96	24.00%	\$ 23.05	\$ 28.20
Trades	Storekeeper Senior	\$ 15.18	\$ 17.71	44.86%	\$ 21.99	\$ 25.65	24.00%	\$ 28.23	\$ 32.93
Trades	Tool Room Assistant	\$ 8.25	\$ 12.35	44.86%	\$ 11.95	\$ 17.89	24.00%	\$ 15.35	\$ 22.97
Trades	Tool Room Assistant Senior	\$ 12.35	\$ 17.24	44.86%	\$ 17.89	\$ 24.97	24.00%	\$ 22.97	\$ 32.07
Trades	Trades Utilities Worker Senior	\$ 12.60	\$ 18.46	44.86%	\$ 18.26	\$ 26.75	24.00%	\$ 23.44	\$ 34.34
Trades	Trades Utility Worker	\$ 9.63	\$ 12.56	44.86%	\$ 13.95	\$ 18.19	24.00%	\$ 17.91	\$ 23.35
Trades	Tradesman Helper	\$ 9.63	\$ 15.51	44.86%	\$ 13.95	\$ 22.47	24.00%	\$ 17.91	\$ 28.85
Trades	Tradesman Helper Senior	\$ 15.51	\$ 19.33	44.86%	\$ 22.47	\$ 28.00	24.00%	\$ 28.85	\$ 35.95
Trades	Welder	\$ 10.61	\$ 17.58	44.86%	\$ 15.37	\$ 25.47	24.00%	\$ 19.74	\$ 32.70
Trades	Welder Senior	\$ 17.63	\$ 21.14	44.86%	\$ 25.54	\$ 30.62	24.00%	\$ 32.79	\$ 39.31
Trades	Work Zone Safety Officer	\$ 22.03	\$ 35.62	44.86%	\$ 31.91	\$ 51.59	24.00%	\$ 40.98	\$ 66.25

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	33.62%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	34.03%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	50.58%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	34.03%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	33.70%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	38.46%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	33.70%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	48.07%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	34.03%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	37.45%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	44.86%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

New Hampshire (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 15.74	\$ 22.35	31.04%	\$ 20.62	\$ 29.29	24.00%	\$ 29.27	\$ 41.57
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	31.04%	\$ 11.19	\$ 18.31	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 22.36	\$ 31.03	31.04%	\$ 29.30	\$ 40.67	24.00%	\$ 41.59	\$ 57.72
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	31.04%	\$ 27.13	\$ 33.91	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	31.04%	\$ 20.34	\$ 26.11	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	31.04%	\$ 12.88	\$ 16.28	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 20.49	\$ 23.45	31.04%	\$ 26.85	\$ 30.72	24.00%	\$ 38.11	\$ 43.61
Accounting/Finance	Accounting Manager B	\$ 23.38	\$ 28.69	31.04%	\$ 30.64	\$ 37.60	24.00%	\$ 43.49	\$ 53.37
Accounting/Finance	Accounting Manager C	\$ 28.75	\$ 36.33	31.04%	\$ 37.67	\$ 47.61	24.00%	\$ 53.47	\$ 67.58
Accounting/Finance	Auditing - External Auditor	\$ 20.22	\$ 25.57	31.04%	\$ 26.50	\$ 33.51	24.00%	\$ 37.61	\$ 47.57
Accounting/Finance	Auditing - External Auditor Senior	\$ 25.60	\$ 36.33	31.04%	\$ 33.54	\$ 47.61	24.00%	\$ 47.61	\$ 67.58
Accounting/Finance	Auditing - Internal Auditor	\$ 20.22	\$ 25.57	31.04%	\$ 26.50	\$ 33.51	24.00%	\$ 37.61	\$ 47.57
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 25.63	\$ 36.33	31.04%	\$ 33.58	\$ 47.61	24.00%	\$ 47.67	\$ 67.58
Accounting/Finance	Bookkeeper	\$ 10.64	\$ 16.10	31.04%	\$ 13.94	\$ 21.10	24.00%	\$ 19.79	\$ 29.95
Accounting/Finance	Budget Analyst	\$ 19.83	\$ 25.95	31.04%	\$ 25.99	\$ 34.01	24.00%	\$ 36.89	\$ 48.27
Accounting/Finance	Budget Analyst Senior	\$ 25.96	\$ 40.29	31.04%	\$ 34.02	\$ 52.80	24.00%	\$ 48.29	\$ 74.94
Accounting/Finance	Closure/Disbursement Specialists	\$ 33.07	\$ 36.81	31.04%	\$ 43.33	\$ 48.23	24.00%	\$ 61.51	\$ 68.46
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 31.06	\$ 40.26	31.04%	\$ 40.70	\$ 52.75	24.00%	\$ 57.76	\$ 74.88
Accounting/Finance	CPA	\$ 32.21	\$ 42.56	31.04%	\$ 42.20	\$ 55.77	24.00%	\$ 59.91	\$ 79.16
Accounting/Finance	Fiscal Assistant	\$ 11.20	\$ 17.21	31.04%	\$ 14.68	\$ 22.55	24.00%	\$ 20.83	\$ 32.01
Accounting/Finance	Fiscal Technical Senior	\$ 15.01	\$ 21.40	31.04%	\$ 19.66	\$ 28.05	24.00%	\$ 27.91	\$ 39.81
Accounting/Finance	Fiscal Technician	\$ 17.26	\$ 21.10	31.04%	\$ 22.62	\$ 27.65	24.00%	\$ 32.11	\$ 39.25
Accounting/Finance	Payroll Assistant	\$ 16.39	\$ 20.70	31.04%	\$ 21.48	\$ 27.13	24.00%	\$ 30.49	\$ 38.51
Accounting/Finance	Purchasing / Procurement	\$ 20.70	\$ 30.77	31.04%	\$ 27.13	\$ 40.32	24.00%	\$ 38.51	\$ 57.23
Accounting/Finance	Sr. Compliance Officer	\$ 39.97	\$ 45.44	31.04%	\$ 52.38	\$ 59.54	24.00%	\$ 74.35	\$ 84.51
Accounting/Finance	Supervising Auditor	\$ 39.97	\$ 46.01	31.04%	\$ 52.38	\$ 60.29	24.00%	\$ 74.35	\$ 85.58
Call Center/Customer Service	Customer Service Inbound I	\$ 10.55	\$ 15.51	31.57%	\$ 13.87	\$ 20.41	24.00%	\$ 19.61	\$ 28.85
Call Center/Customer Service	Customer Service Inbound II	\$ 15.58	\$ 25.08	31.57%	\$ 20.49	\$ 33.00	24.00%	\$ 28.97	\$ 46.65

New Hampshire (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 10.55	\$ 15.51	31.57%	\$ 13.87	\$ 20.41	24.00%	\$ 19.61	\$ 28.85
Call Center/Customer Service	Customer Service Outbound II	\$ 15.58	\$ 25.08	31.57%	\$ 20.49	\$ 33.00	24.00%	\$ 28.97	\$ 46.65
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.35	\$ 17.54	31.57%	\$ 13.62	\$ 23.08	24.00%	\$ 19.26	\$ 32.63
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	31.57%	\$ 27.23	\$ 34.04	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 10.75	\$ 16.45	31.57%	\$ 14.14	\$ 21.64	24.00%	\$ 19.99	\$ 30.59
Call Center/Customer Service	Detailing Representative II	\$ 11.70	\$ 18.92	31.57%	\$ 15.39	\$ 24.89	24.00%	\$ 21.75	\$ 35.19
Call Center/Customer Service	Help Desk Analyst	\$ 13.93	\$ 30.93	31.57%	\$ 18.33	\$ 40.69	24.00%	\$ 25.91	\$ 57.52
Call Center/Customer Service	Market Research Inbound	\$ 20.44	\$ 24.54	31.57%	\$ 26.89	\$ 32.29	24.00%	\$ 38.01	\$ 45.65
Call Center/Customer Service	Market Research Outbound	\$ 24.56	\$ 37.40	31.57%	\$ 32.32	\$ 49.21	24.00%	\$ 45.69	\$ 69.56
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.56	\$ 13.66	31.57%	\$ 12.57	\$ 17.98	24.00%	\$ 17.78	\$ 25.41
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 13.84	\$ 19.77	31.57%	\$ 18.20	\$ 26.01	24.00%	\$ 25.73	\$ 36.77
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.56	\$ 13.66	31.57%	\$ 12.57	\$ 17.98	24.00%	\$ 17.78	\$ 25.41
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 13.84	\$ 19.77	31.57%	\$ 18.20	\$ 26.01	24.00%	\$ 25.73	\$ 36.77
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.56	\$ 13.39	31.57%	\$ 12.57	\$ 17.62	24.00%	\$ 17.78	\$ 24.91
Call Center/Customer Service	Sales Inbound I	\$ 10.12	\$ 17.48	31.57%	\$ 13.31	\$ 23.00	24.00%	\$ 18.82	\$ 32.51
Call Center/Customer Service	Sales Inbound II	\$ 13.84	\$ 19.77	31.57%	\$ 18.20	\$ 26.01	24.00%	\$ 25.73	\$ 36.77
Call Center/Customer Service	Sales Outbound I	\$ 12.53	\$ 17.59	31.57%	\$ 16.49	\$ 23.14	24.00%	\$ 23.31	\$ 32.71
Call Center/Customer Service	Sales Outbound II	\$ 13.84	\$ 19.77	31.57%	\$ 18.20	\$ 26.01	24.00%	\$ 25.73	\$ 36.77
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.47	\$ 13.70	31.57%	\$ 11.15	\$ 18.02	24.00%	\$ 15.76	\$ 25.47
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 13.71	\$ 17.76	31.57%	\$ 18.03	\$ 23.37	24.00%	\$ 25.49	\$ 33.03
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 10.09	\$ 13.49	31.57%	\$ 13.28	\$ 17.75	24.00%	\$ 18.78	\$ 25.09
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 13.54	\$ 23.84	31.57%	\$ 17.82	\$ 31.37	24.00%	\$ 25.19	\$ 44.35
Food Related Services	Barista (misc)	\$ 11.82	\$ 17.44	46.57%	\$ 17.33	\$ 25.56	24.00%	\$ 21.99	\$ 32.43
Food Related Services	Building Attendant (misc)	\$ 11.82	\$ 17.44	35.41%	\$ 16.01	\$ 23.61	24.00%	\$ 21.99	\$ 32.43
Food Related Services	Busser	\$ 11.82	\$ 17.44	35.41%	\$ 16.01	\$ 23.61	24.00%	\$ 21.99	\$ 32.43
Food Related Services	Cashiers	\$ 11.82	\$ 17.44	35.41%	\$ 16.01	\$ 23.61	24.00%	\$ 21.99	\$ 32.43
Food Related Services	Dishwasher	\$ 10.75	\$ 13.97	35.41%	\$ 14.56	\$ 18.92	24.00%	\$ 19.99	\$ 25.99
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	35.41%	\$ 19.50	\$ 23.83	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	35.41%	\$ 13.41	\$ 16.38	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 10.65	\$ 15.59	35.41%	\$ 14.43	\$ 21.11	24.00%	\$ 19.81	\$ 28.99
Food Related Services	Food Operations Manager Assistant	\$ 15.63	\$ 18.30	35.41%	\$ 21.16	\$ 24.77	24.00%	\$ 29.07	\$ 34.03
Food Related Services	Food Production Worker	\$ 8.58	\$ 14.04	35.41%	\$ 11.62	\$ 19.01	24.00%	\$ 15.96	\$ 26.11
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	35.41%	\$ 18.89	\$ 23.09	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	35.41%	\$ 14.62	\$ 17.87	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	35.41%	\$ 17.06	\$ 20.85	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.55	\$ 13.77	35.41%	\$ 11.57	\$ 18.65	24.00%	\$ 15.90	\$ 25.61
Food Related Services	Second Cook Senior	\$ 13.66	\$ 17.97	46.57%	\$ 20.03	\$ 26.34	24.00%	\$ 25.41	\$ 33.43
Food Related Services	Server	\$ 8.20	\$ 11.20	35.41%	\$ 11.11	\$ 15.17	24.00%	\$ 15.26	\$ 20.83
General Administrative	Administrative Assistant I	\$ 11.74	\$ 15.79	31.57%	\$ 15.44	\$ 20.78	24.00%	\$ 21.83	\$ 29.37
General Administrative	Administrative Assistant II	\$ 15.80	\$ 17.09	31.57%	\$ 20.79	\$ 22.49	24.00%	\$ 29.39	\$ 31.79

New Hampshire (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 17.10	\$ 18.55	31.57%	\$ 22.50	\$ 24.41	24.00%	\$ 31.81	\$ 34.51
General Administrative	Administrative Assistant IV	\$ 18.56	\$ 20.54	31.57%	\$ 24.43	\$ 27.03	24.00%	\$ 34.53	\$ 38.21
General Administrative	Administrative Assistant V	\$ 20.56	\$ 23.17	31.57%	\$ 27.06	\$ 30.48	24.00%	\$ 38.25	\$ 43.09
General Administrative	Administrative Staff Assistant	\$ 22.79	\$ 26.06	31.57%	\$ 29.98	\$ 34.28	24.00%	\$ 42.39	\$ 48.47
General Administrative	Administrative Staff Specialist	\$ 26.07	\$ 32.23	31.57%	\$ 34.30	\$ 42.40	24.00%	\$ 48.49	\$ 59.94
General Administrative	Administrative Staff Specialist Senior	\$ 32.24	\$ 25.18	31.57%	\$ 42.42	\$ 33.12	24.00%	\$ 59.96	\$ 46.83
General Administrative	Agency Management Analyst	\$ 21.03	\$ 27.59	31.57%	\$ 27.66	\$ 36.31	24.00%	\$ 39.11	\$ 51.33
General Administrative	Agency Management Analyst Lead	\$ 27.61	\$ 32.07	31.57%	\$ 36.32	\$ 42.19	24.00%	\$ 51.35	\$ 59.64
General Administrative	Agency Management Analyst Senior	\$ 32.13	\$ 50.00	31.57%	\$ 42.28	\$ 65.78	24.00%	\$ 59.76	\$ 93.00
General Administrative	Clerk	\$ 9.30	\$ 10.75	31.57%	\$ 12.24	\$ 14.14	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	31.57%	\$ 10.85	\$ 12.17	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	31.57%	\$ 14.21	\$ 16.45	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.56	\$ 13.42	31.57%	\$ 12.57	\$ 17.65	24.00%	\$ 17.78	\$ 24.95
General Administrative	Data Entry Operator Senior	\$ 13.45	\$ 19.31	31.57%	\$ 17.69	\$ 25.40	24.00%	\$ 25.01	\$ 35.91
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	31.57%	\$ 13.49	\$ 19.74	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 16.94	\$ 21.06	31.57%	\$ 22.29	\$ 27.71	24.00%	\$ 31.51	\$ 39.17
General Administrative	Executive Secretary Senior	\$ 21.09	\$ 31.24	31.57%	\$ 27.75	\$ 41.10	24.00%	\$ 39.23	\$ 58.10
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	31.57%	\$ 23.02	\$ 27.30	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	31.57%	\$ 19.74	\$ 23.68	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 13.39	\$ 15.71	31.57%	\$ 17.62	\$ 20.66	24.00%	\$ 24.91	\$ 29.21
General Administrative	Legal Assistant Senior	\$ 15.74	\$ 39.68	31.57%	\$ 20.71	\$ 52.20	24.00%	\$ 29.27	\$ 73.80
General Administrative	Library Assistant	\$ 9.56	\$ 18.82	31.57%	\$ 12.57	\$ 24.77	24.00%	\$ 17.78	\$ 35.01
General Administrative	Medical Assistant I	\$ 12.84	\$ 14.97	31.57%	\$ 16.89	\$ 19.70	24.00%	\$ 23.87	\$ 27.85
General Administrative	Medical Assistant II	\$ 15.02	\$ 21.35	31.57%	\$ 19.76	\$ 28.09	24.00%	\$ 27.93	\$ 39.71
General Administrative	Medical Biller I	\$ 11.19	\$ 13.74	31.57%	\$ 14.72	\$ 18.08	24.00%	\$ 20.81	\$ 25.55
General Administrative	Medical Biller II	\$ 13.77	\$ 21.39	31.57%	\$ 18.12	\$ 28.15	24.00%	\$ 25.61	\$ 39.79
General Administrative	Medical Records Clerk I	\$ 13.45	\$ 19.59	31.57%	\$ 17.69	\$ 25.77	24.00%	\$ 25.01	\$ 36.43
General Administrative	Medical Records Clerk II	\$ 14.52	\$ 21.01	31.57%	\$ 19.11	\$ 27.64	24.00%	\$ 27.01	\$ 39.07
General Administrative	Office Manager	\$ 22.63	\$ 34.44	31.57%	\$ 29.77	\$ 45.32	24.00%	\$ 42.09	\$ 64.06
General Administrative	Office Services Aide	\$ 12.52	\$ 17.25	31.57%	\$ 16.48	\$ 22.70	24.00%	\$ 23.29	\$ 32.09
General Administrative	Office Services Assistant	\$ 13.43	\$ 18.22	31.57%	\$ 17.67	\$ 23.97	24.00%	\$ 24.97	\$ 33.89
General Administrative	Office Services Specialist	\$ 14.15	\$ 19.07	31.57%	\$ 18.61	\$ 25.09	24.00%	\$ 26.31	\$ 35.47
General Administrative	Office Services Supervisor	\$ 14.80	\$ 19.49	31.57%	\$ 19.48	\$ 25.64	24.00%	\$ 27.53	\$ 36.25
General Administrative	Office Services Supervisor Senior	\$ 17.16	\$ 21.87	31.57%	\$ 22.57	\$ 28.77	24.00%	\$ 31.91	\$ 40.67
General Administrative	Operator I	\$ 9.30	\$ 13.37	31.57%	\$ 12.23	\$ 17.59	24.00%	\$ 17.30	\$ 24.87
General Administrative	Operator II	\$ 13.39	\$ 15.63	31.57%	\$ 17.62	\$ 20.56	24.00%	\$ 24.91	\$ 29.07
General Administrative	Operator III (Key Disc Operator)	\$ 15.67	\$ 17.75	31.57%	\$ 20.62	\$ 23.35	24.00%	\$ 29.15	\$ 33.01
General Administrative	Operator IV (Key Disc Operator)	\$ 17.76	\$ 20.58	31.57%	\$ 23.37	\$ 27.07	24.00%	\$ 33.03	\$ 38.27
General Administrative	Paralegal	\$ 14.00	\$ 23.50	31.57%	\$ 18.42	\$ 30.92	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 11.92	\$ 15.95	31.57%	\$ 15.69	\$ 20.99	24.00%	\$ 22.17	\$ 29.67

New Hampshire (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 15.96	\$ 17.02	31.57%	\$ 21.00	\$ 22.39	24.00%	\$ 29.69	\$ 31.65
General Administrative	Photocopy Supervisor	\$ 12.89	\$ 17.90	31.57%	\$ 16.96	\$ 23.55	24.00%	\$ 23.97	\$ 33.29
General Administrative	Photocopy Technician	\$ 11.64	\$ 16.46	31.57%	\$ 15.32	\$ 21.65	24.00%	\$ 21.65	\$ 30.61
General Administrative	Photo-Typesetting Specialist	\$ 15.16	\$ 21.82	31.57%	\$ 19.94	\$ 28.71	24.00%	\$ 28.19	\$ 40.59
General Administrative	Photo-Typesetting Supervisor	\$ 16.19	\$ 23.69	31.57%	\$ 21.30	\$ 31.17	24.00%	\$ 30.11	\$ 44.07
General Administrative	Postal Aide	\$ 8.50	\$ 11.64	31.57%	\$ 11.19	\$ 15.32	24.00%	\$ 15.82	\$ 21.65
General Administrative	Postal Aide Senior	\$ 11.70	\$ 18.40	31.57%	\$ 15.39	\$ 24.21	24.00%	\$ 21.75	\$ 34.23
General Administrative	Postal Assistant	\$ 18.47	\$ 20.52	31.57%	\$ 24.30	\$ 27.00	24.00%	\$ 34.35	\$ 38.17
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	31.57%	\$ 39.47	\$ 59.21	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	31.57%	\$ 26.31	\$ 32.89	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 13.66	\$ 18.04	31.57%	\$ 17.98	\$ 23.73	24.00%	\$ 25.41	\$ 33.55
General Administrative	Public Relations Specialist	\$ 18.98	\$ 32.46	31.57%	\$ 24.98	\$ 42.71	24.00%	\$ 35.31	\$ 60.38
General Administrative	Public Relations Specialist Assistant	\$ 13.66	\$ 18.95	31.57%	\$ 17.98	\$ 24.94	24.00%	\$ 25.41	\$ 35.25
General Administrative	Receptionist	\$ 9.55	\$ 12.29	31.57%	\$ 12.56	\$ 16.17	24.00%	\$ 17.76	\$ 22.85
General Administrative	Receptionist Senior	\$ 12.30	\$ 19.39	31.57%	\$ 16.18	\$ 25.52	24.00%	\$ 22.87	\$ 36.07
General Administrative	Secretary	\$ 10.09	\$ 13.49	31.57%	\$ 13.28	\$ 17.75	24.00%	\$ 18.78	\$ 25.09
General Administrative	Secretary Senior	\$ 13.54	\$ 23.91	31.57%	\$ 17.82	\$ 31.46	24.00%	\$ 25.19	\$ 44.47
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00	31.57%	\$ 20.06	\$ 23.68	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 11.74	\$ 28.68	31.57%	\$ 15.44	\$ 37.74	24.00%	\$ 21.83	\$ 53.35
Human Resources	Claims Representative	\$ 20.00	\$ 26.49	31.57%	\$ 26.31	\$ 34.85	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 21.04	\$ 25.95	31.57%	\$ 27.68	\$ 34.14	24.00%	\$ 39.13	\$ 48.27
Human Resources	Classification / Compensation Analyst Senior	\$ 26.00	\$ 34.44	31.57%	\$ 34.21	\$ 45.32	24.00%	\$ 48.37	\$ 64.06
Human Resources	Classification / Compensation Consultant	\$ 34.46	\$ 46.16	31.57%	\$ 45.34	\$ 60.73	24.00%	\$ 64.10	\$ 85.86
Human Resources	EEO Program Analyst	\$ 20.32	\$ 32.43	31.57%	\$ 26.73	\$ 42.67	24.00%	\$ 37.79	\$ 60.32
Human Resources	EEO Program Specialist	\$ 22.40	\$ 35.38	31.57%	\$ 29.48	\$ 46.55	24.00%	\$ 41.67	\$ 65.80
Human Resources	Employee Relations Analyst	\$ 18.30	\$ 23.17	31.57%	\$ 24.07	\$ 30.48	24.00%	\$ 34.03	\$ 43.09
Human Resources	Employee Relations Analyst Senior	\$ 23.22	\$ 40.98	31.57%	\$ 30.55	\$ 53.92	24.00%	\$ 43.19	\$ 76.22
Human Resources	Human Resources Assistant	\$ 14.04	\$ 20.22	31.57%	\$ 18.47	\$ 26.60	24.00%	\$ 26.11	\$ 37.61
Human Resources	Human Resources Generalist	\$ 16.28	\$ 20.70	31.57%	\$ 21.41	\$ 27.24	24.00%	\$ 30.27	\$ 38.51
Human Resources	Human Resources Generalist Senior	\$ 20.82	\$ 36.37	31.57%	\$ 27.40	\$ 47.85	24.00%	\$ 38.73	\$ 67.64
Human Resources	Personnel Analyst	\$ 16.11	\$ 20.49	31.57%	\$ 21.20	\$ 26.96	24.00%	\$ 29.97	\$ 38.11
Human Resources	Personnel Analyst Senior	\$ 20.54	\$ 24.85	31.57%	\$ 27.03	\$ 32.70	24.00%	\$ 38.21	\$ 46.23
Human Resources	Personnel Practices Analyst	\$ 24.92	\$ 29.35	31.57%	\$ 32.78	\$ 38.61	24.00%	\$ 46.35	\$ 54.59
Human Resources	Personnel Practices Analyst Senior	\$ 29.40	\$ 37.43	31.57%	\$ 38.68	\$ 49.25	24.00%	\$ 54.69	\$ 69.62
Human Resources	Personnel Practices Manager	\$ 36.83	\$ 45.82	31.57%	\$ 48.46	\$ 60.28	24.00%	\$ 68.50	\$ 85.22
Human Services	Social Worker	\$ 17.94	\$ 30.39	31.06%	\$ 23.51	\$ 39.83	24.00%	\$ 33.37	\$ 56.53
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	31.06%	\$ 29.49	\$ 40.63	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 13.61	\$ 18.79	31.06%	\$ 17.84	\$ 24.63	24.00%	\$ 25.31	\$ 34.95
Human Services	Support Enforcement Specialist Senior	\$ 18.86	\$ 22.24	31.06%	\$ 24.71	\$ 29.15	24.00%	\$ 35.07	\$ 41.37
Human Services	Utilization Review Analyst	\$ 18.86	\$ 27.05	31.06%	\$ 24.71	\$ 35.45	24.00%	\$ 35.07	\$ 50.31

New Hampshire (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 27.10	\$ 43.47	31.06%	\$ 35.52	\$ 56.97	24.00%	\$ 50.41	\$ 80.86
Insurance	Claims Adjuster I	\$ 15.58	\$ 18.86	31.06%	\$ 20.41	\$ 24.71	24.00%	\$ 28.97	\$ 35.07
Insurance	Claims Adjuster II	\$ 18.91	\$ 27.05	31.06%	\$ 24.78	\$ 35.45	24.00%	\$ 35.17	\$ 50.31
Insurance	Claims Specialist	\$ 27.10	\$ 34.15	31.06%	\$ 35.52	\$ 44.76	24.00%	\$ 50.41	\$ 63.52
Insurance	Worker's Compensation Specialist	\$ 25.61	\$ 38.30	31.06%	\$ 33.56	\$ 50.20	24.00%	\$ 47.63	\$ 71.24
Laborer/Industrial	CDL Driver	\$ 13.66	\$ 19.61	35.41%	\$ 18.50	\$ 26.55	24.00%	\$ 25.41	\$ 36.47
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	35.41%	\$ 29.11	\$ 38.21	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	35.41%	\$ 37.85	\$ 44.97	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	35.41%	\$ 40.96	\$ 47.39	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	35.41%	\$ 33.51	\$ 40.62	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	35.41%	\$ 33.51	\$ 39.95	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	35.41%	\$ 42.65	\$ 51.12	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	35.41%	\$ 35.88	\$ 45.43	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 14.66	\$ 21.02	35.41%	\$ 19.85	\$ 28.46	24.00%	\$ 27.27	\$ 39.09
Laborer/Industrial	Forklift Operator	\$ 11.43	\$ 15.92	35.41%	\$ 15.47	\$ 21.56	24.00%	\$ 21.25	\$ 29.61
Laborer/Industrial	Forklift Operator Senior	\$ 15.95	\$ 23.22	35.41%	\$ 21.60	\$ 31.44	24.00%	\$ 29.67	\$ 43.19
Laborer/Industrial	Grounds Worker	\$ 9.26	\$ 12.84	35.41%	\$ 12.53	\$ 17.38	24.00%	\$ 17.22	\$ 23.87
Laborer/Industrial	Grounds Worker Lead	\$ 12.89	\$ 17.21	35.41%	\$ 17.45	\$ 23.30	24.00%	\$ 23.97	\$ 32.01
Laborer/Industrial	Grounds Worker Senior	\$ 13.76	\$ 17.10	35.41%	\$ 18.63	\$ 23.16	24.00%	\$ 25.59	\$ 31.81
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.56	\$ 13.39	35.41%	\$ 12.94	\$ 18.14	24.00%	\$ 17.78	\$ 24.91
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 13.41	\$ 17.10	35.41%	\$ 18.15	\$ 23.16	24.00%	\$ 24.93	\$ 31.81
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.36	\$ 12.87	35.41%	\$ 11.32	\$ 17.42	24.00%	\$ 15.56	\$ 23.93
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.36	\$ 12.87	35.41%	\$ 11.32	\$ 17.42	24.00%	\$ 15.56	\$ 23.93
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.36	\$ 12.87	35.41%	\$ 11.32	\$ 17.42	24.00%	\$ 15.56	\$ 23.93
Laborer/Industrial	Housekeeping Supervisor	\$ 11.43	\$ 15.87	35.41%	\$ 15.47	\$ 21.49	24.00%	\$ 21.25	\$ 29.51
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 15.90	\$ 24.60	35.41%	\$ 21.53	\$ 33.30	24.00%	\$ 29.57	\$ 45.75
Laborer/Industrial	Housekeeping Worker	\$ 8.47	\$ 12.95	35.41%	\$ 11.47	\$ 17.54	24.00%	\$ 15.76	\$ 24.09
Laborer/Industrial	Housekeeping Worker Senior	\$ 13.01	\$ 16.61	35.41%	\$ 17.61	\$ 22.49	24.00%	\$ 24.19	\$ 30.89
Laborer/Industrial	Inventory Worker Light	\$ 10.12	\$ 15.85	35.41%	\$ 13.70	\$ 21.46	24.00%	\$ 18.82	\$ 29.47
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 9.26	\$ 17.78	35.41%	\$ 12.53	\$ 24.08	24.00%	\$ 17.22	\$ 33.07
Laborer/Industrial	Motor Vehicle Operator A	\$ 9.02	\$ 12.30	35.41%	\$ 12.21	\$ 16.65	24.00%	\$ 16.78	\$ 22.87
Laborer/Industrial	Motor Vehicle Operator B	\$ 12.35	\$ 19.94	35.41%	\$ 16.73	\$ 27.00	24.00%	\$ 22.97	\$ 37.09
Laborer/Industrial	Packer	\$ 8.36	\$ 12.87	35.41%	\$ 11.32	\$ 17.42	24.00%	\$ 15.56	\$ 23.93
Laborer/Industrial	Warehouse Specialist I	\$ 9.26	\$ 12.87	35.41%	\$ 12.53	\$ 17.42	24.00%	\$ 17.22	\$ 23.93
Laborer/Industrial	Warehouse Specialist II	\$ 12.89	\$ 16.11	35.41%	\$ 17.45	\$ 21.82	24.00%	\$ 23.97	\$ 29.97
Laborer/Industrial	Warehouse Specialist III	\$ 16.17	\$ 20.60	35.41%	\$ 21.89	\$ 27.89	24.00%	\$ 30.07	\$ 38.31
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	35.41%	\$ 12.19	\$ 14.90	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.36	\$ 12.87	35.41%	\$ 11.32	\$ 17.42	24.00%	\$ 15.56	\$ 23.93
Laborer/Industrial	Warehouse Worker II	\$ 12.89	\$ 16.11	35.41%	\$ 17.45	\$ 21.82	24.00%	\$ 23.97	\$ 29.97
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	35.41%	\$ 33.11	\$ 43.33	24.00%	\$ 45.48	\$ 59.52

New Hampshire (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	35.41%	\$ 33.11	\$ 39.95	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	35.41%	\$ 33.11	\$ 39.95	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 12.30	\$ 15.87	31.06%	\$ 16.12	\$ 20.80	24.00%	\$ 22.87	\$ 29.51
Media	Audio Visual Technician Senior	\$ 15.90	\$ 26.35	31.06%	\$ 20.84	\$ 34.53	24.00%	\$ 29.57	\$ 49.01
Media	Graphic Artist	\$ 14.48	\$ 17.29	31.06%	\$ 18.98	\$ 22.65	24.00%	\$ 26.93	\$ 32.15
Media	Graphic Artist Senior	\$ 17.29	\$ 24.32	31.06%	\$ 22.65	\$ 31.87	24.00%	\$ 32.15	\$ 45.23
Media	Graphic Designer	\$ 14.48	\$ 17.29	31.06%	\$ 18.98	\$ 22.65	24.00%	\$ 26.93	\$ 32.15
Media	Graphic Designer Senior	\$ 17.32	\$ 24.32	31.06%	\$ 22.70	\$ 31.87	24.00%	\$ 32.21	\$ 45.23
Media	Photographer	\$ 9.56	\$ 12.65	31.06%	\$ 12.52	\$ 16.58	24.00%	\$ 17.78	\$ 23.53
Media	Photographer Senior	\$ 12.67	\$ 20.27	31.06%	\$ 16.61	\$ 26.57	24.00%	\$ 23.57	\$ 37.71
Media	TV / Video Production Specialist	\$ 19.12	\$ 24.61	31.06%	\$ 25.06	\$ 32.25	24.00%	\$ 35.57	\$ 45.77
Media	TV / Video Production Technician	\$ 24.64	\$ 33.34	31.06%	\$ 32.29	\$ 43.69	24.00%	\$ 45.83	\$ 62.00
Security	Armed Security Officer	\$ 15.31	\$ 20.49	44.27%	\$ 22.08	\$ 29.56	24.00%	\$ 28.47	\$ 38.11
Security	<u>Captain</u>	\$ 21.50	\$ 30.64	44.27%	\$ 31.02	\$ 44.20	24.00%	\$ 39.99	\$ 56.98
Security	Dispatcher/Police	\$ 14.83	\$ 25.28	44.27%	\$ 21.40	\$ 36.48	24.00%	\$ 27.59	\$ 47.03
Security	<u>Lieutenant</u>	\$ 19.35	\$ 26.87	44.27%	\$ 27.92	\$ 38.77	24.00%	\$ 35.99	\$ 49.99
Security	<u>Sergeant</u>	\$ 17.74	\$ 24.72	44.27%	\$ 25.59	\$ 35.67	24.00%	\$ 32.99	\$ 45.99
Security	Unarmed Security Guard	\$ 10.34	\$ 20.21	44.27%	\$ 14.92	\$ 29.16	24.00%	\$ 19.23	\$ 37.59
Tax	Data Entry Clerk	\$ 9.56	\$ 12.30	31.57%	\$ 12.57	\$ 16.18	24.00%	\$ 17.78	\$ 22.87
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 12.35	\$ 19.39	31.57%	\$ 16.25	\$ 25.52	24.00%	\$ 22.97	\$ 36.07
Tax	Error Resolution and Document Processor	\$ 16.07	\$ 22.33	31.57%	\$ 21.14	\$ 29.38	24.00%	\$ 29.89	\$ 41.53
Tax	General Clerical	\$ 9.30	\$ 13.75	31.57%	\$ 12.23	\$ 18.09	24.00%	\$ 17.30	\$ 25.57
Tax	On-Site Administrator (Day)	\$ 10.87	\$ 23.50	31.57%	\$ 14.30	\$ 30.92	24.00%	\$ 20.21	\$ 43.71
Tax	On-Site Administrator (Evening)	\$ 10.87	\$ 23.50	31.57%	\$ 14.30	\$ 30.92	24.00%	\$ 20.21	\$ 43.71
Tax	Remittance Processor	\$ 19.32	\$ 28.63	31.57%	\$ 25.42	\$ 37.66	24.00%	\$ 35.93	\$ 53.25
Tax	Taxpayer Information & Assistance Agent	\$ 17.11	\$ 24.58	31.57%	\$ 22.52	\$ 32.35	24.00%	\$ 31.83	\$ 45.73
Technical	Agricultural Technician	\$ 17.60	\$ 28.56	35.36%	\$ 23.82	\$ 38.66	24.00%	\$ 32.73	\$ 53.13
Technical	Agricultural Technician Lead	\$ 19.74	\$ 31.54	35.36%	\$ 26.72	\$ 42.69	24.00%	\$ 36.71	\$ 58.66
Technical	Agricultural Technician Supervisor	\$ 23.70	\$ 38.00	35.36%	\$ 32.08	\$ 51.44	24.00%	\$ 44.09	\$ 70.68
Technical	Analytical Chemist	\$ 18.65	\$ 31.54	35.36%	\$ 25.25	\$ 42.69	24.00%	\$ 34.69	\$ 58.66
Technical	Analytical Chemist Assistant	\$ 21.79	\$ 35.88	35.36%	\$ 29.49	\$ 48.57	24.00%	\$ 40.53	\$ 66.74
Technical	Analytical Chemist Senior	\$ 27.50	\$ 44.88	35.36%	\$ 37.22	\$ 60.75	24.00%	\$ 51.15	\$ 83.48
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	35.36%	\$ 26.79	\$ 42.00	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	35.36%	\$ 39.11	\$ 50.69	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 19.69	\$ 29.62	35.36%	\$ 26.66	\$ 40.09	24.00%	\$ 36.63	\$ 55.09
Technical	Bridge Design Drafter Senior	\$ 21.01	\$ 32.02	35.36%	\$ 28.43	\$ 43.35	24.00%	\$ 39.07	\$ 59.56
Technical	Cartographic Drafter	\$ 24.76	\$ 34.87	35.36%	\$ 33.51	\$ 47.20	24.00%	\$ 46.05	\$ 64.86
Technical	Cartographic Drafter Assistant	\$ 19.40	\$ 29.19	35.36%	\$ 26.26	\$ 39.51	24.00%	\$ 36.09	\$ 54.29
Technical	Cartographic Supervisor	\$ 33.78	\$ 45.41	35.36%	\$ 45.72	\$ 61.46	24.00%	\$ 62.82	\$ 84.46
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	35.36%	\$ 21.66	\$ 26.40	24.00%	\$ 29.76	\$ 36.27

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	35.36%	\$ 53.59	\$ 65.18	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 29.78	\$ 42.15	35.36%	\$ 40.31	\$ 57.05	24.00%	\$ 55.39	\$ 78.40
Technical	Engineering Design Drafting Supervisor	\$ 34.65	\$ 48.30	35.36%	\$ 46.90	\$ 65.38	24.00%	\$ 64.44	\$ 89.84
Technical	Engineering Design Drafting Technician	\$ 16.73	\$ 22.14	35.36%	\$ 22.64	\$ 29.98	24.00%	\$ 31.11	\$ 41.19
Technical	Engineering Drafting Technician	\$ 16.76	\$ 22.14	35.36%	\$ 22.69	\$ 29.98	24.00%	\$ 31.17	\$ 41.19
Technical	Engineering Drafting Technician Senior	\$ 19.42	\$ 28.24	35.36%	\$ 26.29	\$ 38.23	24.00%	\$ 36.13	\$ 52.53
Technical	Environmental Engineer	\$ 27.51	\$ 43.46	35.36%	\$ 37.24	\$ 58.83	24.00%	\$ 51.17	\$ 80.84
Technical	Environmental Engineer Senior	\$ 29.63	\$ 47.55	35.36%	\$ 40.10	\$ 64.36	24.00%	\$ 55.11	\$ 88.44
Technical	Environmental Program Analyst	\$ 23.34	\$ 34.49	35.36%	\$ 31.59	\$ 46.68	24.00%	\$ 43.41	\$ 64.14
Technical	Environmental Program Planner	\$ 24.94	\$ 37.26	35.36%	\$ 33.76	\$ 50.43	24.00%	\$ 46.39	\$ 69.30
Technical	Environmental Program Specialist	\$ 26.81	\$ 33.67	35.36%	\$ 36.29	\$ 45.57	24.00%	\$ 49.87	\$ 62.62
Technical	Environmental Specialist - Field	\$ 24.94	\$ 36.40	35.36%	\$ 33.76	\$ 49.27	24.00%	\$ 46.39	\$ 67.70
Technical	Environmental Specialist Senior - Field	\$ 25.65	\$ 38.10	35.36%	\$ 34.72	\$ 51.57	24.00%	\$ 47.71	\$ 70.86
Technical	Environmental Technician	\$ 23.34	\$ 34.49	35.36%	\$ 31.59	\$ 46.68	24.00%	\$ 43.41	\$ 64.14
Technical	Environmental Technician Senior	\$ 24.94	\$ 37.26	35.36%	\$ 33.76	\$ 50.43	24.00%	\$ 46.39	\$ 69.30
Technical	Help Desk Support	\$ 15.50	\$ 25.00	35.36%	\$ 20.98	\$ 33.84	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	35.36%	\$ 23.35	\$ 32.49	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 21.26	\$ 25.99	35.36%	\$ 28.78	\$ 35.18	24.00%	\$ 39.55	\$ 48.34
Technical	Laboratory Technician	\$ 17.81	\$ 26.68	35.36%	\$ 24.11	\$ 36.12	24.00%	\$ 33.13	\$ 49.63
Technical	Laboratory Technician Senior	\$ 18.91	\$ 28.77	35.36%	\$ 25.60	\$ 38.94	24.00%	\$ 35.17	\$ 53.51
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	35.36%	\$ 29.78	\$ 35.87	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 28.35	\$ 37.80	35.36%	\$ 38.38	\$ 51.17	24.00%	\$ 52.73	\$ 70.31
Technical	Residential Plan Reviewer	\$ 20.67	\$ 32.29	35.36%	\$ 27.98	\$ 43.71	24.00%	\$ 38.45	\$ 60.06
Technical	Right of Way Technician	\$ 29.34	\$ 46.39	35.36%	\$ 39.71	\$ 62.79	24.00%	\$ 54.57	\$ 86.28
Technical	Right of Way Technician Supervisor	\$ 31.67	\$ 50.92	35.36%	\$ 42.87	\$ 68.93	24.00%	\$ 58.90	\$ 94.71
Technical	Safety Engineer	\$ 28.91	\$ 45.33	35.36%	\$ 39.13	\$ 61.36	24.00%	\$ 53.77	\$ 84.32
Technical	Safety Engineer Senior	\$ 32.86	\$ 51.87	35.36%	\$ 44.48	\$ 70.21	24.00%	\$ 61.12	\$ 96.47
Technical	Title Examiner	\$ 20.13	\$ 28.32	35.36%	\$ 27.25	\$ 38.33	24.00%	\$ 37.45	\$ 52.67
Technical	Traffic Controller	\$ 24.37	\$ 39.40	35.36%	\$ 32.99	\$ 53.33	24.00%	\$ 45.33	\$ 73.28
Technical	Traffic Controller Senior	\$ 29.34	\$ 46.39	35.36%	\$ 39.71	\$ 62.79	24.00%	\$ 54.57	\$ 86.28
Technical	Transportation Data Analyst	\$ 24.37	\$ 39.40	35.36%	\$ 32.99	\$ 53.33	24.00%	\$ 45.33	\$ 73.28
Technical	Transportation Data Analyst Senior	\$ 29.34	\$ 46.39	35.36%	\$ 39.71	\$ 62.79	24.00%	\$ 54.57	\$ 86.28
Technical	Transportation Data Analyst Supervisor	\$ 29.34	\$ 46.39	35.36%	\$ 39.71	\$ 62.79	24.00%	\$ 54.57	\$ 86.28
Technical	Transportation Data Technician	\$ 24.37	\$ 39.40	35.36%	\$ 32.99	\$ 53.33	24.00%	\$ 45.33	\$ 73.28
Technical	Transportation District Utilities Specialist	\$ 28.79	\$ 46.37	35.36%	\$ 38.97	\$ 62.77	24.00%	\$ 53.55	\$ 86.26
Technical	Transportation Engineering Technician -Survey	\$ 29.90	\$ 50.74	35.36%	\$ 40.47	\$ 68.68	24.00%	\$ 55.61	\$ 94.38
Technical	Transportation Engineering Technician -Survey Senior	\$ 33.00	\$ 53.09	35.36%	\$ 44.67	\$ 71.87	24.00%	\$ 61.38	\$ 98.75
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 34.84	\$ 56.72	35.36%	\$ 47.16	\$ 76.77	24.00%	\$ 64.80	\$ 105.49
Technical	Transportation Materials Technician	\$ 14.00	\$ 20.13	35.36%	\$ 18.95	\$ 27.25	24.00%	\$ 26.03	\$ 37.45
Technical	Transportation Materials Technician Senior	\$ 14.93	\$ 21.83	35.36%	\$ 20.21	\$ 29.55	24.00%	\$ 27.77	\$ 40.61

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 29.90	\$ 49.64	35.36%	\$ 40.47	\$ 67.20	24.00%	\$ 55.61	\$ 92.34
Technical	Transportation Materials Technician Supervisor	\$ 34.84	\$ 56.72	35.36%	\$ 47.16	\$ 76.77	24.00%	\$ 64.80	\$ 105.49
Technical	Transportation Planning Specialist	\$ 28.79	\$ 46.37	35.36%	\$ 38.97	\$ 62.77	24.00%	\$ 53.55	\$ 86.26
Technical	Transportation Planning Specialist Senior	\$ 33.00	\$ 53.09	35.36%	\$ 44.67	\$ 71.87	24.00%	\$ 61.38	\$ 98.75
Technical	Transportation Technical Program Coordinator	\$ 28.79	\$ 46.37	35.36%	\$ 38.97	\$ 62.77	24.00%	\$ 53.55	\$ 86.26
Technical	Transportation Technical Support Coordinator	\$ 28.79	\$ 46.37	35.36%	\$ 38.97	\$ 62.77	24.00%	\$ 53.55	\$ 86.26
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	35.36%	\$ 50.76	\$ 60.91	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 16.65	\$ 20.49	42.08%	\$ 23.66	\$ 29.11	24.00%	\$ 30.97	\$ 38.11
Trades	Boiler Operator II	\$ 20.54	\$ 23.59	42.08%	\$ 29.19	\$ 33.51	24.00%	\$ 38.21	\$ 43.87
Trades	Boiler Operator Senior I	\$ 23.61	\$ 25.77	42.08%	\$ 33.54	\$ 36.61	24.00%	\$ 43.91	\$ 47.93
Trades	Boiler Operator Senior II	\$ 25.79	\$ 35.30	42.08%	\$ 36.64	\$ 50.16	24.00%	\$ 47.97	\$ 65.66
Trades	Carpenter Assistant	\$ 11.09	\$ 15.01	42.08%	\$ 15.76	\$ 21.32	24.00%	\$ 20.63	\$ 27.91
Trades	Carpenter	\$ 15.02	\$ 21.04	42.08%	\$ 21.34	\$ 29.89	24.00%	\$ 27.93	\$ 39.13
Trades	Carpenter Senior	\$ 22.21	\$ 30.00	42.08%	\$ 31.55	\$ 42.63	24.00%	\$ 41.31	\$ 55.81
Trades	Electrician	\$ 23.68	\$ 39.41	42.08%	\$ 33.65	\$ 55.99	24.00%	\$ 44.05	\$ 73.30
Trades	Electrician Assistant	\$ 12.63	\$ 15.59	42.08%	\$ 17.95	\$ 22.15	24.00%	\$ 23.49	\$ 28.99
Trades	Electrician Senior	\$ 18.29	\$ 21.09	42.08%	\$ 25.98	\$ 29.97	24.00%	\$ 34.01	\$ 39.23
Trades	Electrician Supervisor Senior	\$ 21.14	\$ 37.17	42.08%	\$ 30.04	\$ 52.82	24.00%	\$ 39.33	\$ 69.14
Trades	Electronic Equipment Install & Repair Supervisor	\$ 23.07	\$ 34.29	42.08%	\$ 32.78	\$ 48.72	24.00%	\$ 42.91	\$ 63.78
Trades	Electronic Equipment Install & Repair Technician	\$ 18.31	\$ 22.95	42.08%	\$ 26.01	\$ 32.61	24.00%	\$ 34.05	\$ 42.69
Trades	Electronic Technician	\$ 13.93	\$ 17.71	42.08%	\$ 19.79	\$ 25.16	24.00%	\$ 25.91	\$ 32.93
Trades	Electronic Technician Senior	\$ 17.76	\$ 31.41	42.08%	\$ 25.23	\$ 44.63	24.00%	\$ 33.03	\$ 58.42
Trades	Equipment Repair Supervisor	\$ 25.25	\$ 29.56	42.08%	\$ 35.88	\$ 42.00	24.00%	\$ 46.97	\$ 54.99
Trades	Equipment Repair Technician	\$ 13.93	\$ 17.71	42.08%	\$ 19.79	\$ 25.16	24.00%	\$ 25.91	\$ 32.93
Trades	Equipment Repair Technician Senior	\$ 17.76	\$ 25.19	42.08%	\$ 25.23	\$ 35.79	24.00%	\$ 33.03	\$ 46.85
Trades	HVAC Installation & Repair Assistant	\$ 10.87	\$ 17.34	42.08%	\$ 15.44	\$ 24.64	24.00%	\$ 20.21	\$ 32.25
Trades	HVAC Installation & Repair Assistant Senior	\$ 17.34	\$ 29.56	42.08%	\$ 24.64	\$ 42.00	24.00%	\$ 32.25	\$ 54.99
Trades	Laboratory Mechanic	\$ 13.94	\$ 18.91	42.08%	\$ 19.81	\$ 26.87	24.00%	\$ 25.93	\$ 35.17
Trades	Laboratory Mechanic Senior	\$ 18.91	\$ 28.77	42.08%	\$ 26.87	\$ 40.87	24.00%	\$ 35.17	\$ 53.51
Trades	Locksmith	\$ 17.10	\$ 25.15	42.08%	\$ 24.30	\$ 35.74	24.00%	\$ 31.81	\$ 46.79
Trades	Maintenance Field Worker	\$ 13.93	\$ 17.81	42.08%	\$ 19.79	\$ 25.31	24.00%	\$ 25.91	\$ 33.13
Trades	Mason Plasterer	\$ 17.21	\$ 19.83	42.08%	\$ 24.45	\$ 28.18	24.00%	\$ 32.01	\$ 36.89
Trades	Mason Plasterer Assistant	\$ 19.88	\$ 29.40	42.08%	\$ 28.24	\$ 41.77	24.00%	\$ 36.97	\$ 54.69
Trades	Mechanic	\$ 11.20	\$ 25.21	42.08%	\$ 15.91	\$ 35.82	24.00%	\$ 20.83	\$ 46.89
Trades	Painter	\$ 10.77	\$ 23.91	42.08%	\$ 15.30	\$ 33.97	24.00%	\$ 20.03	\$ 44.47
Trades	Plumber / Steamfitter	\$ 23.36	\$ 35.52	42.08%	\$ 33.19	\$ 50.46	24.00%	\$ 43.45	\$ 66.06
Trades	Plumber / Steamfitter Assistant	\$ 13.93	\$ 23.28	42.08%	\$ 19.79	\$ 33.08	24.00%	\$ 25.91	\$ 43.31
Trades	Printing Press Operator B	\$ 22.80	\$ 33.49	42.08%	\$ 32.39	\$ 47.58	24.00%	\$ 42.41	\$ 62.28
Trades	Production Supervisor	\$ 27.04	\$ 41.41	42.08%	\$ 38.41	\$ 58.83	24.00%	\$ 50.29	\$ 77.02
Trades	Radio Specialist	\$ 16.11	\$ 20.66	42.08%	\$ 22.89	\$ 29.36	24.00%	\$ 29.97	\$ 38.43

New Hampshire (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 20.69	\$ 27.05	42.08%	\$ 29.40	\$ 38.43	24.00%	\$ 38.49	\$ 50.31
Trades	Sheet Metal Worker	\$ 15.33	\$ 19.73	42.08%	\$ 21.78	\$ 28.03	24.00%	\$ 28.51	\$ 36.69
Trades	Sheet Metal Worker Assistant	\$ 11.64	\$ 15.58	42.08%	\$ 16.54	\$ 22.13	24.00%	\$ 21.65	\$ 28.97
Trades	Sheet Metal Worker Lead	\$ 19.78	\$ 27.06	42.08%	\$ 28.10	\$ 38.44	24.00%	\$ 36.79	\$ 50.33
Trades	Shipping / Receiving Clerk	\$ 15.42	\$ 21.13	42.08%	\$ 21.90	\$ 30.03	24.00%	\$ 28.67	\$ 39.31
Trades	Storekeeper Assistant I	\$ 11.46	\$ 16.77	42.08%	\$ 16.28	\$ 23.83	24.00%	\$ 21.31	\$ 31.19
Trades	Storekeeper Assistant II	\$ 12.47	\$ 18.03	42.08%	\$ 17.72	\$ 25.61	24.00%	\$ 23.19	\$ 33.53
Trades	Storekeeper I	\$ 8.15	\$ 11.20	42.08%	\$ 11.58	\$ 15.91	24.00%	\$ 15.16	\$ 20.83
Trades	Storekeeper II	\$ 11.27	\$ 13.66	42.08%	\$ 16.01	\$ 19.41	24.00%	\$ 20.95	\$ 25.41
Trades	Storekeeper III	\$ 13.71	\$ 16.77	42.08%	\$ 19.47	\$ 23.83	24.00%	\$ 25.49	\$ 31.19
Trades	Storekeeper Senior	\$ 16.79	\$ 19.59	42.08%	\$ 23.86	\$ 27.83	24.00%	\$ 31.23	\$ 36.43
Trades	Tool Room Assistant	\$ 9.02	\$ 13.66	42.08%	\$ 12.81	\$ 19.41	24.00%	\$ 16.78	\$ 25.41
Trades	Tool Room Assistant Senior	\$ 13.66	\$ 19.07	42.08%	\$ 19.41	\$ 27.09	24.00%	\$ 25.41	\$ 35.47
Trades	Trades Utilities Worker Senior	\$ 13.94	\$ 20.42	42.08%	\$ 19.81	\$ 29.02	24.00%	\$ 25.93	\$ 37.99
Trades	Trades Utility Worker	\$ 10.65	\$ 13.89	42.08%	\$ 15.14	\$ 19.73	24.00%	\$ 19.81	\$ 25.83
Trades	Tradesman Helper	\$ 10.65	\$ 17.16	42.08%	\$ 15.14	\$ 24.38	24.00%	\$ 19.81	\$ 31.91
Trades	Tradesman Helper Senior	\$ 17.16	\$ 21.38	42.08%	\$ 24.38	\$ 30.38	24.00%	\$ 31.91	\$ 39.77
Trades	Welder	\$ 11.74	\$ 19.45	42.08%	\$ 16.68	\$ 27.63	24.00%	\$ 21.83	\$ 36.17
Trades	Welder Senior	\$ 19.50	\$ 23.38	42.08%	\$ 27.71	\$ 33.22	24.00%	\$ 36.27	\$ 43.49
Trades	Work Zone Safety Officer	\$ 24.37	\$ 39.40	42.08%	\$ 34.62	\$ 55.98	24.00%	\$ 45.33	\$ 73.28

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	31.04%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	31.57%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	46.57%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	31.57%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	31.06%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	35.41%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	31.06%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	44.27%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	31.57%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.36%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	42.08%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

New Jersey (2017 HOURLY MINIMUM WAGE = \$8.44)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	<u>Accounts Payable / Administrative Support</u>	\$ 19.25	\$ 20.95	32.88%	\$ 25.58	\$ 27.84	24.00%	\$ 35.81	\$ 38.97
Accounting/Finance	<u>Accounts Receivable / Administrative Support</u>	\$ 19.25	\$ 20.95	32.88%	\$ 25.58	\$ 27.84	24.00%	\$ 35.81	\$ 38.97
Accounting/Finance	Accountant	\$ 17.44	\$ 24.77	32.88%	\$ 23.18	\$ 32.91	24.00%	\$ 32.44	\$ 46.07
Accounting/Finance	<u>Account Consultant</u>	\$ 60.22	\$ 62.50	32.88%	\$ 80.02	\$ 83.05	24.00%	\$ 112.01	\$ 116.25
Accounting/Finance	<u>Accountant JR</u>	\$ 8.44	\$ 13.50	32.88%	\$ 11.22	\$ 17.94	24.00%	\$ 15.70	\$ 25.11
Accounting/Finance	Accountant Senior	\$ 24.78	\$ 34.39	32.88%	\$ 32.93	\$ 45.70	24.00%	\$ 46.09	\$ 63.97
Accounting/Finance	<u>Accountant, Client Financial Services</u>	\$ 20.00	\$ 25.00	32.88%	\$ 26.58	\$ 33.22	24.00%	\$ 37.20	\$ 46.50
Accounting/Finance	<u>Accounting Assistant</u>	\$ 15.00	\$ 19.25	32.88%	\$ 19.93	\$ 25.58	24.00%	\$ 27.90	\$ 35.81
Accounting/Finance	<u>Accounting Clerk</u>	\$ 9.50	\$ 12.00	32.88%	\$ 12.62	\$ 15.95	24.00%	\$ 17.67	\$ 22.32
Accounting/Finance	Accounting Manager A	\$ 22.71	\$ 25.98	32.88%	\$ 30.17	\$ 34.53	24.00%	\$ 42.24	\$ 48.33
Accounting/Finance	Accounting Manager B	\$ 25.91	\$ 31.80	32.88%	\$ 34.43	\$ 42.25	24.00%	\$ 48.20	\$ 59.14
Accounting/Finance	Accounting Manager C	\$ 31.86	\$ 40.27	32.88%	\$ 42.33	\$ 53.51	24.00%	\$ 59.25	\$ 74.90
Accounting/Finance	Auditing - External Auditor	\$ 22.41	\$ 28.34	32.88%	\$ 29.78	\$ 37.66	24.00%	\$ 41.68	\$ 52.72
Accounting/Finance	Auditing - External Auditor Senior	\$ 28.37	\$ 40.27	32.88%	\$ 37.69	\$ 53.51	24.00%	\$ 52.76	\$ 74.90
Accounting/Finance	Auditing - Internal Auditor	\$ 22.41	\$ 28.34	32.88%	\$ 29.78	\$ 37.66	24.00%	\$ 41.68	\$ 52.72
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 28.40	\$ 40.27	32.88%	\$ 37.74	\$ 53.51	24.00%	\$ 52.83	\$ 74.90
Accounting/Finance	<u>Bookkeeper</u>	\$ 10.59	\$ 15.86	32.88%	\$ 14.07	\$ 21.07	24.00%	\$ 19.69	\$ 29.50
Accounting/Finance	<u>Bookkeeping II</u>	\$ 17.25	\$ 25.00	32.88%	\$ 22.92	\$ 33.22	24.00%	\$ 32.09	\$ 46.50
Accounting/Finance	Budget Analyst	\$ 21.98	\$ 28.76	32.88%	\$ 29.21	\$ 38.22	24.00%	\$ 40.88	\$ 53.49
Accounting/Finance	Budget Analyst Senior	\$ 28.77	\$ 44.65	32.88%	\$ 38.23	\$ 59.33	24.00%	\$ 53.51	\$ 83.05
Accounting/Finance	<u>Buyer</u>	\$ 31.50	\$ 38.50	32.88%	\$ 41.85	\$ 51.16	24.00%	\$ 58.59	\$ 71.61
Accounting/Finance	<u>Closure/Disbursement Specialists</u>	\$ 28.75	\$ 32.00	32.88%	\$ 38.20	\$ 42.52	24.00%	\$ 53.48	\$ 59.52
Accounting/Finance	<u>Compliance Officer Sr.</u>	\$ 34.45	\$ 42.10	32.88%	\$ 45.78	\$ 55.95	24.00%	\$ 64.07	\$ 78.31
Accounting/Finance	<u>Compliance Officer, Duplication of Benefits HSR</u>	\$ 27.00	\$ 35.00	32.88%	\$ 35.88	\$ 46.51	24.00%	\$ 50.22	\$ 65.10
Accounting/Finance	<u>Contract Manager</u>	\$ 25.20	\$ 30.80	32.88%	\$ 33.49	\$ 40.93	24.00%	\$ 46.88	\$ 57.29
Accounting/Finance	<u>CPA</u>	\$ 28.00	\$ 37.00	32.88%	\$ 37.21	\$ 49.17	24.00%	\$ 52.08	\$ 68.82
Accounting/Finance	<u>Financial Advocate</u>	\$ 21.57	\$ 25.57	32.88%	\$ 28.66	\$ 33.98	24.00%	\$ 40.12	\$ 47.56
Accounting/Finance	<u>Fiscal/Compliance Manager</u>	\$ 43.20	\$ 50.00	32.88%	\$ 57.40	\$ 66.44	24.00%	\$ 80.35	\$ 93.00
Accounting/Finance	<u>Fiscal Analyst</u>	\$ 22.50	\$ 27.50	32.88%	\$ 29.90	\$ 36.55	24.00%	\$ 41.86	\$ 51.16

New Jersey (2017 HOURLY MINIMUM WAGE = \$8.44)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Fiscal Assistant	\$ 12.41	\$ 19.07	32.88%	\$ 16.50	\$ 25.35	24.00%	\$ 23.09	\$ 35.48
Accounting/Finance	Fiscal Technical Senior	\$ 16.63	\$ 23.72	32.88%	\$ 22.10	\$ 31.52	24.00%	\$ 30.93	\$ 44.12
Accounting/Finance	Fiscal Technician	\$ 19.13	\$ 23.39	32.88%	\$ 25.42	\$ 31.08	24.00%	\$ 35.59	\$ 43.50
Accounting/Finance	Housing Chief Financial Officer	\$ 45.00	\$ 55.00	32.88%	\$ 59.80	\$ 73.08	24.00%	\$ 83.70	\$ 102.30
Accounting/Finance	Loan Closer	\$ 25.71	\$ 31.43	32.88%	\$ 34.17	\$ 41.76	24.00%	\$ 47.82	\$ 58.45
Accounting/Finance	Loan Officer	\$ 32.50	\$ 33.75	32.88%	\$ 43.19	\$ 44.85	24.00%	\$ 60.45	\$ 62.78
Accounting/Finance	Medicaid Specialist	\$ 16.00	\$ 18.76	32.88%	\$ 21.26	\$ 24.93	24.00%	\$ 29.76	\$ 34.89
Accounting/Finance	Payment Clerk	\$ 12.60	\$ 15.40	32.88%	\$ 16.74	\$ 20.46	24.00%	\$ 23.43	\$ 28.64
Accounting/Finance	Payroll Assistant	\$ 16.14	\$ 20.39	32.88%	\$ 21.45	\$ 27.09	24.00%	\$ 30.02	\$ 37.92
Accounting/Finance	Payroll Clerk	\$ 20.39	\$ 30.30	32.88%	\$ 27.09	\$ 40.26	24.00%	\$ 37.92	\$ 56.36
Accounting/Finance	Procurement Specialist Sr.	\$ 39.36	\$ 44.74	32.88%	\$ 52.30	\$ 59.45	24.00%	\$ 73.21	\$ 83.22
Accounting/Finance	Purchasing / Procurement	\$ 39.36	\$ 45.31	32.88%	\$ 52.30	\$ 60.21	24.00%	\$ 73.21	\$ 84.27
Accounting/Finance	Sr. Compliance Officer	\$ 34.75	\$ 39.50	32.88%	\$ 46.18	\$ 52.49	24.00%	\$ 64.64	\$ 73.47
Accounting/Finance	Supervising Auditor	\$ 34.75	\$ 40.00	32.88%	\$ 46.18	\$ 53.15	24.00%	\$ 64.64	\$ 74.40
Accounting/Finance	Supervising Contract Manager	\$ 40.19	\$ 49.13	32.88%	\$ 53.41	\$ 65.28	24.00%	\$ 74.76	\$ 91.37
Accounting/Finance	Underwriter	\$ 27.89	\$ 34.09	32.88%	\$ 37.07	\$ 45.30	24.00%	\$ 51.88	\$ 63.41
Call Center/Customer Service	Customer Service Inbound I	\$ 11.69	\$ 17.19	34.15%	\$ 15.68	\$ 23.06	24.00%	\$ 21.74	\$ 31.98
Call Center/Customer Service	Customer Service Inbound II	\$ 17.26	\$ 27.79	34.15%	\$ 23.16	\$ 37.29	24.00%	\$ 32.11	\$ 51.70
Call Center/Customer Service	Customer Service Outbound I	\$ 11.69	\$ 17.19	34.15%	\$ 15.68	\$ 23.06	24.00%	\$ 21.74	\$ 31.98
Call Center/Customer Service	Customer Service Outbound II	\$ 17.26	\$ 27.79	34.15%	\$ 23.16	\$ 37.29	24.00%	\$ 32.11	\$ 51.70
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.00	\$ 15.25	34.15%	\$ 12.07	\$ 20.46	24.00%	\$ 16.74	\$ 28.37
Call Center/Customer Service	Data Analyst/ Processor	\$ 18.75	\$ 25.00	34.15%	\$ 25.15	\$ 33.54	24.00%	\$ 34.88	\$ 46.50
Call Center/Customer Service	Detailing Representative I	\$ 11.91	\$ 18.23	34.15%	\$ 15.98	\$ 24.45	24.00%	\$ 22.16	\$ 33.90
Call Center/Customer Service	Detailing Representative II	\$ 12.96	\$ 20.97	34.15%	\$ 17.39	\$ 28.13	24.00%	\$ 24.11	\$ 39.00
Call Center/Customer Service	Help Desk Analyst	\$ 15.44	\$ 34.28	34.15%	\$ 20.71	\$ 45.98	24.00%	\$ 28.72	\$ 63.75
Call Center/Customer Service	Market Research Inbound	\$ 22.65	\$ 27.20	34.15%	\$ 30.38	\$ 36.49	24.00%	\$ 42.12	\$ 50.59
Call Center/Customer Service	Market Research Outbound	\$ 27.22	\$ 41.45	34.15%	\$ 36.52	\$ 55.60	24.00%	\$ 50.63	\$ 77.09
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 10.59	\$ 15.14	34.15%	\$ 14.21	\$ 20.31	24.00%	\$ 19.70	\$ 28.16
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 15.33	\$ 21.91	34.15%	\$ 20.57	\$ 29.39	24.00%	\$ 28.52	\$ 40.75
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 10.59	\$ 15.14	34.15%	\$ 14.21	\$ 20.31	24.00%	\$ 19.70	\$ 28.16
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 15.33	\$ 21.91	34.15%	\$ 20.57	\$ 29.39	24.00%	\$ 28.52	\$ 40.75
Call Center/Customer Service	Sales & Promotion Sampler	\$ 10.59	\$ 14.84	34.15%	\$ 14.21	\$ 19.91	24.00%	\$ 19.70	\$ 27.61
Call Center/Customer Service	Sales Inbound I	\$ 11.21	\$ 19.37	34.15%	\$ 15.04	\$ 25.99	24.00%	\$ 20.85	\$ 36.03
Call Center/Customer Service	Sales Inbound II	\$ 15.33	\$ 21.91	34.15%	\$ 20.57	\$ 29.39	24.00%	\$ 28.52	\$ 40.75
Call Center/Customer Service	Sales Outbound I	\$ 13.89	\$ 19.49	34.15%	\$ 18.64	\$ 26.15	24.00%	\$ 25.84	\$ 36.25
Call Center/Customer Service	Sales Outbound II	\$ 15.33	\$ 21.91	34.15%	\$ 20.57	\$ 29.39	24.00%	\$ 28.52	\$ 40.75
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 9.39	\$ 15.18	34.15%	\$ 12.59	\$ 20.36	24.00%	\$ 17.46	\$ 28.23
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 15.19	\$ 19.68	34.15%	\$ 20.38	\$ 26.40	24.00%	\$ 28.25	\$ 36.61
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 11.19	\$ 14.95	34.15%	\$ 15.01	\$ 20.06	24.00%	\$ 20.81	\$ 27.81
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 15.01	\$ 26.42	34.15%	\$ 20.14	\$ 35.45	24.00%	\$ 27.92	\$ 49.15
Food Related Services	Barista (misc)	\$ 11.64	\$ 13.82	53.75%	\$ 17.90	\$ 21.25	24.00%	\$ 21.66	\$ 25.71

New Jersey (2017 HOURLY MINIMUM WAGE = \$8.44)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Food Related Services	<u>Building Attendant (misc)</u>	\$ 11.64	\$ 14.82	40.87%	\$ 16.40	\$ 20.88	24.00%	\$ 21.66	\$ 27.57
Food Related Services	<u>Busser</u>	\$ 11.64	\$ 15.82	40.87%	\$ 16.40	\$ 22.29	24.00%	\$ 21.66	\$ 29.43
Food Related Services	<u>Cashiers</u>	\$ 11.64	\$ 16.82	40.87%	\$ 16.40	\$ 23.69	24.00%	\$ 21.66	\$ 31.29
Food Related Services	<u>Dishwasher</u>	\$ 10.59	\$ 17.82	40.87%	\$ 14.91	\$ 25.10	24.00%	\$ 19.69	\$ 33.15
Food Related Services	<u>Sous Chefs</u>	\$ 14.40	\$ 17.60	40.87%	\$ 20.29	\$ 24.79	24.00%	\$ 26.78	\$ 32.74
Food Related Services	<u>Sr Server</u>	\$ 9.90	\$ 12.10	40.87%	\$ 13.95	\$ 17.05	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 11.81	\$ 17.27	40.87%	\$ 16.63	\$ 24.33	24.00%	\$ 21.96	\$ 32.13
Food Related Services	Food Operations Manager Assistant	\$ 17.32	\$ 20.28	40.87%	\$ 24.40	\$ 28.56	24.00%	\$ 32.22	\$ 37.72
Food Related Services	Food Production Worker	\$ 9.51	\$ 15.56	40.87%	\$ 13.39	\$ 21.92	24.00%	\$ 17.68	\$ 28.94
Food Related Services	<u>Food Service Super</u>	\$ 13.95	\$ 17.05	40.87%	\$ 19.65	\$ 24.02	24.00%	\$ 25.95	\$ 31.71
Food Related Services	<u>Line Cook/Prep Cook</u>	\$ 10.80	\$ 13.20	40.87%	\$ 15.21	\$ 18.59	24.00%	\$ 20.09	\$ 24.55
Food Related Services	<u>Pastry Cook/Baker</u>	\$ 12.60	\$ 15.40	40.87%	\$ 17.75	\$ 21.69	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 9.47	\$ 15.26	40.87%	\$ 13.34	\$ 21.50	24.00%	\$ 17.62	\$ 28.39
Food Related Services	Second Cook Senior	\$ 15.14	\$ 19.92	53.75%	\$ 23.28	\$ 30.63	24.00%	\$ 28.16	\$ 37.05
Food Related Services	Server	\$ 9.09	\$ 12.41	40.87%	\$ 12.81	\$ 17.49	24.00%	\$ 16.91	\$ 23.09
General Administrative	Administrative Assistant I	\$ 13.01	\$ 17.50	34.15%	\$ 17.45	\$ 23.48	24.00%	\$ 24.20	\$ 32.55
General Administrative	Administrative Assistant II	\$ 17.51	\$ 18.94	34.15%	\$ 23.49	\$ 25.41	24.00%	\$ 32.57	\$ 35.23
General Administrative	Administrative Assistant III	\$ 18.95	\$ 20.56	34.15%	\$ 25.43	\$ 27.59	24.00%	\$ 35.26	\$ 38.25
General Administrative	Administrative Assistant IV	\$ 20.57	\$ 22.77	34.15%	\$ 27.60	\$ 30.54	24.00%	\$ 38.27	\$ 42.35
General Administrative	Administrative Assistant V	\$ 22.79	\$ 25.67	34.15%	\$ 30.57	\$ 34.44	24.00%	\$ 42.39	\$ 47.75
General Administrative	Administrative Staff Assistant	\$ 25.26	\$ 28.88	34.15%	\$ 33.88	\$ 38.74	24.00%	\$ 46.98	\$ 53.71
General Administrative	Administrative Staff Specialist	\$ 28.89	\$ 35.72	34.15%	\$ 38.76	\$ 47.91	24.00%	\$ 53.74	\$ 66.43
General Administrative	Administrative Staff Specialist Senior	\$ 35.73	\$ 27.90	34.15%	\$ 47.93	\$ 37.43	24.00%	\$ 66.46	\$ 51.90
General Administrative	Agency Management Analyst	\$ 23.30	\$ 30.58	34.15%	\$ 31.26	\$ 41.03	24.00%	\$ 43.34	\$ 56.88
General Administrative	Agency Management Analyst Lead	\$ 30.59	\$ 35.54	34.15%	\$ 41.04	\$ 47.67	24.00%	\$ 56.91	\$ 66.10
General Administrative	Agency Management Analyst Senior	\$ 35.61	\$ 55.41	34.15%	\$ 47.77	\$ 74.33	24.00%	\$ 66.23	\$ 103.06
General Administrative	<u>Assistant Instructor</u>	\$ 22.00	\$ 24.50	34.15%	\$ 29.51	\$ 32.87	24.00%	\$ 40.92	\$ 45.57
General Administrative	<u>Bag Check Person</u>	\$ 9.02	\$ 11.02	34.15%	\$ 12.09	\$ 14.78	24.00%	\$ 16.77	\$ 20.50
General Administrative	<u>Cashier</u>	\$ 9.02	\$ 11.02	34.15%	\$ 12.09	\$ 14.78	24.00%	\$ 16.77	\$ 20.50
General Administrative	<u>Clerk</u>	\$ 9.30	\$ 10.75	34.15%	\$ 12.48	\$ 14.42	24.00%	\$ 17.30	\$ 20.00
General Administrative	<u>Clerk Jr</u>	\$ 8.44	\$ 9.25	34.15%	\$ 11.32	\$ 12.41	24.00%	\$ 15.70	\$ 17.21
General Administrative	<u>Clerk Sr</u>	\$ 10.80	\$ 12.50	34.15%	\$ 14.49	\$ 16.77	24.00%	\$ 20.09	\$ 23.25
General Administrative	<u>Confidential Assistant</u>	\$ 23.07	\$ 26.85	34.15%	\$ 30.95	\$ 36.02	24.00%	\$ 42.91	\$ 49.94
General Administrative	<u>Contract Manager HSR</u>	\$ 21.64	\$ 26.45	34.15%	\$ 29.03	\$ 35.48	24.00%	\$ 40.25	\$ 49.20
General Administrative	Data Entry Operator	\$ 10.59	\$ 14.87	34.15%	\$ 14.21	\$ 19.95	24.00%	\$ 19.70	\$ 27.65
General Administrative	Data Entry Operator Senior	\$ 14.90	\$ 21.40	34.15%	\$ 19.99	\$ 28.70	24.00%	\$ 27.72	\$ 39.80
General Administrative	<u>Document Control Clerk</u>	\$ 13.52	\$ 16.53	34.15%	\$ 18.14	\$ 22.17	24.00%	\$ 25.15	\$ 30.74
General Administrative	<u>Document Control Clerk / Filing Specialist</u>	\$ 10.25	\$ 15.00	34.15%	\$ 13.75	\$ 20.12	24.00%	\$ 19.07	\$ 27.90
General Administrative	<u>Door Greeter</u>	\$ 9.02	\$ 11.02	34.15%	\$ 12.09	\$ 14.78	24.00%	\$ 16.77	\$ 20.50
General Administrative	Executive Secretary	\$ 18.78	\$ 23.34	34.15%	\$ 25.19	\$ 31.31	24.00%	\$ 34.92	\$ 43.41
General Administrative	Executive Secretary Senior	\$ 23.37	\$ 34.62	34.15%	\$ 31.36	\$ 46.44	24.00%	\$ 43.48	\$ 64.40

New Jersey (2017 HOURLY MINIMUM WAGE = \$8.44)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Floor Clerk	\$ 9.02	\$ 11.02	34.15%	\$ 12.09	\$ 14.78	24.00%	\$ 16.77	\$ 20.50
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	34.15%	\$ 23.48	\$ 27.84	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	34.15%	\$ 20.12	\$ 24.15	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 14.84	\$ 17.41	34.15%	\$ 19.91	\$ 23.35	24.00%	\$ 27.61	\$ 32.37
General Administrative	Legal Assistant Senior	\$ 17.44	\$ 43.97	34.15%	\$ 23.40	\$ 58.99	24.00%	\$ 32.44	\$ 81.79
General Administrative	Library Assistant	\$ 10.59	\$ 20.86	34.15%	\$ 14.21	\$ 27.98	24.00%	\$ 19.70	\$ 38.80
General Administrative	Medical Assistant I	\$ 14.22	\$ 16.60	34.15%	\$ 19.08	\$ 22.26	24.00%	\$ 26.46	\$ 30.87
General Administrative	Medical Assistant II	\$ 16.64	\$ 23.66	34.15%	\$ 22.33	\$ 31.74	24.00%	\$ 30.96	\$ 44.01
General Administrative	Medical Biller I	\$ 12.40	\$ 15.23	34.15%	\$ 16.64	\$ 20.43	24.00%	\$ 23.07	\$ 28.32
General Administrative	Medical Biller II	\$ 15.26	\$ 23.71	34.15%	\$ 20.47	\$ 31.80	24.00%	\$ 28.39	\$ 44.10
General Administrative	Medical Records Clerk I	\$ 14.90	\$ 21.71	34.15%	\$ 19.99	\$ 29.12	24.00%	\$ 27.72	\$ 40.37
General Administrative	Medical Records Clerk II	\$ 16.10	\$ 23.28	34.15%	\$ 21.59	\$ 31.23	24.00%	\$ 29.94	\$ 43.30
General Administrative	Office Manager	\$ 25.08	\$ 38.17	34.15%	\$ 33.64	\$ 51.21	24.00%	\$ 46.65	\$ 71.00
General Administrative	Office Services Aide	\$ 13.88	\$ 19.12	34.15%	\$ 18.62	\$ 25.65	24.00%	\$ 25.82	\$ 35.57
General Administrative	Office Services Assistant	\$ 14.88	\$ 20.19	34.15%	\$ 19.96	\$ 27.09	24.00%	\$ 27.68	\$ 37.56
General Administrative	Office Services Specialist	\$ 15.68	\$ 21.13	34.15%	\$ 21.03	\$ 28.35	24.00%	\$ 29.16	\$ 39.31
General Administrative	Office Services Supervisor	\$ 16.41	\$ 21.60	34.15%	\$ 22.01	\$ 28.98	24.00%	\$ 30.51	\$ 40.17
General Administrative	Office Services Supervisor Senior	\$ 19.01	\$ 24.23	34.15%	\$ 25.51	\$ 32.51	24.00%	\$ 35.37	\$ 45.07
General Administrative	Online Clerk	\$ 9.02	\$ 11.02	34.15%	\$ 12.09	\$ 14.78	24.00%	\$ 16.77	\$ 20.50
General Administrative	Operator I	\$ 10.31	\$ 14.82	34.15%	\$ 13.82	\$ 19.88	24.00%	\$ 19.17	\$ 27.57
General Administrative	Operator II	\$ 14.84	\$ 17.32	34.15%	\$ 19.91	\$ 23.24	24.00%	\$ 27.61	\$ 32.22
General Administrative	Operator III (Key Disc Operator)	\$ 17.37	\$ 19.67	34.15%	\$ 23.30	\$ 26.39	24.00%	\$ 32.31	\$ 36.59
General Administrative	Operator IV (Key Disc Operator)	\$ 19.68	\$ 22.80	34.15%	\$ 26.40	\$ 30.59	24.00%	\$ 36.61	\$ 42.41
General Administrative	Paralegal	\$ 14.00	\$ 23.50	34.15%	\$ 18.78	\$ 31.53	24.00%	\$ 26.04	\$ 43.71
General Administrative	Paralegal Sr.	\$ 23.50	\$ 32.00	34.15%	\$ 31.53	\$ 42.93	24.00%	\$ 43.71	\$ 59.52
General Administrative	Personal Assistant	\$ 13.21	\$ 17.68	34.15%	\$ 17.72	\$ 23.72	24.00%	\$ 24.57	\$ 32.88
General Administrative	Personal Assistant Senior	\$ 17.69	\$ 18.86	34.15%	\$ 23.73	\$ 25.30	24.00%	\$ 32.91	\$ 35.08
General Administrative	Photocopy Supervisor	\$ 14.28	\$ 19.84	34.15%	\$ 19.16	\$ 26.61	24.00%	\$ 26.57	\$ 36.90
General Administrative	Photocopy Technician	\$ 12.90	\$ 18.24	34.15%	\$ 17.31	\$ 24.47	24.00%	\$ 24.00	\$ 33.93
General Administrative	Photo-Typesetting Specialist	\$ 16.80	\$ 24.18	34.15%	\$ 22.53	\$ 32.44	24.00%	\$ 31.24	\$ 44.98
General Administrative	Photo-Typesetting Supervisor	\$ 17.94	\$ 26.26	34.15%	\$ 24.07	\$ 35.22	24.00%	\$ 33.37	\$ 48.84
General Administrative	Paralegal Program Specialist	\$ 28.00	\$ 32.41	34.15%	\$ 37.56	\$ 43.48	24.00%	\$ 52.08	\$ 60.28
General Administrative	Planning Grants Administrator	\$ 34.50	\$ 41.02	34.15%	\$ 46.28	\$ 55.03	24.00%	\$ 64.17	\$ 76.30
General Administrative	Postal Aide	\$ 9.42	\$ 12.90	34.15%	\$ 12.64	\$ 17.31	24.00%	\$ 17.53	\$ 24.00
General Administrative	Postal Aide Senior	\$ 12.96	\$ 20.40	34.15%	\$ 17.39	\$ 27.36	24.00%	\$ 24.11	\$ 37.94
General Administrative	Postal Assistant	\$ 20.47	\$ 22.74	34.15%	\$ 27.46	\$ 30.51	24.00%	\$ 38.07	\$ 42.30
General Administrative	Program Manager	\$ 30.00	\$ 45.00	34.15%	\$ 40.25	\$ 60.37	24.00%	\$ 55.80	\$ 83.70
General Administrative	Program Specialist	\$ 19.84	\$ 24.25	34.15%	\$ 26.62	\$ 32.53	24.00%	\$ 36.90	\$ 45.10
General Administrative	Project Assistant	\$ 20.00	\$ 25.00	34.15%	\$ 26.83	\$ 33.54	24.00%	\$ 37.20	\$ 46.50
General Administrative	Project Assistant	\$ 20.00	\$ 25.00	34.15%	\$ 26.83	\$ 33.54	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 15.14	\$ 19.99	34.15%	\$ 20.31	\$ 26.82	24.00%	\$ 28.16	\$ 37.18

New Jersey (2017 HOURLY MINIMUM WAGE = \$8.44)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Public Relations Specialist	\$ 21.04	\$ 35.98	34.15%	\$ 28.22	\$ 48.27	24.00%	\$ 39.13	\$ 66.92
General Administrative	Public Relations Specialist Assistant	\$ 15.14	\$ 21.00	34.15%	\$ 20.31	\$ 28.18	24.00%	\$ 28.16	\$ 39.07
General Administrative	Receptionist	\$ 10.58	\$ 13.62	34.15%	\$ 14.19	\$ 18.27	24.00%	\$ 19.68	\$ 25.33
General Administrative	Receptionist Senior	\$ 13.63	\$ 21.49	34.15%	\$ 18.28	\$ 28.83	24.00%	\$ 25.35	\$ 39.98
General Administrative	Secretary	\$ 11.19	\$ 14.95	34.15%	\$ 15.01	\$ 20.06	24.00%	\$ 20.81	\$ 27.81
General Administrative	Secretary Senior	\$ 15.01	\$ 26.50	34.15%	\$ 20.14	\$ 35.54	24.00%	\$ 27.92	\$ 49.28
General Administrative	Stockroom Clerk	\$ 9.02	\$ 11.02	34.15%	\$ 12.09	\$ 14.78	24.00%	\$ 16.77	\$ 20.50
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00	34.15%	\$ 20.46	\$ 24.15	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 13.01	\$ 31.79	34.15%	\$ 17.45	\$ 42.64	24.00%	\$ 24.20	\$ 59.12
Human Resources	Classification / Compensation Analyst	\$ 23.31	\$ 28.76	32.96%	\$ 31.00	\$ 38.24	24.00%	\$ 43.37	\$ 53.49
Human Resources	Classification / Compensation Analyst Senior	\$ 28.82	\$ 38.17	32.96%	\$ 38.32	\$ 50.75	24.00%	\$ 53.60	\$ 71.00
Human Resources	Classification / Compensation Consultant	\$ 38.20	\$ 51.16	32.96%	\$ 50.78	\$ 68.02	24.00%	\$ 71.04	\$ 95.15
Human Resources	EEO Program Analyst	\$ 22.52	\$ 35.94	32.96%	\$ 29.94	\$ 47.79	24.00%	\$ 41.88	\$ 66.85
Human Resources	EEO Program Specialist	\$ 24.83	\$ 39.21	32.96%	\$ 33.01	\$ 52.13	24.00%	\$ 46.18	\$ 72.93
Human Resources	EEO Officer	\$ 36.25	\$ 43.00	32.96%	\$ 48.20	\$ 57.17	24.00%	\$ 67.43	\$ 79.98
Human Resources	Employee Relations Analyst	\$ 20.28	\$ 25.67	32.96%	\$ 26.96	\$ 34.14	24.00%	\$ 37.72	\$ 47.75
Human Resources	Employee Relations Analyst Senior	\$ 25.73	\$ 45.41	32.96%	\$ 34.22	\$ 60.38	24.00%	\$ 47.86	\$ 84.47
Human Resources	Human Resources Assistant	\$ 15.56	\$ 22.41	32.96%	\$ 20.69	\$ 29.80	24.00%	\$ 28.94	\$ 41.68
Human Resources	Human Resources Generalist	\$ 18.04	\$ 22.95	32.96%	\$ 23.98	\$ 30.51	24.00%	\$ 33.55	\$ 42.68
Human Resources	Human Resources Generalist Senior	\$ 23.08	\$ 40.30	32.96%	\$ 30.68	\$ 53.59	24.00%	\$ 42.92	\$ 74.97
Human Resources	Personnel Analyst	\$ 17.86	\$ 22.71	32.96%	\$ 23.74	\$ 30.19	24.00%	\$ 33.22	\$ 42.24
Human Resources	Personnel Analyst Senior	\$ 22.77	\$ 27.54	32.96%	\$ 30.27	\$ 36.62	24.00%	\$ 42.35	\$ 51.23
Human Resources	Personnel Practices Analyst	\$ 27.62	\$ 32.52	32.96%	\$ 36.72	\$ 43.24	24.00%	\$ 51.37	\$ 60.49
Human Resources	Personnel Practices Analyst Senior	\$ 32.58	\$ 41.48	32.96%	\$ 43.32	\$ 55.16	24.00%	\$ 60.61	\$ 77.16
Human Resources	Personnel Practices Manager	\$ 40.82	\$ 50.78	32.96%	\$ 54.27	\$ 67.51	24.00%	\$ 75.92	\$ 94.44
Human Resources	Recruiter	\$ 30.00	\$ 35.00	32.96%	\$ 39.89	\$ 46.54	24.00%	\$ 55.80	\$ 65.10
Human Resources	Claims Representative	\$ 20.00	\$ 26.49	32.96%	\$ 26.59	\$ 35.22	24.00%	\$ 37.20	\$ 49.27
Human Services	Health Insurance Enrollment Project Coordinator	\$ 27.00	\$ 31.50	32.96%	\$ 35.90	\$ 41.88	24.00%	\$ 50.22	\$ 58.59
Human Services	Social Worker	\$ 19.88	\$ 33.68	32.96%	\$ 26.44	\$ 44.78	24.00%	\$ 36.98	\$ 62.64
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	32.96%	\$ 29.92	\$ 41.22	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 15.08	\$ 20.83	32.96%	\$ 20.05	\$ 27.69	24.00%	\$ 28.05	\$ 38.73
Human Services	Support Enforcement Specialist Senior	\$ 20.90	\$ 24.65	32.96%	\$ 27.78	\$ 32.77	24.00%	\$ 38.87	\$ 45.85
Human Services	Utilization Review Analyst	\$ 20.90	\$ 29.97	32.96%	\$ 27.78	\$ 39.85	24.00%	\$ 38.87	\$ 55.75
Human Services	Utilization Review Analyst Senior	\$ 30.03	\$ 48.18	32.96%	\$ 39.93	\$ 64.06	24.00%	\$ 55.86	\$ 89.61
Human Services	Medical Social Work	\$ 30.60	\$ 37.39	32.96%	\$ 40.68	\$ 49.72	24.00%	\$ 56.91	\$ 69.55
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	32.96%	\$ 29.92	\$ 41.22	24.00%	\$ 41.85	\$ 57.66
Human Services	Teachers Aid / Classroom Helper	\$ 11.69	\$ 14.29	32.96%	\$ 15.55	\$ 19.00	24.00%	\$ 21.75	\$ 26.58
Human Services	Trainer	\$ 30.00	\$ 33.50	32.96%	\$ 39.89	\$ 44.54	24.00%	\$ 55.80	\$ 62.31
Human Services	Training Assistant	\$ 35.00	\$ 45.00	32.96%	\$ 46.54	\$ 59.83	24.00%	\$ 65.10	\$ 83.70
Human Services	Training Supervisor	\$ 45.00	\$ 50.25	32.96%	\$ 59.83	\$ 66.81	24.00%	\$ 83.70	\$ 93.47
Insurance	Claims Adjuster I	\$ 17.26	\$ 20.90	32.96%	\$ 22.95	\$ 27.78	24.00%	\$ 32.11	\$ 38.87

New Jersey (2017 HOURLY MINIMUM WAGE = \$8.44)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Insurance	Claims Adjuster II	\$ 20.96	\$ 29.97	32.96%	\$ 27.86	\$ 39.85	24.00%	\$ 38.98	\$ 55.75
Insurance	Claims Specialist	\$ 30.03	\$ 37.85	32.96%	\$ 39.93	\$ 50.32	24.00%	\$ 55.86	\$ 70.40
Insurance	Worker's Compensation Specialist	\$ 28.38	\$ 42.45	32.96%	\$ 37.73	\$ 56.44	24.00%	\$ 52.78	\$ 78.95
Laborer/Industrial	Animal Health Laboratory Worker	\$ 13.00	\$ 17.50	38.20%	\$ 17.97	\$ 24.19	24.00%	\$ 24.18	\$ 32.55
Laborer/Industrial	Asbestos Inspector	\$ 28.00	\$ 33.50	38.20%	\$ 38.70	\$ 46.30	24.00%	\$ 52.08	\$ 62.31
Laborer/Industrial	CDL Driver	\$ 15.14	\$ 21.73	38.20%	\$ 20.93	\$ 30.03	24.00%	\$ 28.16	\$ 40.42
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	38.20%	\$ 29.71	\$ 39.00	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	38.20%	\$ 38.63	\$ 45.90	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	38.20%	\$ 41.81	\$ 48.37	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	38.20%	\$ 34.20	\$ 41.46	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	38.20%	\$ 34.20	\$ 40.77	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	38.20%	\$ 43.53	\$ 52.17	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	38.20%	\$ 36.62	\$ 46.37	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 16.25	\$ 23.29	38.20%	\$ 22.46	\$ 32.19	24.00%	\$ 30.23	\$ 43.32
Laborer/Industrial	Forklift Operator	\$ 12.66	\$ 17.64	38.20%	\$ 17.50	\$ 24.38	24.00%	\$ 23.56	\$ 32.82
Laborer/Industrial	Forklift Operator Senior	\$ 17.68	\$ 25.73	38.20%	\$ 24.43	\$ 35.56	24.00%	\$ 32.88	\$ 47.86
Laborer/Industrial	Grounds Worker	\$ 10.26	\$ 14.22	38.20%	\$ 14.18	\$ 19.66	24.00%	\$ 19.08	\$ 26.46
Laborer/Industrial	Grounds Worker Lead	\$ 14.28	\$ 19.07	38.20%	\$ 19.74	\$ 26.36	24.00%	\$ 26.57	\$ 35.48
Laborer/Industrial	Grounds Worker Senior	\$ 15.25	\$ 18.95	38.20%	\$ 21.07	\$ 26.20	24.00%	\$ 28.36	\$ 35.26
Laborer/Industrial	Groundskeeper / Landscaper	\$ 10.59	\$ 14.84	38.20%	\$ 14.64	\$ 20.51	24.00%	\$ 19.70	\$ 27.61
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 14.86	\$ 18.95	38.20%	\$ 20.53	\$ 26.20	24.00%	\$ 27.63	\$ 35.26
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 9.27	\$ 14.26	38.20%	\$ 12.81	\$ 19.71	24.00%	\$ 17.24	\$ 26.52
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 9.27	\$ 14.26	38.20%	\$ 12.81	\$ 19.71	24.00%	\$ 17.24	\$ 26.52
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 9.27	\$ 14.26	38.20%	\$ 12.81	\$ 19.71	24.00%	\$ 17.24	\$ 26.52
Laborer/Industrial	Housekeeping Supervisor	\$ 12.66	\$ 17.58	38.20%	\$ 17.50	\$ 24.30	24.00%	\$ 23.56	\$ 32.71
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 17.62	\$ 27.26	38.20%	\$ 24.35	\$ 37.67	24.00%	\$ 32.77	\$ 50.70
Laborer/Industrial	Housekeeping Worker	\$ 9.39	\$ 14.36	38.20%	\$ 12.97	\$ 19.84	24.00%	\$ 17.46	\$ 26.70
Laborer/Industrial	Housekeeping Worker Senior	\$ 14.42	\$ 18.41	38.20%	\$ 19.92	\$ 25.44	24.00%	\$ 26.81	\$ 34.24
Laborer/Industrial	Housing Inspectors II	\$ 22.67	\$ 29.75	38.20%	\$ 31.33	\$ 41.11	24.00%	\$ 42.17	\$ 55.34
Laborer/Industrial	Housing Inspectors III	\$ 33.25	\$ 38.00	38.20%	\$ 45.95	\$ 52.52	24.00%	\$ 61.85	\$ 70.68
Laborer/Industrial	Inventory Worker Light	\$ 11.21	\$ 17.56	38.20%	\$ 15.49	\$ 24.27	24.00%	\$ 20.85	\$ 32.66
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 10.26	\$ 19.71	38.20%	\$ 14.18	\$ 27.23	24.00%	\$ 19.08	\$ 36.65
Laborer/Industrial	Motor Vehicle Operator A	\$ 10.00	\$ 13.63	38.20%	\$ 13.81	\$ 18.84	24.00%	\$ 18.59	\$ 25.35
Laborer/Industrial	Motor Vehicle Operator B	\$ 13.69	\$ 22.10	38.20%	\$ 18.92	\$ 30.54	24.00%	\$ 25.46	\$ 41.11
Laborer/Industrial	Packer	\$ 9.27	\$ 14.26	38.20%	\$ 12.81	\$ 19.71	24.00%	\$ 17.24	\$ 26.52
Laborer/Industrial	Printing Press Operator Sr.	\$ 27.00	\$ 31.35	38.20%	\$ 37.31	\$ 43.33	24.00%	\$ 50.22	\$ 58.31
Laborer/Industrial	Roll Fed Printer Operator - Midnight Shift	\$ 18.02	\$ 22.02	38.20%	\$ 24.90	\$ 30.43	24.00%	\$ 33.51	\$ 40.96
Laborer/Industrial	Technician Water Monitoring	\$ 17.99	\$ 23.50	38.20%	\$ 24.86	\$ 32.48	24.00%	\$ 33.46	\$ 43.71
Laborer/Industrial	Warehouse Specialist I	\$ 10.26	\$ 14.26	38.20%	\$ 14.18	\$ 19.71	24.00%	\$ 19.08	\$ 26.52
Laborer/Industrial	Warehouse Specialist II	\$ 14.28	\$ 17.86	38.20%	\$ 19.74	\$ 24.68	24.00%	\$ 26.57	\$ 33.22
Laborer/Industrial	Warehouse Specialist III	\$ 17.92	\$ 22.83	38.20%	\$ 24.76	\$ 31.55	24.00%	\$ 33.33	\$ 42.46

New Jersey (2017 HOURLY MINIMUM WAGE = \$8.44)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	38.20%	\$ 12.44	\$ 15.20	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 9.27	\$ 14.26	38.20%	\$ 12.81	\$ 19.71	24.00%	\$ 17.24	\$ 26.52
Laborer/Industrial	Warehouse Worker II	\$ 14.28	\$ 17.86	38.20%	\$ 19.74	\$ 24.68	24.00%	\$ 26.57	\$ 33.22
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	38.20%	\$ 33.79	\$ 44.22	24.00%	\$ 45.48	\$ 59.52
Laborer/Industrial	Subcode Official - Electrical	\$ 24.45	\$ 29.50	38.20%	\$ 33.79	\$ 40.77	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	Subcode Official - Plumbing	\$ 24.45	\$ 29.50	38.20%	\$ 33.79	\$ 40.77	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 13.63	\$ 17.58	32.96%	\$ 18.12	\$ 23.38	24.00%	\$ 25.35	\$ 32.71
Media	Audio Visual Technician Senior	\$ 17.62	\$ 29.20	32.96%	\$ 23.43	\$ 38.82	24.00%	\$ 32.77	\$ 54.31
Media	Graphic Artist	\$ 16.05	\$ 19.16	32.96%	\$ 21.34	\$ 25.47	24.00%	\$ 29.85	\$ 35.63
Media	Graphic Artist Senior	\$ 19.16	\$ 26.95	32.96%	\$ 25.47	\$ 35.83	24.00%	\$ 35.63	\$ 50.12
Media	Graphic Designer	\$ 16.05	\$ 19.16	32.96%	\$ 21.34	\$ 25.47	24.00%	\$ 29.85	\$ 35.63
Media	Graphic Designer Senior	\$ 19.19	\$ 26.95	32.96%	\$ 25.52	\$ 35.83	24.00%	\$ 35.70	\$ 50.12
Media	Photographer	\$ 10.59	\$ 14.02	32.96%	\$ 14.08	\$ 18.64	24.00%	\$ 19.70	\$ 26.08
Media	Photographer Senior	\$ 14.05	\$ 22.47	32.96%	\$ 18.68	\$ 29.87	24.00%	\$ 26.13	\$ 41.79
Media	TV / Video Production Specialist	\$ 21.19	\$ 27.27	32.96%	\$ 28.18	\$ 36.26	24.00%	\$ 39.42	\$ 50.72
Media	TV / Video Production Technician	\$ 27.31	\$ 36.94	32.96%	\$ 36.31	\$ 49.12	24.00%	\$ 50.79	\$ 68.72
Security	Dispatcher/Police	\$ 16.44	\$ 28.02	47.15%	\$ 24.19	\$ 41.23	24.00%	\$ 30.58	\$ 52.12
Security	Parking Lot Attendant	\$ 8.76	\$ 10.71	47.15%	\$ 12.89	\$ 15.76	24.00%	\$ 16.30	\$ 19.92
Security	Unarmed Security Guard	\$ 9.62	\$ 18.80	47.15%	\$ 14.16	\$ 27.66	24.00%	\$ 17.89	\$ 34.97
Security	Armed Security Officer	\$ 15.06	\$ 20.16	47.15%	\$ 22.16	\$ 29.66	24.00%	\$ 28.01	\$ 37.49
Security	Captain	\$ 20.00	\$ 28.50	47.15%	\$ 29.43	\$ 41.94	24.00%	\$ 37.20	\$ 53.01
Security	Lieutenant	\$ 18.00	\$ 25.00	47.15%	\$ 26.49	\$ 36.79	24.00%	\$ 33.48	\$ 46.50
Security	Sergeant	\$ 16.50	\$ 23.00	47.15%	\$ 24.28	\$ 33.84	24.00%	\$ 30.69	\$ 42.78
Tax	Data Entry Clerk	\$ 10.59	\$ 13.63	34.15%	\$ 14.21	\$ 18.28	24.00%	\$ 19.70	\$ 25.35
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 13.69	\$ 21.49	34.15%	\$ 18.36	\$ 28.83	24.00%	\$ 25.46	\$ 39.98
Tax	Error Resolution and Document Processor	\$ 17.81	\$ 24.74	34.15%	\$ 23.89	\$ 33.19	24.00%	\$ 33.13	\$ 46.02
Tax	General Clerical	\$ 10.31	\$ 15.24	34.15%	\$ 13.82	\$ 20.44	24.00%	\$ 19.17	\$ 28.34
Tax	On-Site Administrator (Day)	\$ 12.04	\$ 26.04	34.15%	\$ 16.16	\$ 34.94	24.00%	\$ 22.40	\$ 48.44
Tax	On-Site Administrator (Evening)	\$ 12.04	\$ 26.04	34.15%	\$ 16.16	\$ 34.94	24.00%	\$ 22.40	\$ 48.44
Tax	Remittance Processor	\$ 21.41	\$ 31.73	34.15%	\$ 28.72	\$ 42.56	24.00%	\$ 39.82	\$ 59.01
Tax	Taxpayer Information & Assistance Agent	\$ 18.97	\$ 27.25	34.15%	\$ 25.44	\$ 36.55	24.00%	\$ 35.28	\$ 50.68
Technical	Access/Scanning Project Assistant	\$ 18.00	\$ 22.75	36.74%	\$ 24.61	\$ 31.11	24.00%	\$ 33.48	\$ 42.32
Technical	Agricultural Technician	\$ 19.50	\$ 31.65	36.74%	\$ 26.67	\$ 43.28	24.00%	\$ 36.27	\$ 58.88
Technical	Agricultural Technician Lead	\$ 21.87	\$ 34.95	36.74%	\$ 29.91	\$ 47.80	24.00%	\$ 40.68	\$ 65.02
Technical	Agricultural Technician Supervisor	\$ 26.27	\$ 42.11	36.74%	\$ 35.92	\$ 57.59	24.00%	\$ 48.86	\$ 78.33
Technical	Analytical Chemist	\$ 20.67	\$ 34.95	36.74%	\$ 28.26	\$ 47.80	24.00%	\$ 38.45	\$ 65.02
Technical	Analytical Chemist Assistant	\$ 24.15	\$ 39.77	36.74%	\$ 33.02	\$ 54.38	24.00%	\$ 44.92	\$ 73.97
Technical	Analytical Chemist Senior	\$ 30.48	\$ 49.74	36.74%	\$ 41.67	\$ 68.01	24.00%	\$ 56.68	\$ 92.52
Technical	Archaeologist	\$ 18.50	\$ 29.00	36.74%	\$ 25.30	\$ 39.65	24.00%	\$ 34.41	\$ 53.94
Technical	Architectural Historian	\$ 27.00	\$ 35.00	36.74%	\$ 36.92	\$ 47.86	24.00%	\$ 50.22	\$ 65.10
Technical	Assets Manager	\$ 31.20	\$ 34.60	36.74%	\$ 42.66	\$ 47.31	24.00%	\$ 58.03	\$ 64.36

New Jersey (2017 HOURLY MINIMUM WAGE = \$8.44)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Bilingual Specialist Social Services Publications	\$ 34.81	\$ 42.54	36.74%	\$ 47.60	\$ 58.17	24.00%	\$ 64.74	\$ 79.13
Technical	Bridge Design Drafter	\$ 21.83	\$ 32.82	36.74%	\$ 29.84	\$ 44.88	24.00%	\$ 40.60	\$ 61.05
Technical	Bridge Design Drafter Senior	\$ 23.28	\$ 35.49	36.74%	\$ 31.83	\$ 48.53	24.00%	\$ 43.30	\$ 66.01
Technical	Caregiver Program	\$ 37.75	\$ 43.25	36.74%	\$ 51.62	\$ 59.14	24.00%	\$ 70.22	\$ 80.45
Technical	Cartographic Drafter	\$ 27.44	\$ 38.65	36.74%	\$ 37.52	\$ 52.85	24.00%	\$ 51.03	\$ 71.88
Technical	Cartographic Drafter Assistant	\$ 21.50	\$ 32.35	36.74%	\$ 29.40	\$ 44.23	24.00%	\$ 40.00	\$ 60.16
Technical	Cartographic Supervisor	\$ 37.43	\$ 50.32	36.74%	\$ 51.19	\$ 68.81	24.00%	\$ 69.62	\$ 93.60
Technical	Civil Engineer Trainee	\$ 26.30	\$ 29.32	36.74%	\$ 35.96	\$ 40.09	24.00%	\$ 48.92	\$ 54.54
Technical	Clergy	\$ 17.60	\$ 20.00	36.74%	\$ 24.07	\$ 27.35	24.00%	\$ 32.74	\$ 37.20
Technical	Communications Specialist	\$ 27.54	\$ 36.40	36.74%	\$ 37.66	\$ 49.77	24.00%	\$ 51.22	\$ 67.70
Technical	Communication Specialist II	\$ 47.50	\$ 56.57	36.74%	\$ 64.95	\$ 77.35	24.00%	\$ 88.35	\$ 105.22
Technical	Computer Operator Assistant	\$ 16.00	\$ 19.50	36.74%	\$ 21.88	\$ 26.66	24.00%	\$ 29.76	\$ 36.27
Technical	Constituent Services Representative	\$ 21.50	\$ 25.00	36.74%	\$ 29.40	\$ 34.19	24.00%	\$ 39.99	\$ 46.50
Technical	Constituent Affairs Coordinator	\$ 26.25	\$ 29.35	36.74%	\$ 35.89	\$ 40.13	24.00%	\$ 48.83	\$ 54.59
Technical	Construction Inspector	\$ 17.48	\$ 21.37	36.74%	\$ 23.91	\$ 29.22	24.00%	\$ 32.52	\$ 39.75
Technical	Construction Management Specialist	\$ 29.37	\$ 35.89	36.74%	\$ 40.15	\$ 49.08	24.00%	\$ 54.62	\$ 66.76
Technical	Contract Analyst	\$ 25.13	\$ 30.72	36.74%	\$ 34.37	\$ 42.00	24.00%	\$ 46.75	\$ 57.13
Technical	Coordinator / MWOB	\$ 17.40	\$ 21.26	36.74%	\$ 23.79	\$ 29.08	24.00%	\$ 32.36	\$ 39.55
Technical	Direct Certification Coordinator	\$ 37.00	\$ 45.00	36.74%	\$ 50.59	\$ 61.53	24.00%	\$ 68.82	\$ 83.70
Technical	Director of Facilities HRC	\$ 50.00	\$ 56.75	36.74%	\$ 68.37	\$ 77.60	24.00%	\$ 93.00	\$ 105.56
Technical	Electrical Plan Reviewer	\$ 33.03	\$ 38.53	36.74%	\$ 45.17	\$ 52.69	24.00%	\$ 61.44	\$ 71.67
Technical	Engineering Design Drafting Specialist	\$ 33.00	\$ 46.71	36.74%	\$ 45.13	\$ 63.88	24.00%	\$ 61.38	\$ 86.89
Technical	Engineering Design Drafting Supervisor	\$ 38.40	\$ 53.53	36.74%	\$ 52.50	\$ 73.19	24.00%	\$ 71.42	\$ 99.56
Technical	Engineering Design Drafting Technician	\$ 18.54	\$ 24.54	36.74%	\$ 25.35	\$ 33.56	24.00%	\$ 34.48	\$ 45.65
Technical	Engineering Drafting Technician	\$ 18.57	\$ 24.54	36.74%	\$ 25.40	\$ 33.56	24.00%	\$ 34.55	\$ 45.65
Technical	Engineering Drafting Technician Senior	\$ 21.53	\$ 31.30	36.74%	\$ 29.44	\$ 42.80	24.00%	\$ 40.04	\$ 58.21
Technical	Engineering Sr. Technician	\$ 28.00	\$ 30.00	36.74%	\$ 38.29	\$ 41.02	24.00%	\$ 52.08	\$ 55.80
Technical	Environmental Engineer	\$ 30.49	\$ 48.17	36.74%	\$ 41.69	\$ 65.86	24.00%	\$ 56.71	\$ 89.59
Technical	Environmental Engineer Senior	\$ 32.83	\$ 52.69	36.74%	\$ 44.90	\$ 72.05	24.00%	\$ 61.07	\$ 98.01
Technical	Environmental Program Analyst	\$ 25.86	\$ 38.22	36.74%	\$ 35.37	\$ 52.26	24.00%	\$ 48.11	\$ 71.09
Technical	Environmental Program Planner	\$ 27.64	\$ 41.29	36.74%	\$ 37.79	\$ 56.46	24.00%	\$ 51.41	\$ 76.80
Technical	Environmental Program Specialist	\$ 29.71	\$ 37.31	36.74%	\$ 40.63	\$ 51.02	24.00%	\$ 55.27	\$ 69.40
Technical	Environmental Specialist - Field	\$ 27.64	\$ 40.34	36.74%	\$ 37.79	\$ 55.16	24.00%	\$ 51.41	\$ 75.03
Technical	Environmental Specialist Senior - Field	\$ 28.43	\$ 42.22	36.74%	\$ 38.87	\$ 57.73	24.00%	\$ 52.87	\$ 78.53
Technical	Environmental Technician	\$ 25.86	\$ 38.22	36.74%	\$ 35.37	\$ 52.26	24.00%	\$ 48.11	\$ 71.09
Technical	Environmental Technician Senior	\$ 27.64	\$ 41.29	36.74%	\$ 37.79	\$ 56.46	24.00%	\$ 51.41	\$ 76.80
Technical	Field Program Compliance Supervisor	\$ 31.60	\$ 40.00	36.74%	\$ 43.21	\$ 54.70	24.00%	\$ 58.78	\$ 74.40
Technical	Field Staff Technician	\$ 19.80	\$ 24.20	36.74%	\$ 27.08	\$ 33.09	24.00%	\$ 36.83	\$ 45.02
Technical	Financial Admin Analyst	\$ 33.00	\$ 37.80	36.74%	\$ 45.12	\$ 51.69	24.00%	\$ 61.38	\$ 70.31
Technical	GIS Analyst	\$ 17.00	\$ 25.80	36.74%	\$ 23.25	\$ 35.28	24.00%	\$ 31.62	\$ 47.99
Technical	GIS Specialist	\$ 31.04	\$ 37.94	36.74%	\$ 42.45	\$ 51.88	24.00%	\$ 57.74	\$ 70.57

New Jersey (2017 HOURLY MINIMUM WAGE = \$8.44)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Grant Administrator	\$ 24.37	\$ 29.78	36.74%	\$ 33.32	\$ 40.72	24.00%	\$ 45.32	\$ 55.39
Technical	Grants Administrator Senior	\$ 31.25	\$ 40.00	36.74%	\$ 42.73	\$ 54.70	24.00%	\$ 58.13	\$ 74.40
Technical	Grant Manager	\$ 35.00	\$ 46.75	36.74%	\$ 47.86	\$ 63.93	24.00%	\$ 65.10	\$ 86.96
Technical	Grant Manager II	\$ 47.00	\$ 51.05	36.74%	\$ 64.27	\$ 69.81	24.00%	\$ 87.42	\$ 94.95
Technical	Health Data Specialist	\$ 30.00	\$ 37.40	36.74%	\$ 41.02	\$ 51.14	24.00%	\$ 55.80	\$ 69.56
Technical	Health Data Specialist II	\$ 39.75	\$ 50.00	36.74%	\$ 54.35	\$ 68.37	24.00%	\$ 73.94	\$ 93.00
Technical	Help Desk Support	\$ 15.50	\$ 25.00	36.74%	\$ 21.19	\$ 34.19	24.00%	\$ 28.83	\$ 46.50
Technical	Historical Preservation Specialist	\$ 26.10	\$ 31.90	36.74%	\$ 35.69	\$ 43.63	24.00%	\$ 48.55	\$ 59.34
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	36.74%	\$ 23.59	\$ 32.82	24.00%	\$ 32.09	\$ 44.64
Technical	Home Repair Coordinator II	\$ 21.76	\$ 26.59	36.74%	\$ 29.75	\$ 36.36	24.00%	\$ 40.47	\$ 49.46
Technical	Housing Monitor	\$ 28.40	\$ 34.71	36.74%	\$ 38.84	\$ 47.47	24.00%	\$ 52.83	\$ 64.57
Technical	Housing Recovery Advisor	\$ 18.00	\$ 22.00	36.74%	\$ 24.61	\$ 30.08	24.00%	\$ 33.48	\$ 40.92
Technical	Housing Recovery Senior	\$ 25.00	\$ 29.60	36.74%	\$ 34.19	\$ 40.48	24.00%	\$ 46.50	\$ 55.06
Technical	Housing Program Manager	\$ 33.00	\$ 37.80	36.74%	\$ 45.12	\$ 51.69	24.00%	\$ 61.38	\$ 70.31
Technical	Infection Control Specialist	\$ 43.50	\$ 58.00	36.74%	\$ 59.48	\$ 79.31	24.00%	\$ 80.91	\$ 107.88
Technical	Investigator	\$ 30.00	\$ 42.25	36.74%	\$ 41.02	\$ 57.77	24.00%	\$ 55.80	\$ 78.59
Technical	Laboratory Technician	\$ 19.74	\$ 29.57	36.74%	\$ 26.99	\$ 40.43	24.00%	\$ 36.72	\$ 55.00
Technical	Laboratory Technician Senior	\$ 20.96	\$ 31.88	36.74%	\$ 28.66	\$ 43.59	24.00%	\$ 38.98	\$ 59.30
Technical	Landlord Advisor	\$ 20.00	\$ 26.20	36.74%	\$ 27.35	\$ 35.83	24.00%	\$ 37.20	\$ 48.73
Technical	Lead Trainer	\$ 38.00	\$ 44.98	36.74%	\$ 51.96	\$ 61.51	24.00%	\$ 70.68	\$ 83.66
Technical	Licensed Clinician - LPC/LCAD	\$ 27.00	\$ 33.00	36.74%	\$ 36.92	\$ 45.13	24.00%	\$ 50.22	\$ 61.38
Technical	Management Officer	\$ 27.50	\$ 33.61	36.74%	\$ 37.60	\$ 45.95	24.00%	\$ 51.14	\$ 62.51
Technical	Manager	\$ 26.10	\$ 31.90	36.74%	\$ 35.69	\$ 43.63	24.00%	\$ 48.55	\$ 59.34
Technical	Maritime Archaeologist	\$ 30.00	\$ 38.34	36.74%	\$ 41.02	\$ 52.43	24.00%	\$ 55.80	\$ 71.31
Technical	Mobility Instructor	\$ 37.18	\$ 45.44	36.74%	\$ 50.84	\$ 62.14	24.00%	\$ 69.15	\$ 84.52
Technical	Mortgage Analyst Coordinator	\$ 24.00	\$ 29.65	36.74%	\$ 32.82	\$ 40.54	24.00%	\$ 44.64	\$ 55.15
Technical	One Call Staff Meter Tester	\$ 19.78	\$ 23.40	36.74%	\$ 27.05	\$ 32.00	24.00%	\$ 36.79	\$ 43.52
Technical	PASP Program Assistant	\$ 13.00	\$ 16.85	36.74%	\$ 17.78	\$ 23.04	24.00%	\$ 24.18	\$ 31.34
Technical	Policy and Planning	\$ 35.00	\$ 43.75	36.74%	\$ 47.86	\$ 59.82	24.00%	\$ 65.10	\$ 81.38
Technical	Principal Technical Assistant	\$ 23.00	\$ 27.20	36.74%	\$ 31.45	\$ 37.19	24.00%	\$ 42.78	\$ 50.59
Technical	Project Coordinator	\$ 26.10	\$ 31.90	36.74%	\$ 35.69	\$ 43.63	24.00%	\$ 48.55	\$ 59.34
Technical	Program Assistant	\$ 30.00	\$ 36.50	36.74%	\$ 41.02	\$ 49.91	24.00%	\$ 55.80	\$ 67.89
Technical	Program Compliance Specialist	\$ 37.10	\$ 40.00	36.74%	\$ 50.73	\$ 54.70	24.00%	\$ 69.01	\$ 74.40
Technical	Program Compliance Supervisor	\$ 40.25	\$ 42.46	36.74%	\$ 55.04	\$ 58.06	24.00%	\$ 74.87	\$ 78.98
Technical	Program Management Officer	\$ 35.00	\$ 46.80	36.74%	\$ 47.86	\$ 63.99	24.00%	\$ 65.10	\$ 87.05
Technical	Program Manager	\$ 27.00	\$ 33.00	36.74%	\$ 36.92	\$ 45.13	24.00%	\$ 50.22	\$ 61.38
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	36.74%	\$ 30.08	\$ 36.24	24.00%	\$ 40.92	\$ 49.29
Technical	Quality Assurance	\$ 24.30	\$ 29.70	36.74%	\$ 33.23	\$ 40.61	24.00%	\$ 45.20	\$ 55.24
Technical	Regional Recovery Outreach Manager	\$ 24.00	\$ 32.00	36.74%	\$ 32.82	\$ 43.76	24.00%	\$ 44.64	\$ 59.52
Technical	Residential Plan Reviewer	\$ 22.91	\$ 35.79	36.74%	\$ 31.33	\$ 48.94	24.00%	\$ 42.61	\$ 66.57
Technical	Right of Way Technician	\$ 32.51	\$ 51.41	36.74%	\$ 44.46	\$ 70.29	24.00%	\$ 60.47	\$ 95.62

New Jersey (2017 HOURLY MINIMUM WAGE = \$8.44)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Right of Way Technician Supervisor	\$ 35.10	\$ 56.43	36.74%	\$ 47.99	\$ 77.17	24.00%	\$ 65.28	\$ 104.97
Technical	Safety Engineer	\$ 32.04	\$ 50.24	36.74%	\$ 43.81	\$ 68.70	24.00%	\$ 59.59	\$ 93.45
Technical	Safety Engineer Senior	\$ 36.42	\$ 57.48	36.74%	\$ 49.80	\$ 78.60	24.00%	\$ 67.74	\$ 106.92
Technical	Senior Legal Specialist	\$ 36.00	\$ 44.00	36.74%	\$ 49.22	\$ 60.16	24.00%	\$ 66.96	\$ 81.83
Technical	Special Paralegal Administrator	\$ 23.06	\$ 28.18	36.74%	\$ 31.53	\$ 38.54	24.00%	\$ 42.89	\$ 52.42
Technical	Technical Writer	\$ 28.80	\$ 35.20	36.74%	\$ 39.38	\$ 48.13	24.00%	\$ 53.56	\$ 65.47
Technical	Title Examiner	\$ 22.31	\$ 31.38	36.74%	\$ 30.51	\$ 42.91	24.00%	\$ 41.50	\$ 58.37
Technical	Traffic Controller	\$ 27.01	\$ 43.66	36.74%	\$ 36.93	\$ 59.71	24.00%	\$ 50.24	\$ 81.21
Technical	Traffic Controller Senior	\$ 32.51	\$ 51.41	36.74%	\$ 44.46	\$ 70.29	24.00%	\$ 60.47	\$ 95.62
Technical	Transportation Data Analyst	\$ 27.01	\$ 43.66	36.74%	\$ 36.93	\$ 59.71	24.00%	\$ 50.24	\$ 81.21
Technical	Transportation Data Analyst Senior	\$ 32.51	\$ 51.41	36.74%	\$ 44.46	\$ 70.29	24.00%	\$ 60.47	\$ 95.62
Technical	Transportation Data Analyst Supervisor	\$ 32.51	\$ 51.41	36.74%	\$ 44.46	\$ 70.29	24.00%	\$ 60.47	\$ 95.62
Technical	Transportation Data Technician	\$ 27.01	\$ 43.66	36.74%	\$ 36.93	\$ 59.71	24.00%	\$ 50.24	\$ 81.21
Technical	Transportation District Utilities Specialist	\$ 31.90	\$ 51.40	36.74%	\$ 43.63	\$ 70.28	24.00%	\$ 59.34	\$ 95.60
Technical	Transportation Engineering Technician -Survey	\$ 33.13	\$ 56.23	36.74%	\$ 45.30	\$ 76.89	24.00%	\$ 61.63	\$ 104.59
Technical	Transportation Engineering Technician -Survey Senior	\$ 36.57	\$ 58.84	36.74%	\$ 50.01	\$ 80.46	24.00%	\$ 68.03	\$ 109.44
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 38.61	\$ 62.86	36.74%	\$ 52.80	\$ 85.95	24.00%	\$ 71.82	\$ 116.91
Technical	Transportation Materials Technician	\$ 15.51	\$ 22.31	36.74%	\$ 21.21	\$ 30.51	24.00%	\$ 28.85	\$ 41.50
Technical	Transportation Materials Technician Senior	\$ 16.55	\$ 24.20	36.74%	\$ 22.63	\$ 33.09	24.00%	\$ 30.78	\$ 45.01
Technical	Transportation Materials Technician Specialist	\$ 33.13	\$ 55.02	36.74%	\$ 45.30	\$ 75.23	24.00%	\$ 61.63	\$ 102.33
Technical	Transportation Materials Technician Supervisor	\$ 38.61	\$ 62.86	36.74%	\$ 52.80	\$ 85.95	24.00%	\$ 71.82	\$ 116.91
Technical	Transportation Planning Specialist	\$ 31.90	\$ 51.40	36.74%	\$ 43.63	\$ 70.28	24.00%	\$ 59.34	\$ 95.60
Technical	Transportation Planning Specialist Senior	\$ 36.57	\$ 58.84	36.74%	\$ 50.01	\$ 80.46	24.00%	\$ 68.03	\$ 109.44
Technical	Transportation Technical Program Coordinator	\$ 31.90	\$ 51.40	36.74%	\$ 43.63	\$ 70.28	24.00%	\$ 59.34	\$ 95.60
Technical	Transportation Technical Support Coordinator	\$ 31.90	\$ 51.40	36.74%	\$ 43.63	\$ 70.28	24.00%	\$ 59.34	\$ 95.60
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	36.74%	\$ 51.28	\$ 61.53	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 18.45	\$ 22.71	44.76%	\$ 26.71	\$ 32.87	24.00%	\$ 34.32	\$ 42.24
Trades	Boiler Operator II	\$ 22.77	\$ 26.14	44.76%	\$ 32.96	\$ 37.84	24.00%	\$ 42.35	\$ 48.62
Trades	Boiler Operator Senior I	\$ 26.16	\$ 28.56	44.76%	\$ 37.87	\$ 41.34	24.00%	\$ 48.66	\$ 53.12
Trades	Boiler Operator Senior II	\$ 28.58	\$ 39.12	44.76%	\$ 41.37	\$ 56.64	24.00%	\$ 53.16	\$ 72.77
Trades	Carpenter Assistant	\$ 16.64	\$ 23.31	44.76%	\$ 24.09	\$ 33.75	24.00%	\$ 30.96	\$ 43.37
Trades	Carpenter	\$ 12.29	\$ 16.63	44.76%	\$ 17.80	\$ 24.08	24.00%	\$ 22.87	\$ 30.93
Trades	Carpenter Senior	\$ 24.61	\$ 33.25	44.76%	\$ 35.63	\$ 48.13	24.00%	\$ 45.78	\$ 61.85
Trades	Electrician	\$ 26.25	\$ 43.68	44.76%	\$ 37.99	\$ 63.22	24.00%	\$ 48.82	\$ 81.24
Trades	Electrician Assistant	\$ 14.00	\$ 17.27	44.76%	\$ 20.26	\$ 25.01	24.00%	\$ 26.04	\$ 32.13
Trades	Electrician Senior	\$ 20.27	\$ 23.37	44.76%	\$ 29.34	\$ 33.84	24.00%	\$ 37.69	\$ 43.48
Trades	Electrician Supervisor Senior	\$ 23.43	\$ 41.20	44.76%	\$ 33.92	\$ 59.64	24.00%	\$ 43.59	\$ 76.63
Trades	Electronic Equipment Install & Repair Supervisor	\$ 25.57	\$ 38.00	44.76%	\$ 37.01	\$ 55.02	24.00%	\$ 47.55	\$ 70.69
Trades	Electronic Equipment Install & Repair Technician	\$ 20.29	\$ 25.44	44.76%	\$ 29.37	\$ 36.82	24.00%	\$ 37.74	\$ 47.31
Trades	Electronic Technician	\$ 15.44	\$ 19.62	44.76%	\$ 22.35	\$ 28.40	24.00%	\$ 28.72	\$ 36.50
Trades	Electronic Technician Senior	\$ 19.68	\$ 34.81	44.76%	\$ 28.49	\$ 50.39	24.00%	\$ 36.61	\$ 64.75

New Jersey (2017 HOURLY MINIMUM WAGE = \$8.44)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Equipment Repair Supervisor	\$ 27.99	\$ 32.76	44.76%	\$ 40.51	\$ 47.43	24.00%	\$ 52.05	\$ 60.94
Trades	Equipment Repair Technician	\$ 15.44	\$ 19.62	44.76%	\$ 22.35	\$ 28.40	24.00%	\$ 28.72	\$ 36.50
Trades	Equipment Repair Technician Senior	\$ 19.68	\$ 27.91	44.76%	\$ 28.49	\$ 40.41	24.00%	\$ 36.61	\$ 51.92
Trades	HVAC Installation & Repair Assistant	\$ 12.04	\$ 19.22	44.76%	\$ 17.44	\$ 27.82	24.00%	\$ 22.40	\$ 35.74
Trades	HVAC Installation & Repair Assistant Senior	\$ 19.22	\$ 32.76	44.76%	\$ 27.82	\$ 47.43	24.00%	\$ 35.74	\$ 60.94
Trades	Laboratory Mechanic	\$ 15.45	\$ 20.96	44.76%	\$ 22.37	\$ 30.34	24.00%	\$ 28.74	\$ 38.98
Trades	Laboratory Mechanic Senior	\$ 20.96	\$ 31.88	44.76%	\$ 30.34	\$ 46.15	24.00%	\$ 38.98	\$ 59.30
Trades	Locksmith	\$ 18.95	\$ 27.88	44.76%	\$ 27.44	\$ 40.36	24.00%	\$ 35.26	\$ 51.85
Trades	Maintenance Field Worker	\$ 15.44	\$ 19.74	44.76%	\$ 22.35	\$ 28.58	24.00%	\$ 28.72	\$ 36.72
Trades	Mason Plasterer	\$ 19.07	\$ 21.98	44.76%	\$ 27.61	\$ 31.82	24.00%	\$ 35.48	\$ 40.88
Trades	Mason Plasterer Assistant	\$ 22.03	\$ 32.58	44.76%	\$ 31.89	\$ 47.17	24.00%	\$ 40.97	\$ 60.61
Trades	Mechanic	\$ 12.41	\$ 27.94	44.76%	\$ 17.97	\$ 40.44	24.00%	\$ 23.09	\$ 51.96
Trades	Painter	\$ 11.94	\$ 26.50	44.76%	\$ 17.28	\$ 38.36	24.00%	\$ 22.20	\$ 49.28
Trades	Plumber / Steamfitter	\$ 25.89	\$ 39.36	44.76%	\$ 37.48	\$ 56.98	24.00%	\$ 48.15	\$ 73.21
Trades	Plumber / Steamfitter Assistant	\$ 15.44	\$ 25.80	44.76%	\$ 22.35	\$ 37.36	24.00%	\$ 28.72	\$ 48.00
Trades	Printing Press Operator B	\$ 25.27	\$ 37.11	44.76%	\$ 36.58	\$ 53.72	24.00%	\$ 47.00	\$ 69.03
Trades	Production Supervisor	\$ 29.96	\$ 45.89	44.76%	\$ 43.37	\$ 66.43	24.00%	\$ 55.73	\$ 85.36
Trades	Radio Specialist	\$ 17.86	\$ 22.90	44.76%	\$ 25.85	\$ 33.15	24.00%	\$ 33.22	\$ 42.59
Trades	Radio Specialist Senior	\$ 22.93	\$ 29.97	44.76%	\$ 33.20	\$ 43.39	24.00%	\$ 42.66	\$ 55.75
Trades	Sheet Metal Worker	\$ 16.99	\$ 21.86	44.76%	\$ 24.59	\$ 31.65	24.00%	\$ 31.60	\$ 40.66
Trades	Sheet Metal Worker Assistant	\$ 12.90	\$ 17.26	44.76%	\$ 18.68	\$ 24.99	24.00%	\$ 24.00	\$ 32.11
Trades	Sheet Metal Worker Lead	\$ 21.92	\$ 29.99	44.76%	\$ 31.73	\$ 43.41	24.00%	\$ 40.77	\$ 55.78
Trades	Shipping / Receiving Clerk	\$ 17.08	\$ 23.42	44.76%	\$ 24.73	\$ 33.91	24.00%	\$ 31.78	\$ 43.57
Trades	Storekeeper Assistant I	\$ 12.70	\$ 18.59	44.76%	\$ 18.38	\$ 26.90	24.00%	\$ 23.62	\$ 34.57
Trades	Storekeeper Assistant II	\$ 13.82	\$ 19.98	44.76%	\$ 20.01	\$ 28.92	24.00%	\$ 25.70	\$ 37.16
Trades	Storekeeper I	\$ 9.03	\$ 12.41	44.76%	\$ 13.07	\$ 17.97	24.00%	\$ 16.80	\$ 23.09
Trades	Storekeeper II	\$ 12.49	\$ 15.14	44.76%	\$ 18.07	\$ 21.92	24.00%	\$ 23.22	\$ 28.16
Trades	Storekeeper III	\$ 15.19	\$ 18.59	44.76%	\$ 21.99	\$ 26.90	24.00%	\$ 28.25	\$ 34.57
Trades	Storekeeper Senior	\$ 18.61	\$ 21.71	44.76%	\$ 26.94	\$ 31.42	24.00%	\$ 34.61	\$ 40.37
Trades	Tool Room Assistant	\$ 10.00	\$ 15.14	44.76%	\$ 14.47	\$ 21.92	24.00%	\$ 18.59	\$ 28.16
Trades	Tool Room Assistant Senior	\$ 15.14	\$ 21.13	44.76%	\$ 21.92	\$ 30.59	24.00%	\$ 28.16	\$ 39.31
Trades	Trades Utilities Worker Senior	\$ 15.45	\$ 22.64	44.76%	\$ 22.37	\$ 32.77	24.00%	\$ 28.74	\$ 42.10
Trades	Trades Utility Worker	\$ 11.81	\$ 15.39	44.76%	\$ 17.09	\$ 22.28	24.00%	\$ 21.96	\$ 28.63
Trades	Tradesman Helper	\$ 11.81	\$ 19.01	44.76%	\$ 17.09	\$ 27.52	24.00%	\$ 21.96	\$ 35.37
Trades	Tradesman Helper Senior	\$ 19.01	\$ 23.70	44.76%	\$ 27.52	\$ 34.30	24.00%	\$ 35.37	\$ 44.07
Trades	Upolsterer	\$ 13.50	\$ 16.50	44.76%	\$ 19.54	\$ 23.89	24.00%	\$ 25.11	\$ 30.69
Trades	Welder	\$ 13.01	\$ 21.55	44.76%	\$ 18.83	\$ 31.20	24.00%	\$ 24.20	\$ 40.09
Trades	Welder Senior	\$ 21.61	\$ 25.91	44.76%	\$ 31.28	\$ 37.51	24.00%	\$ 40.20	\$ 48.20
Trades	Work Zone Safety Officer	\$ 27.01	\$ 43.66	44.76%	\$ 39.10	\$ 63.21	24.00%	\$ 50.24	\$ 81.21

Misc

New Jersey (2017 HOURLY MINIMUM WAGE = \$8.44)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	32.88%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise	Neg	Neg	34.15%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	40.87%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	32.96%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	32.96%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	38.20%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	32.96%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	47.15%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	34.15%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	36.74%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	44.76%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

New Mexico (2017 HOURLY MINIMUM WAGE = \$7.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 13.65	\$ 19.38	44.65%	\$ 19.74	\$ 28.03	24.00%	\$ 25.38	\$ 36.05
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	44.65%	\$ 12.35	\$ 20.21	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 19.39	\$ 26.91	44.65%	\$ 28.05	\$ 38.93	24.00%	\$ 36.07	\$ 50.06
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	44.65%	\$ 29.94	\$ 37.43	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	44.65%	\$ 22.46	\$ 28.82	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	44.65%	\$ 14.22	\$ 17.97	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 17.77	\$ 20.33	44.65%	\$ 25.70	\$ 29.41	24.00%	\$ 33.05	\$ 37.82
Accounting/Finance	Accounting Manager B	\$ 20.28	\$ 24.88	44.65%	\$ 29.33	\$ 35.99	24.00%	\$ 37.71	\$ 46.28
Accounting/Finance	Accounting Manager C	\$ 24.93	\$ 31.51	44.65%	\$ 36.06	\$ 45.58	24.00%	\$ 46.36	\$ 58.61
Accounting/Finance	Auditing - External Auditor	\$ 17.53	\$ 22.18	44.65%	\$ 25.36	\$ 32.08	24.00%	\$ 32.61	\$ 41.25
Accounting/Finance	Auditing - External Auditor Senior	\$ 22.20	\$ 31.51	44.65%	\$ 32.11	\$ 45.58	24.00%	\$ 41.28	\$ 58.61
Accounting/Finance	Auditing - Internal Auditor	\$ 17.53	\$ 22.18	44.65%	\$ 25.36	\$ 32.08	24.00%	\$ 32.61	\$ 41.25
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 22.22	\$ 31.51	44.65%	\$ 32.15	\$ 45.58	24.00%	\$ 41.34	\$ 58.61
Accounting/Finance	Bookkeeper	\$ 9.23	\$ 13.96	44.65%	\$ 13.35	\$ 20.20	24.00%	\$ 17.16	\$ 25.97
Accounting/Finance	Budget Analyst	\$ 17.20	\$ 22.50	44.65%	\$ 24.88	\$ 32.55	24.00%	\$ 31.99	\$ 41.86
Accounting/Finance	Budget Analyst Senior	\$ 22.51	\$ 34.94	44.65%	\$ 32.56	\$ 50.54	24.00%	\$ 41.87	\$ 64.99
Accounting/Finance	Closure/Disbursement Specialists	\$ 28.68	\$ 31.92	44.65%	\$ 41.48	\$ 46.17	24.00%	\$ 53.34	\$ 59.37
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 26.93	\$ 34.91	44.65%	\$ 38.96	\$ 50.50	24.00%	\$ 50.09	\$ 64.94
Accounting/Finance	CPA	\$ 27.93	\$ 36.91	44.65%	\$ 40.40	\$ 53.39	24.00%	\$ 51.95	\$ 68.65
Accounting/Finance	Fiscal Assistant	\$ 9.71	\$ 14.92	44.65%	\$ 14.05	\$ 21.59	24.00%	\$ 18.07	\$ 27.76
Accounting/Finance	Fiscal Technical Senior	\$ 13.01	\$ 18.56	44.65%	\$ 18.82	\$ 26.85	24.00%	\$ 24.21	\$ 34.52
Accounting/Finance	Fiscal Technician	\$ 14.97	\$ 18.30	44.65%	\$ 21.66	\$ 26.47	24.00%	\$ 27.85	\$ 34.04
Accounting/Finance	Payroll Assistant	\$ 14.21	\$ 17.95	44.65%	\$ 20.56	\$ 25.97	24.00%	\$ 26.44	\$ 33.40
Accounting/Finance	Purchasing / Procurement	\$ 17.95	\$ 26.68	44.65%	\$ 25.97	\$ 38.60	24.00%	\$ 33.40	\$ 49.63
Accounting/Finance	Sr. Compliance Officer	\$ 34.66	\$ 39.40	44.65%	\$ 50.14	\$ 56.99	24.00%	\$ 64.47	\$ 73.29
Accounting/Finance	Supervising Auditor	\$ 34.66	\$ 39.90	44.65%	\$ 50.14	\$ 57.71	24.00%	\$ 64.47	\$ 74.21
Call Center/Customer Service	Customer Service Inbound I	\$ 9.15	\$ 13.45	47.38%	\$ 13.48	\$ 19.83	24.00%	\$ 17.01	\$ 25.02
Call Center/Customer Service	Customer Service Inbound II	\$ 13.51	\$ 21.75	47.38%	\$ 19.91	\$ 32.05	24.00%	\$ 25.12	\$ 40.45

New Mexico (2017 HOURLY MINIMUM WAGE = \$7.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.15	\$ 13.45	47.38%	\$ 13.48	\$ 19.83	24.00%	\$ 17.01	\$ 25.02
Call Center/Customer Service	Customer Service Outbound II	\$ 13.51	\$ 21.75	47.38%	\$ 19.91	\$ 32.05	24.00%	\$ 25.12	\$ 40.45
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 8.98	\$ 15.21	47.38%	\$ 13.23	\$ 22.42	24.00%	\$ 16.70	\$ 28.29
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	47.38%	\$ 30.51	\$ 38.13	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.32	\$ 14.26	47.38%	\$ 13.74	\$ 21.02	24.00%	\$ 17.34	\$ 26.53
Call Center/Customer Service	Detailing Representative II	\$ 10.14	\$ 16.41	47.38%	\$ 14.95	\$ 24.18	24.00%	\$ 18.87	\$ 30.52
Call Center/Customer Service	Help Desk Analyst	\$ 12.08	\$ 26.82	47.38%	\$ 17.81	\$ 39.53	24.00%	\$ 22.47	\$ 49.88
Call Center/Customer Service	Market Research Inbound	\$ 17.72	\$ 21.28	47.38%	\$ 26.12	\$ 31.37	24.00%	\$ 32.96	\$ 39.59
Call Center/Customer Service	Market Research Outbound	\$ 21.30	\$ 32.43	47.38%	\$ 31.39	\$ 47.80	24.00%	\$ 39.62	\$ 60.32
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.29	\$ 11.85	47.38%	\$ 12.21	\$ 17.46	24.00%	\$ 15.41	\$ 22.04
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.00	\$ 17.14	47.38%	\$ 17.68	\$ 25.27	24.00%	\$ 22.32	\$ 31.89
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.29	\$ 11.85	47.38%	\$ 12.21	\$ 17.46	24.00%	\$ 15.41	\$ 22.04
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.00	\$ 17.14	47.38%	\$ 17.68	\$ 25.27	24.00%	\$ 22.32	\$ 31.89
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.29	\$ 11.62	47.38%	\$ 12.21	\$ 17.12	24.00%	\$ 15.41	\$ 21.60
Call Center/Customer Service	Sales Inbound I	\$ 8.77	\$ 15.16	47.38%	\$ 12.93	\$ 22.34	24.00%	\$ 16.32	\$ 28.19
Call Center/Customer Service	Sales Inbound II	\$ 12.00	\$ 17.14	47.38%	\$ 17.68	\$ 25.27	24.00%	\$ 22.32	\$ 31.89
Call Center/Customer Service	Sales Outbound I	\$ 10.87	\$ 15.25	47.38%	\$ 16.02	\$ 22.48	24.00%	\$ 20.22	\$ 28.37
Call Center/Customer Service	Sales Outbound II	\$ 12.00	\$ 17.14	47.38%	\$ 17.68	\$ 25.27	24.00%	\$ 22.32	\$ 31.89
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.50	\$ 11.88	47.38%	\$ 11.05	\$ 17.50	24.00%	\$ 13.95	\$ 22.09
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 11.89	\$ 15.40	47.38%	\$ 17.52	\$ 22.70	24.00%	\$ 22.11	\$ 28.64
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.75	\$ 11.70	47.38%	\$ 12.90	\$ 17.24	24.00%	\$ 16.28	\$ 21.76
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 11.75	\$ 20.68	47.38%	\$ 17.31	\$ 30.47	24.00%	\$ 21.85	\$ 38.46
Food Related Services	Barista (misc)	\$ 10.25	\$ 15.12	68.53%	\$ 17.28	\$ 25.48	24.00%	\$ 19.07	\$ 28.12
Food Related Services	Building Attendant (misc)	\$ 10.25	\$ 15.12	52.11%	\$ 15.60	\$ 23.00	24.00%	\$ 19.07	\$ 28.12
Food Related Services	Busser	\$ 10.25	\$ 15.12	52.11%	\$ 15.60	\$ 23.00	24.00%	\$ 19.07	\$ 28.12
Food Related Services	Cashiers	\$ 10.25	\$ 15.12	52.11%	\$ 15.60	\$ 23.00	24.00%	\$ 19.07	\$ 28.12
Food Related Services	Dishwasher	\$ 9.32	\$ 12.12	52.11%	\$ 14.18	\$ 18.43	24.00%	\$ 17.34	\$ 22.54
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	52.11%	\$ 21.90	\$ 26.77	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	52.11%	\$ 15.06	\$ 18.41	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.24	\$ 13.52	52.11%	\$ 14.05	\$ 20.56	24.00%	\$ 17.18	\$ 25.14
Food Related Services	Food Operations Manager Assistant	\$ 13.55	\$ 15.87	52.11%	\$ 20.62	\$ 24.13	24.00%	\$ 25.21	\$ 29.51
Food Related Services	Food Production Worker	\$ 7.50	\$ 12.17	52.11%	\$ 11.41	\$ 18.52	24.00%	\$ 13.95	\$ 22.64
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	52.11%	\$ 21.22	\$ 25.93	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	52.11%	\$ 16.43	\$ 20.08	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	52.11%	\$ 19.17	\$ 23.42	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.50	\$ 11.94	52.11%	\$ 11.41	\$ 18.16	24.00%	\$ 13.95	\$ 22.21
Food Related Services	Second Cook Senior	\$ 11.85	\$ 15.59	68.53%	\$ 19.97	\$ 26.27	24.00%	\$ 22.04	\$ 28.99
Food Related Services	Server	\$ 7.50	\$ 9.71	52.11%	\$ 11.41	\$ 14.78	24.00%	\$ 13.95	\$ 18.07
General Administrative	Administrative Assistant I	\$ 10.18	\$ 13.69	47.38%	\$ 15.00	\$ 20.18	24.00%	\$ 18.93	\$ 25.47
General Administrative	Administrative Assistant II	\$ 13.70	\$ 14.82	47.38%	\$ 20.20	\$ 21.84	24.00%	\$ 25.49	\$ 27.57

New Mexico (2017 HOURLY MINIMUM WAGE = \$7.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 14.83	\$ 16.09	47.38%	\$ 21.86	\$ 23.71	24.00%	\$ 27.59	\$ 29.93
General Administrative	Administrative Assistant IV	\$ 16.10	\$ 17.81	47.38%	\$ 23.73	\$ 26.26	24.00%	\$ 29.94	\$ 33.14
General Administrative	Administrative Assistant V	\$ 17.83	\$ 20.09	47.38%	\$ 26.28	\$ 29.61	24.00%	\$ 33.17	\$ 37.37
General Administrative	Administrative Staff Assistant	\$ 19.76	\$ 22.60	47.38%	\$ 29.13	\$ 33.30	24.00%	\$ 36.76	\$ 42.03
General Administrative	Administrative Staff Specialist	\$ 22.61	\$ 27.95	47.38%	\$ 33.32	\$ 41.19	24.00%	\$ 42.05	\$ 51.98
General Administrative	Administrative Staff Specialist Senior	\$ 27.96	\$ 21.83	47.38%	\$ 41.20	\$ 32.18	24.00%	\$ 52.00	\$ 40.61
General Administrative	Agency Management Analyst	\$ 18.23	\$ 23.93	47.38%	\$ 26.87	\$ 35.27	24.00%	\$ 33.92	\$ 44.51
General Administrative	Agency Management Analyst Lead	\$ 23.94	\$ 27.81	47.38%	\$ 35.28	\$ 40.98	24.00%	\$ 44.53	\$ 51.72
General Administrative	Agency Management Analyst Senior	\$ 27.86	\$ 43.36	47.38%	\$ 41.07	\$ 63.90	24.00%	\$ 51.83	\$ 80.64
General Administrative	<u>Clerk</u>	\$ 9.30	\$ 10.75	47.38%	\$ 13.71	\$ 15.84	24.00%	\$ 17.30	\$ 20.00
General Administrative	<u>Clerk Jr</u>	\$ 8.25	\$ 9.25	47.38%	\$ 12.16	\$ 13.63	24.00%	\$ 15.35	\$ 17.21
General Administrative	<u>Clerk Sr</u>	\$ 10.80	\$ 12.50	47.38%	\$ 15.92	\$ 18.42	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.29	\$ 11.63	47.38%	\$ 12.21	\$ 17.15	24.00%	\$ 15.41	\$ 21.64
General Administrative	Data Entry Operator Senior	\$ 11.66	\$ 16.74	47.38%	\$ 17.19	\$ 24.68	24.00%	\$ 21.69	\$ 31.14
General Administrative	<u>Document Control Clerk / Filing Specialist</u>	\$ 10.25	\$ 15.00	47.38%	\$ 15.11	\$ 22.11	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 14.69	\$ 18.26	47.38%	\$ 21.65	\$ 26.91	24.00%	\$ 27.33	\$ 33.97
General Administrative	Executive Secretary Senior	\$ 18.29	\$ 27.09	47.38%	\$ 26.96	\$ 39.93	24.00%	\$ 34.02	\$ 50.39
General Administrative	<u>Intake Specialist (HMGP)</u>	\$ 17.50	\$ 20.75	47.38%	\$ 25.79	\$ 30.58	24.00%	\$ 32.55	\$ 38.60
General Administrative	<u>Inventory Specialist</u>	\$ 15.00	\$ 18.00	47.38%	\$ 22.11	\$ 26.53	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 11.62	\$ 13.62	47.38%	\$ 17.12	\$ 20.07	24.00%	\$ 21.60	\$ 25.33
General Administrative	Legal Assistant Senior	\$ 13.65	\$ 34.41	47.38%	\$ 20.11	\$ 50.71	24.00%	\$ 25.38	\$ 64.00
General Administrative	Library Assistant	\$ 8.29	\$ 16.32	47.38%	\$ 12.21	\$ 24.06	24.00%	\$ 15.41	\$ 30.36
General Administrative	Medical Assistant I	\$ 11.13	\$ 12.99	47.38%	\$ 16.40	\$ 19.14	24.00%	\$ 20.70	\$ 24.15
General Administrative	Medical Assistant II	\$ 13.02	\$ 18.51	47.38%	\$ 19.19	\$ 27.29	24.00%	\$ 24.22	\$ 34.44
General Administrative	Medical Biller I	\$ 9.70	\$ 11.91	47.38%	\$ 14.30	\$ 17.56	24.00%	\$ 18.05	\$ 22.16
General Administrative	Medical Biller II	\$ 11.94	\$ 18.55	47.38%	\$ 17.60	\$ 27.34	24.00%	\$ 22.21	\$ 34.50
General Administrative	Medical Records Clerk I	\$ 11.66	\$ 16.98	47.38%	\$ 17.19	\$ 25.03	24.00%	\$ 21.69	\$ 31.59
General Administrative	Medical Records Clerk II	\$ 12.59	\$ 18.22	47.38%	\$ 18.56	\$ 26.85	24.00%	\$ 23.43	\$ 33.88
General Administrative	Office Manager	\$ 19.62	\$ 29.87	47.38%	\$ 28.92	\$ 44.02	24.00%	\$ 36.50	\$ 55.55
General Administrative	Office Services Aide	\$ 10.86	\$ 14.96	47.38%	\$ 16.01	\$ 22.05	24.00%	\$ 20.20	\$ 27.83
General Administrative	Office Services Assistant	\$ 11.64	\$ 15.80	47.38%	\$ 17.16	\$ 23.29	24.00%	\$ 21.66	\$ 29.39
General Administrative	Office Services Specialist	\$ 12.27	\$ 16.54	47.38%	\$ 18.08	\$ 24.37	24.00%	\$ 22.82	\$ 30.76
General Administrative	Office Services Supervisor	\$ 12.84	\$ 16.90	47.38%	\$ 18.92	\$ 24.91	24.00%	\$ 23.88	\$ 31.44
General Administrative	Office Services Supervisor Senior	\$ 14.88	\$ 18.96	47.38%	\$ 21.93	\$ 27.95	24.00%	\$ 27.67	\$ 35.27
General Administrative	Operator I	\$ 8.06	\$ 11.60	47.38%	\$ 11.88	\$ 17.09	24.00%	\$ 15.00	\$ 21.57
General Administrative	Operator II	\$ 11.62	\$ 13.55	47.38%	\$ 17.12	\$ 19.98	24.00%	\$ 21.60	\$ 25.21
General Administrative	Operator III (Key Disc Operator)	\$ 13.59	\$ 15.39	47.38%	\$ 20.03	\$ 22.68	24.00%	\$ 25.28	\$ 28.63
General Administrative	Operator IV (Key Disc Operator)	\$ 15.40	\$ 17.84	47.38%	\$ 22.70	\$ 26.30	24.00%	\$ 28.64	\$ 33.19
General Administrative	<u>Paralegal</u>	\$ 14.00	\$ 23.50	47.38%	\$ 20.63	\$ 34.63	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.34	\$ 13.83	47.38%	\$ 15.24	\$ 20.39	24.00%	\$ 19.23	\$ 25.73

New Mexico (2017 HOURLY MINIMUM WAGE = \$7.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 13.84	\$ 14.76	47.38%	\$ 20.40	\$ 21.75	24.00%	\$ 25.75	\$ 27.45
General Administrative	Photocopy Supervisor	\$ 11.18	\$ 15.52	47.38%	\$ 16.47	\$ 22.88	24.00%	\$ 20.79	\$ 28.87
General Administrative	Photocopy Technician	\$ 10.10	\$ 14.27	47.38%	\$ 14.88	\$ 21.03	24.00%	\$ 18.78	\$ 26.55
General Administrative	Photo-Typesetting Specialist	\$ 13.14	\$ 18.92	47.38%	\$ 19.37	\$ 27.89	24.00%	\$ 24.45	\$ 35.20
General Administrative	Photo-Typesetting Supervisor	\$ 14.04	\$ 20.55	47.38%	\$ 20.69	\$ 30.28	24.00%	\$ 26.11	\$ 38.22
General Administrative	Postal Aide	\$ 7.50	\$ 10.10	47.38%	\$ 11.05	\$ 14.88	24.00%	\$ 13.95	\$ 18.78
General Administrative	Postal Aide Senior	\$ 10.14	\$ 15.96	47.38%	\$ 14.95	\$ 23.52	24.00%	\$ 18.87	\$ 29.68
General Administrative	Postal Assistant	\$ 16.02	\$ 17.80	47.38%	\$ 23.60	\$ 26.23	24.00%	\$ 29.79	\$ 33.10
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	47.38%	\$ 44.21	\$ 66.32	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	47.38%	\$ 29.48	\$ 36.85	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 11.85	\$ 15.64	47.38%	\$ 17.46	\$ 23.05	24.00%	\$ 22.04	\$ 29.10
General Administrative	Public Relations Specialist	\$ 16.46	\$ 28.15	47.38%	\$ 24.26	\$ 41.49	24.00%	\$ 30.62	\$ 52.36
General Administrative	Public Relations Specialist Assistant	\$ 11.85	\$ 16.43	47.38%	\$ 17.46	\$ 24.22	24.00%	\$ 22.04	\$ 30.57
General Administrative	Receptionist	\$ 8.28	\$ 10.66	47.38%	\$ 12.20	\$ 15.70	24.00%	\$ 15.40	\$ 19.82
General Administrative	Receptionist Senior	\$ 10.66	\$ 16.82	47.38%	\$ 15.72	\$ 24.79	24.00%	\$ 19.84	\$ 31.28
General Administrative	Secretary	\$ 8.75	\$ 11.70	47.38%	\$ 12.90	\$ 17.24	24.00%	\$ 16.28	\$ 21.76
General Administrative	Secretary Senior	\$ 11.75	\$ 20.73	47.38%	\$ 17.31	\$ 30.56	24.00%	\$ 21.85	\$ 38.56
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	47.38%	\$ 22.48	\$ 26.53	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.18	\$ 24.87	47.38%	\$ 15.00	\$ 36.66	24.00%	\$ 18.93	\$ 46.26
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	47.38%	\$ 29.48	\$ 39.04	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 18.24	\$ 22.50	47.38%	\$ 26.89	\$ 33.17	24.00%	\$ 33.93	\$ 41.86
Human Resources	Classification / Compensation Analyst Senior	\$ 22.55	\$ 29.87	47.38%	\$ 33.23	\$ 44.02	24.00%	\$ 41.94	\$ 55.55
Human Resources	Classification / Compensation Consultant	\$ 29.89	\$ 40.03	47.38%	\$ 44.05	\$ 59.00	24.00%	\$ 55.59	\$ 74.45
Human Resources	EEO Program Analyst	\$ 17.62	\$ 28.12	47.38%	\$ 25.97	\$ 41.45	24.00%	\$ 32.77	\$ 52.31
Human Resources	EEO Program Specialist	\$ 19.43	\$ 30.68	47.38%	\$ 28.63	\$ 45.21	24.00%	\$ 36.13	\$ 57.06
Human Resources	Employee Relations Analyst	\$ 15.87	\$ 20.09	47.38%	\$ 23.38	\$ 29.61	24.00%	\$ 29.51	\$ 37.37
Human Resources	Employee Relations Analyst Senior	\$ 20.14	\$ 35.54	47.38%	\$ 29.68	\$ 52.37	24.00%	\$ 37.45	\$ 66.10
Human Resources	Human Resources Assistant	\$ 12.17	\$ 17.53	47.38%	\$ 17.94	\$ 25.84	24.00%	\$ 22.64	\$ 32.61
Human Resources	Human Resources Generalist	\$ 14.11	\$ 17.95	47.38%	\$ 20.80	\$ 26.46	24.00%	\$ 26.25	\$ 33.40
Human Resources	Human Resources Generalist Senior	\$ 18.06	\$ 31.54	47.38%	\$ 26.61	\$ 46.48	24.00%	\$ 33.59	\$ 58.66
Human Resources	Personnel Analyst	\$ 13.97	\$ 17.77	47.38%	\$ 20.59	\$ 26.19	24.00%	\$ 25.99	\$ 33.05
Human Resources	Personnel Analyst Senior	\$ 17.81	\$ 21.55	47.38%	\$ 26.26	\$ 31.76	24.00%	\$ 33.14	\$ 40.09
Human Resources	Personnel Practices Analyst	\$ 21.61	\$ 25.45	47.38%	\$ 31.85	\$ 37.51	24.00%	\$ 40.19	\$ 47.34
Human Resources	Personnel Practices Analyst Senior	\$ 25.50	\$ 32.46	47.38%	\$ 37.58	\$ 47.84	24.00%	\$ 47.42	\$ 60.37
Human Resources	Personnel Practices Manager	\$ 31.94	\$ 39.73	47.38%	\$ 47.07	\$ 58.56	24.00%	\$ 59.40	\$ 73.90
Human Services	Social Worker	\$ 15.56	\$ 26.35	44.71%	\$ 22.51	\$ 38.14	24.00%	\$ 28.94	\$ 49.02
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	44.71%	\$ 32.56	\$ 44.86	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 11.80	\$ 16.30	44.71%	\$ 17.08	\$ 23.58	24.00%	\$ 21.95	\$ 30.31
Human Services	Support Enforcement Specialist Senior	\$ 16.35	\$ 19.29	44.71%	\$ 23.66	\$ 27.91	24.00%	\$ 30.41	\$ 35.87
Human Services	Utilization Review Analyst	\$ 16.35	\$ 23.45	44.71%	\$ 23.66	\$ 33.94	24.00%	\$ 30.41	\$ 43.63

New Mexico (2017 HOURLY MINIMUM WAGE = \$7.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 23.50	\$ 37.70	44.71%	\$ 34.01	\$ 54.55	24.00%	\$ 43.71	\$ 70.12
Insurance	Claims Adjuster I	\$ 13.51	\$ 16.35	44.71%	\$ 19.55	\$ 23.66	24.00%	\$ 25.12	\$ 30.41
Insurance	Claims Adjuster II	\$ 16.40	\$ 23.45	44.71%	\$ 23.73	\$ 33.94	24.00%	\$ 30.50	\$ 43.63
Insurance	Claims Specialist	\$ 23.50	\$ 29.62	44.71%	\$ 34.01	\$ 42.86	24.00%	\$ 43.71	\$ 55.09
Insurance	Worker's Compensation Specialist	\$ 22.21	\$ 33.21	44.71%	\$ 32.13	\$ 48.07	24.00%	\$ 41.30	\$ 61.78
Laborer/Industrial	CDL Driver	\$ 11.85	\$ 17.00	52.11%	\$ 18.02	\$ 25.86	24.00%	\$ 22.04	\$ 31.63
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	52.11%	\$ 32.70	\$ 42.93	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	52.11%	\$ 42.51	\$ 50.52	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	52.11%	\$ 46.01	\$ 53.24	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	52.11%	\$ 37.65	\$ 45.63	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	52.11%	\$ 37.65	\$ 44.87	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	52.11%	\$ 47.91	\$ 57.42	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	52.11%	\$ 40.31	\$ 51.03	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 12.72	\$ 18.22	52.11%	\$ 19.34	\$ 27.72	24.00%	\$ 23.65	\$ 33.90
Laborer/Industrial	Forklift Operator	\$ 9.91	\$ 13.81	52.11%	\$ 15.07	\$ 21.00	24.00%	\$ 18.43	\$ 25.68
Laborer/Industrial	Forklift Operator Senior	\$ 13.83	\$ 20.14	52.11%	\$ 21.04	\$ 30.63	24.00%	\$ 25.73	\$ 37.45
Laborer/Industrial	Grounds Worker	\$ 8.03	\$ 11.13	52.11%	\$ 12.21	\$ 16.93	24.00%	\$ 14.93	\$ 20.70
Laborer/Industrial	Grounds Worker Lead	\$ 11.18	\$ 14.92	52.11%	\$ 17.00	\$ 22.70	24.00%	\$ 20.79	\$ 27.76
Laborer/Industrial	Grounds Worker Senior	\$ 11.93	\$ 14.83	52.11%	\$ 18.15	\$ 22.56	24.00%	\$ 22.19	\$ 27.59
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.29	\$ 11.62	52.11%	\$ 12.61	\$ 17.67	24.00%	\$ 15.41	\$ 21.60
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 11.62	\$ 14.83	52.11%	\$ 17.68	\$ 22.56	24.00%	\$ 21.62	\$ 27.59
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.50	\$ 11.16	52.11%	\$ 11.41	\$ 16.97	24.00%	\$ 13.95	\$ 20.75
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.50	\$ 11.16	52.11%	\$ 11.41	\$ 16.97	24.00%	\$ 13.95	\$ 20.75
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.50	\$ 11.16	52.11%	\$ 11.41	\$ 16.97	24.00%	\$ 13.95	\$ 20.75
Laborer/Industrial	Housekeeping Supervisor	\$ 9.91	\$ 13.76	52.11%	\$ 15.07	\$ 20.93	24.00%	\$ 18.43	\$ 25.59
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 13.79	\$ 21.33	52.11%	\$ 20.97	\$ 32.44	24.00%	\$ 25.64	\$ 39.67
Laborer/Industrial	Housekeeping Worker	\$ 7.50	\$ 11.23	52.11%	\$ 11.41	\$ 17.09	24.00%	\$ 13.95	\$ 20.89
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.28	\$ 14.40	52.11%	\$ 17.16	\$ 21.91	24.00%	\$ 20.98	\$ 26.79
Laborer/Industrial	Inventory Worker Light	\$ 8.77	\$ 13.74	52.11%	\$ 13.34	\$ 20.90	24.00%	\$ 16.32	\$ 25.56
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.03	\$ 15.42	52.11%	\$ 12.21	\$ 23.45	24.00%	\$ 14.93	\$ 28.68
Laborer/Industrial	Motor Vehicle Operator A	\$ 7.82	\$ 10.66	52.11%	\$ 11.90	\$ 16.22	24.00%	\$ 14.55	\$ 19.84
Laborer/Industrial	Motor Vehicle Operator B	\$ 10.71	\$ 17.29	52.11%	\$ 16.29	\$ 26.30	24.00%	\$ 19.92	\$ 32.16
Laborer/Industrial	Packer	\$ 7.50	\$ 11.16	52.11%	\$ 11.41	\$ 16.97	24.00%	\$ 13.95	\$ 20.75
Laborer/Industrial	Warehouse Specialist I	\$ 8.03	\$ 11.16	52.11%	\$ 12.21	\$ 16.97	24.00%	\$ 14.93	\$ 20.75
Laborer/Industrial	Warehouse Specialist II	\$ 11.18	\$ 13.97	52.11%	\$ 17.00	\$ 21.26	24.00%	\$ 20.79	\$ 25.99
Laborer/Industrial	Warehouse Specialist III	\$ 14.02	\$ 17.86	52.11%	\$ 21.33	\$ 27.17	24.00%	\$ 26.08	\$ 33.22
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	52.11%	\$ 13.69	\$ 16.73	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.50	\$ 11.16	52.11%	\$ 11.41	\$ 16.97	24.00%	\$ 13.95	\$ 20.75
Laborer/Industrial	Warehouse Worker II	\$ 11.18	\$ 13.97	52.11%	\$ 17.00	\$ 21.26	24.00%	\$ 20.79	\$ 25.99
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	52.11%	\$ 37.19	\$ 48.68	24.00%	\$ 45.48	\$ 59.52

New Mexico (2017 HOURLY MINIMUM WAGE = \$7.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	52.11%	\$ 37.19	\$ 44.87	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	52.11%	\$ 37.19	\$ 44.87	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 10.66	\$ 13.76	44.71%	\$ 15.43	\$ 19.91	24.00%	\$ 19.84	\$ 25.59
Media	Audio Visual Technician Senior	\$ 13.79	\$ 22.85	44.71%	\$ 19.95	\$ 33.06	24.00%	\$ 25.64	\$ 42.50
Media	Graphic Artist	\$ 12.56	\$ 14.99	44.71%	\$ 18.17	\$ 21.69	24.00%	\$ 23.36	\$ 27.88
Media	Graphic Artist Senior	\$ 14.99	\$ 21.09	44.71%	\$ 21.69	\$ 30.51	24.00%	\$ 27.88	\$ 39.22
Media	Graphic Designer	\$ 12.56	\$ 14.99	44.71%	\$ 18.17	\$ 21.69	24.00%	\$ 23.36	\$ 27.88
Media	Graphic Designer Senior	\$ 15.02	\$ 21.09	44.71%	\$ 21.73	\$ 30.51	24.00%	\$ 27.93	\$ 39.22
Media	Photographer	\$ 8.29	\$ 10.97	44.71%	\$ 11.99	\$ 15.88	24.00%	\$ 15.41	\$ 20.41
Media	Photographer Senior	\$ 10.99	\$ 17.58	44.71%	\$ 15.90	\$ 25.44	24.00%	\$ 20.44	\$ 32.70
Media	TV / Video Production Specialist	\$ 16.58	\$ 21.34	44.71%	\$ 24.00	\$ 30.88	24.00%	\$ 30.85	\$ 39.69
Media	TV / Video Production Technician	\$ 21.37	\$ 28.91	44.71%	\$ 30.92	\$ 41.83	24.00%	\$ 39.74	\$ 53.77
Security	Armed Security Officer	\$ 13.27	\$ 17.77	65.13%	\$ 21.92	\$ 29.34	24.00%	\$ 24.69	\$ 33.05
Security	<u>Captain</u>	\$ 18.64	\$ 26.57	65.13%	\$ 30.79	\$ 43.87	24.00%	\$ 34.68	\$ 49.42
Security	Dispatcher/Police	\$ 12.86	\$ 21.93	65.13%	\$ 21.24	\$ 36.21	24.00%	\$ 23.93	\$ 40.78
Security	<u>Lieutenant</u>	\$ 16.78	\$ 23.31	65.13%	\$ 27.71	\$ 38.48	24.00%	\$ 31.21	\$ 43.35
Security	<u>Sergeant</u>	\$ 15.38	\$ 21.44	65.13%	\$ 25.40	\$ 35.41	24.00%	\$ 28.61	\$ 39.88
Security	Unarmed Security Guard	\$ 8.97	\$ 17.53	65.13%	\$ 14.81	\$ 28.94	24.00%	\$ 16.68	\$ 32.60
Tax	Data Entry Clerk	\$ 8.29	\$ 10.66	47.38%	\$ 12.21	\$ 15.72	24.00%	\$ 15.41	\$ 19.84
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 10.71	\$ 16.82	47.38%	\$ 15.79	\$ 24.79	24.00%	\$ 19.92	\$ 31.28
Tax	Error Resolution and Document Processor	\$ 13.94	\$ 19.36	47.38%	\$ 20.54	\$ 28.54	24.00%	\$ 25.92	\$ 36.01
Tax	General Clerical	\$ 8.06	\$ 11.92	47.38%	\$ 11.88	\$ 17.57	24.00%	\$ 15.00	\$ 22.18
Tax	On-Site Administrator (Day)	\$ 9.42	\$ 20.38	47.38%	\$ 13.89	\$ 30.03	24.00%	\$ 17.53	\$ 37.90
Tax	On-Site Administrator (Evening)	\$ 9.42	\$ 20.38	47.38%	\$ 13.89	\$ 30.03	24.00%	\$ 17.53	\$ 37.90
Tax	Remittance Processor	\$ 16.75	\$ 24.82	47.38%	\$ 24.69	\$ 36.59	24.00%	\$ 31.16	\$ 46.17
Tax	Taxpayer Information & Assistance Agent	\$ 14.84	\$ 21.32	47.38%	\$ 21.87	\$ 31.42	24.00%	\$ 27.60	\$ 39.65
Technical	Agricultural Technician	\$ 15.26	\$ 24.77	48.13%	\$ 22.61	\$ 36.69	24.00%	\$ 28.38	\$ 46.07
Technical	Agricultural Technician Lead	\$ 17.12	\$ 27.35	48.13%	\$ 25.35	\$ 40.52	24.00%	\$ 31.83	\$ 50.87
Technical	Agricultural Technician Supervisor	\$ 20.56	\$ 32.95	48.13%	\$ 30.45	\$ 48.81	24.00%	\$ 38.23	\$ 61.29
Technical	Analytical Chemist	\$ 16.17	\$ 27.35	48.13%	\$ 23.96	\$ 40.52	24.00%	\$ 30.08	\$ 50.87
Technical	Analytical Chemist Assistant	\$ 18.90	\$ 31.12	48.13%	\$ 27.99	\$ 46.09	24.00%	\$ 35.15	\$ 57.88
Technical	Analytical Chemist Senior	\$ 23.85	\$ 38.92	48.13%	\$ 35.32	\$ 57.65	24.00%	\$ 44.35	\$ 72.39
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	48.13%	\$ 29.32	\$ 45.96	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	48.13%	\$ 42.79	\$ 55.47	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 17.08	\$ 25.68	48.13%	\$ 25.30	\$ 38.04	24.00%	\$ 31.77	\$ 47.77
Technical	Bridge Design Drafter Senior	\$ 18.22	\$ 27.77	48.13%	\$ 26.98	\$ 41.14	24.00%	\$ 33.88	\$ 51.65
Technical	Cartographic Drafter	\$ 21.47	\$ 30.24	48.13%	\$ 31.80	\$ 44.80	24.00%	\$ 39.93	\$ 56.25
Technical	Cartographic Drafter Assistant	\$ 16.83	\$ 25.31	48.13%	\$ 24.93	\$ 37.49	24.00%	\$ 31.30	\$ 47.08
Technical	Cartographic Supervisor	\$ 29.29	\$ 39.38	48.13%	\$ 43.39	\$ 58.33	24.00%	\$ 54.48	\$ 73.24
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	48.13%	\$ 23.70	\$ 28.89	24.00%	\$ 29.76	\$ 36.27

New Mexico (2017 HOURLY MINIMUM WAGE = \$7.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	48.13%	\$ 58.64	\$ 71.32	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 25.82	\$ 36.55	48.13%	\$ 38.25	\$ 54.14	24.00%	\$ 48.03	\$ 67.99
Technical	Engineering Design Drafting Supervisor	\$ 30.05	\$ 41.88	48.13%	\$ 44.51	\$ 62.04	24.00%	\$ 55.88	\$ 77.90
Technical	Engineering Design Drafting Technician	\$ 14.51	\$ 19.20	48.13%	\$ 21.49	\$ 28.45	24.00%	\$ 26.98	\$ 35.72
Technical	Engineering Drafting Technician	\$ 14.53	\$ 19.20	48.13%	\$ 21.53	\$ 28.45	24.00%	\$ 27.03	\$ 35.72
Technical	Engineering Drafting Technician Senior	\$ 16.85	\$ 24.49	48.13%	\$ 24.95	\$ 36.28	24.00%	\$ 31.33	\$ 45.55
Technical	Environmental Engineer	\$ 23.86	\$ 37.69	48.13%	\$ 35.34	\$ 55.83	24.00%	\$ 44.37	\$ 70.10
Technical	Environmental Engineer Senior	\$ 25.69	\$ 41.23	48.13%	\$ 38.06	\$ 61.08	24.00%	\$ 47.79	\$ 76.69
Technical	Environmental Program Analyst	\$ 20.24	\$ 29.91	48.13%	\$ 29.98	\$ 44.30	24.00%	\$ 37.64	\$ 55.62
Technical	Environmental Program Planner	\$ 21.63	\$ 32.31	48.13%	\$ 32.04	\$ 47.86	24.00%	\$ 40.23	\$ 60.10
Technical	Environmental Program Specialist	\$ 23.25	\$ 29.20	48.13%	\$ 34.44	\$ 43.25	24.00%	\$ 43.24	\$ 54.31
Technical	Environmental Specialist - Field	\$ 21.63	\$ 31.56	48.13%	\$ 32.04	\$ 46.76	24.00%	\$ 40.23	\$ 58.71
Technical	Environmental Specialist Senior - Field	\$ 22.24	\$ 33.04	48.13%	\$ 32.95	\$ 48.94	24.00%	\$ 41.37	\$ 61.45
Technical	Environmental Technician	\$ 20.24	\$ 29.91	48.13%	\$ 29.98	\$ 44.30	24.00%	\$ 37.64	\$ 55.62
Technical	Environmental Technician Senior	\$ 21.63	\$ 32.31	48.13%	\$ 32.04	\$ 47.86	24.00%	\$ 40.23	\$ 60.10
Technical	Help Desk Support	\$ 15.50	\$ 25.00	48.13%	\$ 22.96	\$ 37.03	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	48.13%	\$ 25.55	\$ 35.55	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 18.44	\$ 22.54	48.13%	\$ 27.31	\$ 33.38	24.00%	\$ 34.30	\$ 41.92
Technical	Laboratory Technician	\$ 15.45	\$ 23.14	48.13%	\$ 22.88	\$ 34.27	24.00%	\$ 28.73	\$ 43.04
Technical	Laboratory Technician Senior	\$ 16.40	\$ 24.95	48.13%	\$ 24.29	\$ 36.95	24.00%	\$ 30.50	\$ 46.40
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	48.13%	\$ 32.59	\$ 39.25	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 24.59	\$ 32.78	48.13%	\$ 36.42	\$ 48.56	24.00%	\$ 45.73	\$ 60.97
Technical	Residential Plan Reviewer	\$ 17.93	\$ 28.00	48.13%	\$ 26.55	\$ 41.48	24.00%	\$ 33.34	\$ 52.09
Technical	Right of Way Technician	\$ 25.44	\$ 40.23	48.13%	\$ 37.68	\$ 59.59	24.00%	\$ 47.32	\$ 74.82
Technical	Right of Way Technician Supervisor	\$ 27.46	\$ 44.16	48.13%	\$ 40.68	\$ 65.41	24.00%	\$ 51.08	\$ 82.14
Technical	Safety Engineer	\$ 25.07	\$ 39.31	48.13%	\$ 37.13	\$ 58.23	24.00%	\$ 46.63	\$ 73.12
Technical	Safety Engineer Senior	\$ 28.50	\$ 44.98	48.13%	\$ 42.21	\$ 66.63	24.00%	\$ 53.01	\$ 83.66
Technical	Title Examiner	\$ 17.46	\$ 24.55	48.13%	\$ 25.86	\$ 36.37	24.00%	\$ 32.48	\$ 45.67
Technical	Traffic Controller	\$ 21.13	\$ 34.17	48.13%	\$ 31.30	\$ 50.61	24.00%	\$ 39.31	\$ 63.55
Technical	Traffic Controller Senior	\$ 25.44	\$ 40.23	48.13%	\$ 37.68	\$ 59.59	24.00%	\$ 47.32	\$ 74.82
Technical	Transportation Data Analyst	\$ 21.13	\$ 34.17	48.13%	\$ 31.30	\$ 50.61	24.00%	\$ 39.31	\$ 63.55
Technical	Transportation Data Analyst Senior	\$ 25.44	\$ 40.23	48.13%	\$ 37.68	\$ 59.59	24.00%	\$ 47.32	\$ 74.82
Technical	Transportation Data Analyst Supervisor	\$ 25.44	\$ 40.23	48.13%	\$ 37.68	\$ 59.59	24.00%	\$ 47.32	\$ 74.82
Technical	Transportation Data Technician	\$ 21.13	\$ 34.17	48.13%	\$ 31.30	\$ 50.61	24.00%	\$ 39.31	\$ 63.55
Technical	Transportation District Utilities Specialist	\$ 24.96	\$ 40.22	48.13%	\$ 36.98	\$ 59.57	24.00%	\$ 46.43	\$ 74.80
Technical	Transportation Engineering Technician -Survey	\$ 25.92	\$ 44.00	48.13%	\$ 38.40	\$ 65.18	24.00%	\$ 48.22	\$ 81.84
Technical	Transportation Engineering Technician -Survey Senior	\$ 28.62	\$ 46.04	48.13%	\$ 42.39	\$ 68.20	24.00%	\$ 53.23	\$ 85.64
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 30.21	\$ 49.18	48.13%	\$ 44.75	\$ 72.86	24.00%	\$ 56.20	\$ 91.48
Technical	Transportation Materials Technician	\$ 12.14	\$ 17.46	48.13%	\$ 17.98	\$ 25.86	24.00%	\$ 22.58	\$ 32.48
Technical	Transportation Materials Technician Senior	\$ 12.95	\$ 18.93	48.13%	\$ 19.18	\$ 28.05	24.00%	\$ 24.08	\$ 35.22

New Mexico (2017 HOURLY MINIMUM WAGE = \$7.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 25.92	\$ 43.05	48.13%	\$ 38.40	\$ 63.77	24.00%	\$ 48.22	\$ 80.07
Technical	Transportation Materials Technician Supervisor	\$ 30.21	\$ 49.18	48.13%	\$ 44.75	\$ 72.86	24.00%	\$ 56.20	\$ 91.48
Technical	Transportation Planning Specialist	\$ 24.96	\$ 40.22	48.13%	\$ 36.98	\$ 59.57	24.00%	\$ 46.43	\$ 74.80
Technical	Transportation Planning Specialist Senior	\$ 28.62	\$ 46.04	48.13%	\$ 42.39	\$ 68.20	24.00%	\$ 53.23	\$ 85.64
Technical	Transportation Technical Program Coordinator	\$ 24.96	\$ 40.22	48.13%	\$ 36.98	\$ 59.57	24.00%	\$ 46.43	\$ 74.80
Technical	Transportation Technical Support Coordinator	\$ 24.96	\$ 40.22	48.13%	\$ 36.98	\$ 59.57	24.00%	\$ 46.43	\$ 74.80
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	48.13%	\$ 55.55	\$ 66.66	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 14.44	\$ 17.77	58.17%	\$ 22.84	\$ 28.10	24.00%	\$ 26.86	\$ 33.05
Trades	Boiler Operator II	\$ 17.81	\$ 20.45	58.17%	\$ 28.18	\$ 32.35	24.00%	\$ 33.14	\$ 38.04
Trades	Boiler Operator Senior I	\$ 20.47	\$ 22.35	58.17%	\$ 32.38	\$ 35.34	24.00%	\$ 38.08	\$ 41.56
Trades	Boiler Operator Senior II	\$ 22.36	\$ 30.61	58.17%	\$ 35.37	\$ 48.42	24.00%	\$ 41.60	\$ 56.94
Trades	Carpenter Assistant	\$ 9.62	\$ 13.01	58.17%	\$ 15.22	\$ 20.58	24.00%	\$ 17.89	\$ 24.21
Trades	Carpenter	\$ 13.02	\$ 18.24	58.17%	\$ 20.60	\$ 28.86	24.00%	\$ 24.22	\$ 33.93
Trades	Carpenter Senior	\$ 19.26	\$ 26.02	58.17%	\$ 30.46	\$ 41.15	24.00%	\$ 35.82	\$ 48.39
Trades	Electrician	\$ 20.54	\$ 34.17	58.17%	\$ 32.48	\$ 54.05	24.00%	\$ 38.20	\$ 63.57
Trades	Electrician Assistant	\$ 10.95	\$ 13.52	58.17%	\$ 17.33	\$ 21.38	24.00%	\$ 20.37	\$ 25.14
Trades	Electrician Senior	\$ 15.86	\$ 18.29	58.17%	\$ 25.08	\$ 28.93	24.00%	\$ 29.49	\$ 34.02
Trades	Electrician Supervisor Senior	\$ 18.34	\$ 32.24	58.17%	\$ 29.00	\$ 50.99	24.00%	\$ 34.11	\$ 59.96
Trades	Electronic Equipment Install & Repair Supervisor	\$ 20.01	\$ 29.74	58.17%	\$ 31.64	\$ 47.04	24.00%	\$ 37.21	\$ 55.31
Trades	Electronic Equipment Install & Repair Technician	\$ 15.88	\$ 19.90	58.17%	\$ 25.11	\$ 31.48	24.00%	\$ 29.53	\$ 37.02
Trades	Electronic Technician	\$ 12.08	\$ 15.35	58.17%	\$ 19.11	\$ 24.28	24.00%	\$ 22.47	\$ 28.56
Trades	Electronic Technician Senior	\$ 15.40	\$ 27.24	58.17%	\$ 24.36	\$ 43.08	24.00%	\$ 28.64	\$ 50.67
Trades	Equipment Repair Supervisor	\$ 21.90	\$ 25.64	58.17%	\$ 34.64	\$ 40.55	24.00%	\$ 40.73	\$ 47.68
Trades	Equipment Repair Technician	\$ 12.08	\$ 15.35	58.17%	\$ 19.11	\$ 24.28	24.00%	\$ 22.47	\$ 28.56
Trades	Equipment Repair Technician Senior	\$ 15.40	\$ 21.84	58.17%	\$ 24.36	\$ 34.55	24.00%	\$ 28.64	\$ 40.63
Trades	HVAC Installation & Repair Assistant	\$ 9.42	\$ 15.04	58.17%	\$ 14.91	\$ 23.78	24.00%	\$ 17.53	\$ 27.97
Trades	HVAC Installation & Repair Assistant Senior	\$ 15.04	\$ 25.64	58.17%	\$ 23.78	\$ 40.55	24.00%	\$ 27.97	\$ 47.68
Trades	Laboratory Mechanic	\$ 12.09	\$ 16.40	58.17%	\$ 19.12	\$ 25.94	24.00%	\$ 22.49	\$ 30.50
Trades	Laboratory Mechanic Senior	\$ 16.40	\$ 24.95	58.17%	\$ 25.94	\$ 39.46	24.00%	\$ 30.50	\$ 46.40
Trades	Locksmith	\$ 14.83	\$ 21.81	58.17%	\$ 23.46	\$ 34.50	24.00%	\$ 27.59	\$ 40.57
Trades	Maintenance Field Worker	\$ 12.08	\$ 15.45	58.17%	\$ 19.11	\$ 24.43	24.00%	\$ 22.47	\$ 28.73
Trades	Mason Plasterer	\$ 14.92	\$ 17.20	58.17%	\$ 23.61	\$ 27.20	24.00%	\$ 27.76	\$ 31.99
Trades	Mason Plasterer Assistant	\$ 17.24	\$ 25.50	58.17%	\$ 27.26	\$ 40.33	24.00%	\$ 32.06	\$ 47.42
Trades	Mechanic	\$ 9.71	\$ 21.86	58.17%	\$ 15.36	\$ 34.58	24.00%	\$ 18.07	\$ 40.66
Trades	Painter	\$ 9.34	\$ 20.73	58.17%	\$ 14.77	\$ 32.79	24.00%	\$ 17.37	\$ 38.56
Trades	Plumber / Steamfitter	\$ 20.26	\$ 30.80	58.17%	\$ 32.04	\$ 48.72	24.00%	\$ 37.68	\$ 57.29
Trades	Plumber / Steamfitter Assistant	\$ 12.08	\$ 20.19	58.17%	\$ 19.11	\$ 31.94	24.00%	\$ 22.47	\$ 37.56
Trades	Printing Press Operator B	\$ 19.77	\$ 29.04	58.17%	\$ 31.27	\$ 45.93	24.00%	\$ 36.78	\$ 54.01
Trades	Production Supervisor	\$ 23.45	\$ 35.91	58.17%	\$ 37.08	\$ 56.80	24.00%	\$ 43.61	\$ 66.79
Trades	Radio Specialist	\$ 13.97	\$ 17.92	58.17%	\$ 22.10	\$ 28.34	24.00%	\$ 25.99	\$ 33.33

New Mexico (2017 HOURLY MINIMUM WAGE = \$7.50)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 17.95	\$ 23.45	58.17%	\$ 28.38	\$ 37.10	24.00%	\$ 33.38	\$ 43.63
Trades	Sheet Metal Worker	\$ 13.29	\$ 17.11	58.17%	\$ 21.03	\$ 27.06	24.00%	\$ 24.73	\$ 31.82
Trades	Sheet Metal Worker Assistant	\$ 10.10	\$ 13.51	58.17%	\$ 15.97	\$ 21.37	24.00%	\$ 18.78	\$ 25.12
Trades	Sheet Metal Worker Lead	\$ 17.15	\$ 23.46	58.17%	\$ 27.13	\$ 37.11	24.00%	\$ 31.90	\$ 43.64
Trades	Shipping / Receiving Clerk	\$ 13.37	\$ 18.33	58.17%	\$ 21.14	\$ 28.99	24.00%	\$ 24.86	\$ 34.09
Trades	Storekeeper Assistant I	\$ 9.94	\$ 14.54	58.17%	\$ 15.72	\$ 23.00	24.00%	\$ 18.48	\$ 27.05
Trades	Storekeeper Assistant II	\$ 10.81	\$ 15.63	58.17%	\$ 17.10	\$ 24.73	24.00%	\$ 20.11	\$ 29.08
Trades	Storekeeper I	\$ 7.50	\$ 9.71	58.17%	\$ 11.86	\$ 15.36	24.00%	\$ 13.95	\$ 18.07
Trades	Storekeeper II	\$ 9.77	\$ 11.85	58.17%	\$ 15.45	\$ 18.74	24.00%	\$ 18.17	\$ 22.04
Trades	Storekeeper III	\$ 11.89	\$ 14.54	58.17%	\$ 18.80	\$ 23.00	24.00%	\$ 22.11	\$ 27.05
Trades	Storekeeper Senior	\$ 14.56	\$ 16.98	58.17%	\$ 23.03	\$ 26.87	24.00%	\$ 27.08	\$ 31.59
Trades	Tool Room Assistant	\$ 7.82	\$ 11.85	58.17%	\$ 12.37	\$ 18.74	24.00%	\$ 14.55	\$ 22.04
Trades	Tool Room Assistant Senior	\$ 11.85	\$ 16.54	58.17%	\$ 18.74	\$ 26.16	24.00%	\$ 22.04	\$ 30.76
Trades	Trades Utilities Worker Senior	\$ 12.09	\$ 17.71	58.17%	\$ 19.12	\$ 28.02	24.00%	\$ 22.49	\$ 32.94
Trades	Trades Utility Worker	\$ 9.24	\$ 12.04	58.17%	\$ 14.61	\$ 19.05	24.00%	\$ 17.18	\$ 22.40
Trades	Tradesman Helper	\$ 9.24	\$ 14.88	58.17%	\$ 14.61	\$ 23.53	24.00%	\$ 17.18	\$ 27.67
Trades	Tradesman Helper Senior	\$ 14.88	\$ 18.54	58.17%	\$ 23.53	\$ 29.33	24.00%	\$ 27.67	\$ 34.49
Trades	Welder	\$ 10.18	\$ 16.86	58.17%	\$ 16.10	\$ 26.67	24.00%	\$ 18.93	\$ 31.37
Trades	Welder Senior	\$ 16.91	\$ 20.28	58.17%	\$ 26.75	\$ 32.07	24.00%	\$ 31.45	\$ 37.71
Trades	Work Zone Safety Officer	\$ 21.13	\$ 34.17	58.17%	\$ 33.43	\$ 54.04	24.00%	\$ 39.31	\$ 63.55

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	44.65%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	47.38%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	68.53%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	47.38%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	44.71%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	52.11%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	44.71%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	65.13%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	47.38%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	48.13%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	58.17%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

New York (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 17.56	\$ 24.94	32.52%	\$ 23.28	\$ 33.05	24.00%	\$ 32.67	\$ 46.39
Accounting/Finance	Accountant JR	\$ 11.00	\$ 13.97	32.52%	\$ 14.58	\$ 18.52	24.00%	\$ 20.46	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 24.96	\$ 34.64	32.52%	\$ 33.07	\$ 45.90	24.00%	\$ 46.42	\$ 64.42
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	32.52%	\$ 27.43	\$ 34.29	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	32.52%	\$ 20.57	\$ 26.40	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 11.00	\$ 12.42	32.52%	\$ 14.58	\$ 16.46	24.00%	\$ 20.46	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 22.87	\$ 26.17	32.52%	\$ 30.30	\$ 34.68	24.00%	\$ 42.53	\$ 48.67
Accounting/Finance	Accounting Manager B	\$ 26.09	\$ 32.02	32.52%	\$ 34.58	\$ 42.44	24.00%	\$ 48.54	\$ 59.56
Accounting/Finance	Accounting Manager C	\$ 32.08	\$ 40.55	32.52%	\$ 42.51	\$ 53.74	24.00%	\$ 59.67	\$ 75.43
Accounting/Finance	Auditing - External Auditor	\$ 22.57	\$ 28.54	32.52%	\$ 29.91	\$ 37.82	24.00%	\$ 41.98	\$ 53.09
Accounting/Finance	Auditing - External Auditor Senior	\$ 28.57	\$ 40.55	32.52%	\$ 37.86	\$ 53.74	24.00%	\$ 53.13	\$ 75.43
Accounting/Finance	Auditing - Internal Auditor	\$ 22.57	\$ 28.54	32.52%	\$ 29.91	\$ 37.82	24.00%	\$ 41.98	\$ 53.09
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 28.60	\$ 40.55	32.52%	\$ 37.90	\$ 53.74	24.00%	\$ 53.20	\$ 75.43
Accounting/Finance	Bookkeeper	\$ 11.87	\$ 17.97	32.52%	\$ 15.74	\$ 23.82	24.00%	\$ 22.09	\$ 33.43
Accounting/Finance	Budget Analyst	\$ 22.14	\$ 28.96	32.52%	\$ 29.33	\$ 38.38	24.00%	\$ 41.17	\$ 53.87
Accounting/Finance	Budget Analyst Senior	\$ 28.97	\$ 44.97	32.52%	\$ 38.40	\$ 59.59	24.00%	\$ 53.89	\$ 83.64
Accounting/Finance	Closure/Disbursement Specialists	\$ 36.91	\$ 41.08	32.52%	\$ 48.91	\$ 54.44	24.00%	\$ 68.65	\$ 76.41
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 34.66	\$ 44.93	32.52%	\$ 45.93	\$ 59.54	24.00%	\$ 64.47	\$ 83.57
Accounting/Finance	CPA	\$ 35.95	\$ 47.50	32.52%	\$ 47.64	\$ 62.95	24.00%	\$ 66.86	\$ 88.35
Accounting/Finance	Fiscal Assistant	\$ 12.50	\$ 19.21	32.52%	\$ 16.57	\$ 25.45	24.00%	\$ 23.25	\$ 35.73
Accounting/Finance	Fiscal Technical Senior	\$ 16.75	\$ 23.89	32.52%	\$ 22.20	\$ 31.66	24.00%	\$ 31.15	\$ 44.43
Accounting/Finance	Fiscal Technician	\$ 19.27	\$ 23.55	32.52%	\$ 25.53	\$ 31.21	24.00%	\$ 35.84	\$ 43.81
Accounting/Finance	Payroll Assistant	\$ 18.29	\$ 23.11	32.52%	\$ 24.24	\$ 30.62	24.00%	\$ 34.03	\$ 42.98
Accounting/Finance	Purchasing / Procurement	\$ 23.11	\$ 34.34	32.52%	\$ 30.62	\$ 45.51	24.00%	\$ 42.98	\$ 63.87
Accounting/Finance	Sr. Compliance Officer	\$ 44.61	\$ 50.71	32.52%	\$ 59.12	\$ 67.20	24.00%	\$ 82.98	\$ 94.32
Accounting/Finance	Supervising Auditor	\$ 44.61	\$ 51.35	32.52%	\$ 59.12	\$ 68.05	24.00%	\$ 82.98	\$ 95.51
Call Center/Customer Service	Customer Service Inbound I	\$ 11.77	\$ 17.31	34.10%	\$ 15.78	\$ 23.22	24.00%	\$ 21.89	\$ 32.20
Call Center/Customer Service	Customer Service Inbound II	\$ 17.38	\$ 27.99	34.10%	\$ 23.31	\$ 37.54	24.00%	\$ 32.34	\$ 52.06

New York (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 11.77	\$ 17.31	34.10%	\$ 15.78	\$ 23.22	24.00%	\$ 21.89	\$ 32.20
Call Center/Customer Service	Customer Service Outbound II	\$ 17.38	\$ 27.99	34.10%	\$ 23.31	\$ 37.54	24.00%	\$ 32.34	\$ 52.06
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 11.55	\$ 19.58	34.10%	\$ 15.49	\$ 26.25	24.00%	\$ 21.49	\$ 36.41
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	34.10%	\$ 27.76	\$ 34.70	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 12.00	\$ 18.36	34.10%	\$ 16.09	\$ 24.62	24.00%	\$ 22.32	\$ 34.14
Call Center/Customer Service	Detailing Representative II	\$ 13.05	\$ 21.12	34.10%	\$ 17.50	\$ 28.32	24.00%	\$ 24.28	\$ 39.28
Call Center/Customer Service	Help Desk Analyst	\$ 15.55	\$ 34.52	34.10%	\$ 20.85	\$ 46.29	24.00%	\$ 28.92	\$ 64.20
Call Center/Customer Service	Market Research Inbound	\$ 22.81	\$ 27.39	34.10%	\$ 30.58	\$ 36.73	24.00%	\$ 42.42	\$ 50.95
Call Center/Customer Service	Market Research Outbound	\$ 27.41	\$ 41.74	34.10%	\$ 36.76	\$ 55.97	24.00%	\$ 50.99	\$ 77.64
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 11.00	\$ 15.25	34.10%	\$ 14.75	\$ 20.45	24.00%	\$ 20.46	\$ 28.36
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 15.44	\$ 22.06	34.10%	\$ 20.71	\$ 29.59	24.00%	\$ 28.72	\$ 41.04
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 11.00	\$ 15.25	34.10%	\$ 14.75	\$ 20.45	24.00%	\$ 20.46	\$ 28.36
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 15.44	\$ 22.06	34.10%	\$ 20.71	\$ 29.59	24.00%	\$ 28.72	\$ 41.04
Call Center/Customer Service	Sales & Promotion Sampler	\$ 11.00	\$ 14.95	34.10%	\$ 14.75	\$ 20.05	24.00%	\$ 20.46	\$ 27.81
Call Center/Customer Service	Sales Inbound I	\$ 11.29	\$ 19.51	34.10%	\$ 15.14	\$ 26.16	24.00%	\$ 21.00	\$ 36.29
Call Center/Customer Service	Sales Inbound II	\$ 15.44	\$ 22.06	34.10%	\$ 20.71	\$ 29.59	24.00%	\$ 28.72	\$ 41.04
Call Center/Customer Service	Sales Outbound I	\$ 13.99	\$ 19.63	34.10%	\$ 18.76	\$ 26.32	24.00%	\$ 26.02	\$ 36.51
Call Center/Customer Service	Sales Outbound II	\$ 15.44	\$ 22.06	34.10%	\$ 20.71	\$ 29.59	24.00%	\$ 28.72	\$ 41.04
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 11.00	\$ 15.28	34.10%	\$ 14.75	\$ 20.50	24.00%	\$ 20.46	\$ 28.43
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 15.30	\$ 19.82	34.10%	\$ 20.51	\$ 26.58	24.00%	\$ 28.45	\$ 36.87
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 11.27	\$ 15.06	34.10%	\$ 15.11	\$ 20.19	24.00%	\$ 20.95	\$ 28.01
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 15.12	\$ 26.61	34.10%	\$ 20.27	\$ 35.68	24.00%	\$ 28.12	\$ 49.50
Food Related Services	Barista (misc)	\$ 13.20	\$ 19.46	50.91%	\$ 19.92	\$ 29.37	24.00%	\$ 24.55	\$ 36.20
Food Related Services	Building Attendant (misc)	\$ 13.20	\$ 19.46	38.71%	\$ 18.31	\$ 26.99	24.00%	\$ 24.55	\$ 36.20
Food Related Services	Busser	\$ 13.20	\$ 19.46	38.71%	\$ 18.31	\$ 26.99	24.00%	\$ 24.55	\$ 36.20
Food Related Services	Cashiers	\$ 13.20	\$ 19.46	38.71%	\$ 18.31	\$ 26.99	24.00%	\$ 24.55	\$ 36.20
Food Related Services	Dishwasher	\$ 12.00	\$ 15.60	38.71%	\$ 16.64	\$ 21.63	24.00%	\$ 22.32	\$ 29.01
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	38.71%	\$ 19.97	\$ 24.41	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 11.00	\$ 12.10	38.71%	\$ 15.26	\$ 16.78	24.00%	\$ 20.46	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 11.89	\$ 17.40	38.71%	\$ 16.49	\$ 24.13	24.00%	\$ 22.11	\$ 32.36
Food Related Services	Food Operations Manager Assistant	\$ 17.44	\$ 20.42	38.71%	\$ 24.20	\$ 28.32	24.00%	\$ 32.45	\$ 37.98
Food Related Services	Food Production Worker	\$ 11.00	\$ 15.67	38.71%	\$ 15.26	\$ 21.73	24.00%	\$ 20.46	\$ 29.14
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	38.71%	\$ 19.35	\$ 23.65	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 11.00	\$ 13.20	38.71%	\$ 15.26	\$ 18.31	24.00%	\$ 20.46	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	38.71%	\$ 17.48	\$ 21.36	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 11.00	\$ 15.37	38.71%	\$ 15.26	\$ 21.32	24.00%	\$ 20.46	\$ 28.59
Food Related Services	Second Cook Senior	\$ 15.25	\$ 20.06	50.91%	\$ 23.01	\$ 30.27	24.00%	\$ 28.36	\$ 37.31
Food Related Services	Server	\$ 11.00	\$ 12.50	38.71%	\$ 15.26	\$ 17.34	24.00%	\$ 20.46	\$ 23.25
General Administrative	Administrative Assistant I	\$ 13.10	\$ 17.62	34.10%	\$ 17.57	\$ 23.63	24.00%	\$ 24.37	\$ 32.78
General Administrative	Administrative Assistant II	\$ 17.64	\$ 19.08	34.10%	\$ 23.65	\$ 25.58	24.00%	\$ 32.80	\$ 35.48

New York (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 19.09	\$ 20.71	34.10%	\$ 25.60	\$ 27.77	24.00%	\$ 35.50	\$ 38.52
General Administrative	Administrative Assistant IV	\$ 20.72	\$ 22.93	34.10%	\$ 27.79	\$ 30.75	24.00%	\$ 38.54	\$ 42.64
General Administrative	Administrative Assistant V	\$ 22.95	\$ 25.85	34.10%	\$ 30.78	\$ 34.67	24.00%	\$ 42.69	\$ 48.09
General Administrative	Administrative Staff Assistant	\$ 25.43	\$ 29.08	34.10%	\$ 34.11	\$ 39.00	24.00%	\$ 47.31	\$ 54.09
General Administrative	Administrative Staff Specialist	\$ 29.09	\$ 35.97	34.10%	\$ 39.02	\$ 48.23	24.00%	\$ 54.12	\$ 66.90
General Administrative	Administrative Staff Specialist Senior	\$ 35.98	\$ 28.10	34.10%	\$ 48.25	\$ 37.68	24.00%	\$ 66.92	\$ 52.26
General Administrative	Agency Management Analyst	\$ 23.47	\$ 30.80	34.10%	\$ 31.47	\$ 41.30	24.00%	\$ 43.65	\$ 57.28
General Administrative	Agency Management Analyst Lead	\$ 30.81	\$ 35.79	34.10%	\$ 41.32	\$ 47.99	24.00%	\$ 57.31	\$ 66.57
General Administrative	Agency Management Analyst Senior	\$ 35.86	\$ 55.80	34.10%	\$ 48.09	\$ 74.83	24.00%	\$ 66.70	\$ 103.79
General Administrative	Clerk	\$ 12.38	\$ 14.31	34.10%	\$ 16.61	\$ 19.20	24.00%	\$ 23.03	\$ 26.62
General Administrative	Clerk Jr	\$ 11.00	\$ 12.33	34.10%	\$ 14.75	\$ 16.54	24.00%	\$ 20.46	\$ 22.94
General Administrative	Clerk Sr	\$ 14.36	\$ 16.63	34.10%	\$ 19.26	\$ 22.29	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 11.00	\$ 14.97	34.10%	\$ 14.75	\$ 20.08	24.00%	\$ 20.46	\$ 27.85
General Administrative	Data Entry Operator Senior	\$ 15.01	\$ 21.55	34.10%	\$ 20.13	\$ 28.90	24.00%	\$ 27.92	\$ 40.08
General Administrative	Document Control Clerk / Filing Specialist	\$ 11.00	\$ 15.00	34.10%	\$ 14.75	\$ 20.12	24.00%	\$ 20.46	\$ 27.90
General Administrative	Executive Secretary	\$ 18.91	\$ 23.50	34.10%	\$ 25.36	\$ 31.52	24.00%	\$ 35.17	\$ 43.72
General Administrative	Executive Secretary Senior	\$ 23.54	\$ 34.87	34.10%	\$ 31.57	\$ 46.75	24.00%	\$ 43.78	\$ 64.85
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	34.10%	\$ 23.47	\$ 27.83	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	34.10%	\$ 20.12	\$ 24.14	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 14.95	\$ 17.53	34.10%	\$ 20.05	\$ 23.51	24.00%	\$ 27.81	\$ 32.60
General Administrative	Legal Assistant Senior	\$ 17.56	\$ 44.28	34.10%	\$ 23.55	\$ 59.38	24.00%	\$ 32.67	\$ 82.37
General Administrative	Library Assistant	\$ 11.00	\$ 21.01	34.10%	\$ 14.75	\$ 28.17	24.00%	\$ 20.46	\$ 39.07
General Administrative	Medical Assistant I	\$ 14.33	\$ 16.71	34.10%	\$ 19.21	\$ 22.41	24.00%	\$ 26.64	\$ 31.09
General Administrative	Medical Assistant II	\$ 16.76	\$ 23.83	34.10%	\$ 22.48	\$ 31.95	24.00%	\$ 31.17	\$ 44.32
General Administrative	Medical Biller I	\$ 12.49	\$ 15.33	34.10%	\$ 16.75	\$ 20.56	24.00%	\$ 23.23	\$ 28.52
General Administrative	Medical Biller II	\$ 15.37	\$ 23.88	34.10%	\$ 20.61	\$ 32.02	24.00%	\$ 28.59	\$ 44.41
General Administrative	Medical Records Clerk I	\$ 15.01	\$ 21.86	34.10%	\$ 20.13	\$ 29.31	24.00%	\$ 27.92	\$ 40.66
General Administrative	Medical Records Clerk II	\$ 16.21	\$ 23.44	34.10%	\$ 21.74	\$ 31.44	24.00%	\$ 30.15	\$ 43.60
General Administrative	Office Manager	\$ 25.25	\$ 38.44	34.10%	\$ 33.87	\$ 51.55	24.00%	\$ 46.97	\$ 71.50
General Administrative	Office Services Aide	\$ 13.98	\$ 19.26	34.10%	\$ 18.74	\$ 25.82	24.00%	\$ 26.00	\$ 35.82
General Administrative	Office Services Assistant	\$ 14.99	\$ 20.34	34.10%	\$ 20.09	\$ 27.27	24.00%	\$ 27.87	\$ 37.82
General Administrative	Office Services Specialist	\$ 15.79	\$ 21.28	34.10%	\$ 21.17	\$ 28.54	24.00%	\$ 29.37	\$ 39.59
General Administrative	Office Services Supervisor	\$ 16.52	\$ 21.75	34.10%	\$ 22.15	\$ 29.17	24.00%	\$ 30.73	\$ 40.46
General Administrative	Office Services Supervisor Senior	\$ 19.15	\$ 24.40	34.10%	\$ 25.68	\$ 32.72	24.00%	\$ 35.62	\$ 45.39
General Administrative	Operator I	\$ 11.00	\$ 14.93	34.10%	\$ 14.75	\$ 20.01	24.00%	\$ 20.46	\$ 27.76
General Administrative	Operator II	\$ 14.95	\$ 17.44	34.10%	\$ 20.05	\$ 23.39	24.00%	\$ 27.81	\$ 32.45
General Administrative	Operator III (Key Disc Operator)	\$ 17.49	\$ 19.81	34.10%	\$ 23.46	\$ 26.56	24.00%	\$ 32.54	\$ 36.84
General Administrative	Operator IV (Key Disc Operator)	\$ 19.82	\$ 22.96	34.10%	\$ 26.58	\$ 30.79	24.00%	\$ 36.87	\$ 42.71
General Administrative	Paralegal	\$ 14.00	\$ 23.50	34.10%	\$ 18.77	\$ 31.51	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 13.31	\$ 17.80	34.10%	\$ 17.84	\$ 23.88	24.00%	\$ 24.75	\$ 33.12

New York (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 17.82	\$ 18.99	34.10%	\$ 23.89	\$ 25.47	24.00%	\$ 33.14	\$ 35.33
General Administrative	Photocopy Supervisor	\$ 14.39	\$ 19.98	34.10%	\$ 19.29	\$ 26.79	24.00%	\$ 26.76	\$ 37.16
General Administrative	Photocopy Technician	\$ 12.99	\$ 18.37	34.10%	\$ 17.42	\$ 24.63	24.00%	\$ 24.17	\$ 34.17
General Administrative	Photo-Typesetting Specialist	\$ 16.92	\$ 24.36	34.10%	\$ 22.69	\$ 32.66	24.00%	\$ 31.46	\$ 45.30
General Administrative	Photo-Typesetting Supervisor	\$ 18.07	\$ 26.44	34.10%	\$ 24.23	\$ 35.46	24.00%	\$ 33.61	\$ 49.18
General Administrative	Postal Aide	\$ 11.00	\$ 12.99	34.10%	\$ 14.75	\$ 17.42	24.00%	\$ 20.46	\$ 24.17
General Administrative	Postal Aide Senior	\$ 13.05	\$ 20.54	34.10%	\$ 17.50	\$ 27.54	24.00%	\$ 24.28	\$ 38.20
General Administrative	Postal Assistant	\$ 20.61	\$ 22.90	34.10%	\$ 27.64	\$ 30.71	24.00%	\$ 38.34	\$ 42.60
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	34.10%	\$ 40.23	\$ 60.35	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	34.10%	\$ 26.82	\$ 33.53	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 15.25	\$ 20.13	34.10%	\$ 20.45	\$ 27.00	24.00%	\$ 28.36	\$ 37.45
General Administrative	Public Relations Specialist	\$ 21.19	\$ 36.23	34.10%	\$ 28.41	\$ 48.59	24.00%	\$ 39.41	\$ 67.39
General Administrative	Public Relations Specialist Assistant	\$ 15.25	\$ 21.15	34.10%	\$ 20.45	\$ 28.36	24.00%	\$ 28.36	\$ 39.34
General Administrative	Receptionist	\$ 11.00	\$ 13.71	34.10%	\$ 14.75	\$ 18.39	24.00%	\$ 20.46	\$ 25.51
General Administrative	Receptionist Senior	\$ 13.73	\$ 21.64	34.10%	\$ 18.41	\$ 29.02	24.00%	\$ 25.53	\$ 40.26
General Administrative	Secretary	\$ 11.27	\$ 15.06	34.10%	\$ 15.11	\$ 20.19	24.00%	\$ 20.95	\$ 28.01
General Administrative	Secretary Senior	\$ 15.12	\$ 26.68	34.10%	\$ 20.27	\$ 35.78	24.00%	\$ 28.12	\$ 49.63
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	34.10%	\$ 20.45	\$ 24.14	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 13.10	\$ 32.01	34.10%	\$ 17.57	\$ 42.92	24.00%	\$ 24.37	\$ 59.54
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	34.10%	\$ 26.82	\$ 35.52	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 23.48	\$ 28.96	34.10%	\$ 31.49	\$ 38.84	24.00%	\$ 43.67	\$ 53.87
Human Resources	Classification / Compensation Analyst Senior	\$ 29.02	\$ 38.44	34.10%	\$ 38.92	\$ 51.55	24.00%	\$ 53.98	\$ 71.50
Human Resources	Classification / Compensation Consultant	\$ 38.46	\$ 51.52	34.10%	\$ 51.58	\$ 69.09	24.00%	\$ 71.54	\$ 95.82
Human Resources	EEO Program Analyst	\$ 22.68	\$ 36.20	34.10%	\$ 30.41	\$ 48.54	24.00%	\$ 42.18	\$ 67.33
Human Resources	EEO Program Specialist	\$ 25.00	\$ 39.48	34.10%	\$ 33.53	\$ 52.95	24.00%	\$ 46.51	\$ 73.44
Human Resources	Employee Relations Analyst	\$ 20.42	\$ 25.85	34.10%	\$ 27.38	\$ 34.67	24.00%	\$ 37.98	\$ 48.09
Human Resources	Employee Relations Analyst Senior	\$ 25.91	\$ 45.73	34.10%	\$ 34.75	\$ 61.33	24.00%	\$ 48.20	\$ 85.07
Human Resources	Human Resources Assistant	\$ 15.67	\$ 22.57	34.10%	\$ 21.01	\$ 30.26	24.00%	\$ 29.14	\$ 41.98
Human Resources	Human Resources Generalist	\$ 18.16	\$ 23.11	34.10%	\$ 24.36	\$ 30.99	24.00%	\$ 33.79	\$ 42.98
Human Resources	Human Resources Generalist Senior	\$ 23.24	\$ 40.59	34.10%	\$ 31.16	\$ 54.43	24.00%	\$ 43.23	\$ 75.49
Human Resources	Personnel Analyst	\$ 17.98	\$ 22.87	34.10%	\$ 24.12	\$ 30.67	24.00%	\$ 33.45	\$ 42.53
Human Resources	Personnel Analyst Senior	\$ 22.93	\$ 27.74	34.10%	\$ 30.75	\$ 37.20	24.00%	\$ 42.64	\$ 51.59
Human Resources	Personnel Practices Analyst	\$ 27.81	\$ 32.75	34.10%	\$ 37.29	\$ 43.92	24.00%	\$ 51.73	\$ 60.92
Human Resources	Personnel Practices Analyst Senior	\$ 32.81	\$ 41.78	34.10%	\$ 44.00	\$ 56.02	24.00%	\$ 61.03	\$ 77.70
Human Resources	Personnel Practices Manager	\$ 41.10	\$ 51.13	34.10%	\$ 55.12	\$ 68.57	24.00%	\$ 76.45	\$ 95.11
Human Services	Social Worker	\$ 20.02	\$ 33.92	34.10%	\$ 26.85	\$ 45.48	24.00%	\$ 37.24	\$ 63.09
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	34.10%	\$ 30.17	\$ 41.57	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 15.19	\$ 20.97	32.60%	\$ 20.14	\$ 27.81	24.00%	\$ 28.25	\$ 39.01
Human Services	Support Enforcement Specialist Senior	\$ 21.04	\$ 24.82	32.60%	\$ 27.90	\$ 32.92	24.00%	\$ 39.14	\$ 46.17
Human Services	Utilization Review Analyst	\$ 21.04	\$ 30.19	32.60%	\$ 27.90	\$ 40.03	24.00%	\$ 39.14	\$ 56.15

New York (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 30.25	\$ 48.52	32.60%	\$ 40.11	\$ 64.34	24.00%	\$ 56.26	\$ 90.24
Insurance	Claims Adjuster I	\$ 17.38	\$ 21.04	32.60%	\$ 23.05	\$ 27.90	24.00%	\$ 32.34	\$ 39.14
Insurance	Claims Adjuster II	\$ 21.10	\$ 30.19	32.60%	\$ 27.98	\$ 40.03	24.00%	\$ 39.25	\$ 56.15
Insurance	Claims Specialist	\$ 30.25	\$ 38.12	32.60%	\$ 40.11	\$ 50.54	24.00%	\$ 56.26	\$ 70.90
Insurance	Worker's Compensation Specialist	\$ 28.58	\$ 42.75	32.60%	\$ 37.89	\$ 56.68	24.00%	\$ 53.16	\$ 79.51
Laborer/Industrial	CDL Driver	\$ 15.25	\$ 21.88	32.60%	\$ 20.22	\$ 29.02	24.00%	\$ 28.36	\$ 40.70
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	32.60%	\$ 28.51	\$ 37.42	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	32.60%	\$ 37.06	\$ 44.04	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	38.71%	\$ 41.96	\$ 48.55	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	38.71%	\$ 34.33	\$ 41.61	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	38.71%	\$ 34.33	\$ 40.92	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	38.71%	\$ 43.69	\$ 52.36	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	38.71%	\$ 36.76	\$ 46.54	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 16.36	\$ 23.46	38.71%	\$ 22.70	\$ 32.53	24.00%	\$ 30.44	\$ 43.63
Laborer/Industrial	Forklift Operator	\$ 12.75	\$ 17.77	38.71%	\$ 17.69	\$ 24.65	24.00%	\$ 23.72	\$ 33.05
Laborer/Industrial	Forklift Operator Senior	\$ 17.80	\$ 25.91	38.71%	\$ 24.70	\$ 35.95	24.00%	\$ 33.12	\$ 48.20
Laborer/Industrial	Grounds Worker	\$ 11.00	\$ 14.33	38.71%	\$ 15.26	\$ 19.87	24.00%	\$ 20.46	\$ 26.64
Laborer/Industrial	Grounds Worker Lead	\$ 14.39	\$ 19.21	38.71%	\$ 19.95	\$ 26.64	24.00%	\$ 26.76	\$ 35.73
Laborer/Industrial	Grounds Worker Senior	\$ 15.36	\$ 19.09	38.71%	\$ 21.30	\$ 26.48	24.00%	\$ 28.56	\$ 35.50
Laborer/Industrial	Groundskeeper / Landscaper	\$ 11.00	\$ 14.95	38.71%	\$ 15.26	\$ 20.74	24.00%	\$ 20.46	\$ 27.81
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 14.96	\$ 19.09	38.71%	\$ 20.75	\$ 26.48	24.00%	\$ 27.83	\$ 35.50
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 11.00	\$ 14.36	38.71%	\$ 15.26	\$ 19.92	24.00%	\$ 20.46	\$ 26.71
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 11.00	\$ 14.36	38.71%	\$ 15.26	\$ 19.92	24.00%	\$ 20.46	\$ 26.71
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 11.00	\$ 14.36	38.71%	\$ 15.26	\$ 19.92	24.00%	\$ 20.46	\$ 26.71
Laborer/Industrial	Housekeeping Supervisor	\$ 12.75	\$ 17.71	38.71%	\$ 17.69	\$ 24.56	24.00%	\$ 23.72	\$ 32.94
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 17.74	\$ 27.45	38.71%	\$ 24.61	\$ 38.08	24.00%	\$ 33.00	\$ 51.06
Laborer/Industrial	Housekeeping Worker	\$ 11.00	\$ 14.46	38.71%	\$ 15.26	\$ 20.05	24.00%	\$ 20.46	\$ 26.89
Laborer/Industrial	Housekeeping Worker Senior	\$ 14.52	\$ 18.54	38.71%	\$ 20.14	\$ 25.71	24.00%	\$ 27.00	\$ 34.48
Laborer/Industrial	Inventory Worker Light	\$ 11.29	\$ 17.68	38.71%	\$ 15.66	\$ 24.53	24.00%	\$ 21.00	\$ 32.89
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 11.00	\$ 19.84	38.71%	\$ 15.26	\$ 27.53	24.00%	\$ 20.46	\$ 36.91
Laborer/Industrial	Motor Vehicle Operator A	\$ 11.00	\$ 13.73	38.71%	\$ 15.26	\$ 19.04	24.00%	\$ 20.46	\$ 25.53
Laborer/Industrial	Motor Vehicle Operator B	\$ 13.79	\$ 22.26	38.71%	\$ 19.12	\$ 30.87	24.00%	\$ 25.64	\$ 41.40
Laborer/Industrial	Packer	\$ 11.00	\$ 14.36	38.71%	\$ 15.26	\$ 19.92	24.00%	\$ 20.46	\$ 26.71
Laborer/Industrial	Warehouse Specialist I	\$ 11.00	\$ 14.36	38.71%	\$ 15.26	\$ 19.92	24.00%	\$ 20.46	\$ 26.71
Laborer/Industrial	Warehouse Specialist II	\$ 14.39	\$ 17.98	38.71%	\$ 19.95	\$ 24.95	24.00%	\$ 26.76	\$ 33.45
Laborer/Industrial	Warehouse Specialist III	\$ 18.04	\$ 22.99	38.71%	\$ 25.03	\$ 31.89	24.00%	\$ 33.56	\$ 42.76
Laborer/Industrial	Warehouse worker (included)	\$ 11.00	\$ 11.00	38.71%	\$ 15.26	\$ 15.26	24.00%	\$ 20.46	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 11.00	\$ 14.36	38.71%	\$ 15.26	\$ 19.92	24.00%	\$ 20.46	\$ 26.71
Laborer/Industrial	Warehouse Worker II	\$ 14.39	\$ 17.98	38.71%	\$ 19.95	\$ 24.95	24.00%	\$ 26.76	\$ 33.45
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	38.71%	\$ 33.91	\$ 44.39	24.00%	\$ 45.48	\$ 59.52

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	38.71%	\$ 33.91	\$ 40.92	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	38.71%	\$ 33.91	\$ 40.92	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 13.73	\$ 17.71	38.71%	\$ 19.04	\$ 24.56	24.00%	\$ 25.53	\$ 32.94
Media	Audio Visual Technician Senior	\$ 17.74	\$ 29.41	38.71%	\$ 24.61	\$ 40.79	24.00%	\$ 33.00	\$ 54.70
Media	Graphic Artist	\$ 16.16	\$ 19.29	38.71%	\$ 22.42	\$ 26.76	24.00%	\$ 30.06	\$ 35.88
Media	Graphic Artist Senior	\$ 19.29	\$ 27.14	38.71%	\$ 26.76	\$ 37.64	24.00%	\$ 35.88	\$ 50.48
Media	Graphic Designer	\$ 16.16	\$ 19.29	38.71%	\$ 22.42	\$ 26.76	24.00%	\$ 30.06	\$ 35.88
Media	Graphic Designer Senior	\$ 19.33	\$ 27.14	38.71%	\$ 26.81	\$ 37.64	24.00%	\$ 35.95	\$ 50.48
Media	Photographer	\$ 11.00	\$ 14.12	38.71%	\$ 15.26	\$ 19.59	24.00%	\$ 20.46	\$ 26.27
Media	Photographer Senior	\$ 14.15	\$ 22.63	38.71%	\$ 19.62	\$ 31.39	24.00%	\$ 26.31	\$ 42.09
Media	TV / Video Production Specialist	\$ 21.34	\$ 27.46	38.71%	\$ 29.61	\$ 38.09	24.00%	\$ 39.70	\$ 51.08
Media	TV / Video Production Technician	\$ 27.50	\$ 37.20	38.71%	\$ 38.14	\$ 51.61	24.00%	\$ 51.15	\$ 69.20
Security	Armed Security Officer	\$ 17.08	\$ 22.87	38.71%	\$ 23.70	\$ 31.72	24.00%	\$ 31.78	\$ 42.53
Security	<u>Captain</u>	\$ 24.00	\$ 34.19	38.71%	\$ 33.28	\$ 47.43	24.00%	\$ 44.63	\$ 63.60
Security	Dispatcher/Police	\$ 16.56	\$ 28.22	38.71%	\$ 22.97	\$ 39.14	24.00%	\$ 30.80	\$ 52.49
Security	<u>Lieutenant</u>	\$ 21.60	\$ 29.99	48.38%	\$ 32.04	\$ 44.51	24.00%	\$ 40.17	\$ 55.79
Security	<u>Sergeant</u>	\$ 19.80	\$ 27.59	48.38%	\$ 29.37	\$ 40.94	24.00%	\$ 36.82	\$ 51.33
Security	Unarmed Security Guard	\$ 11.54	\$ 22.56	48.38%	\$ 17.13	\$ 33.47	24.00%	\$ 21.47	\$ 41.95
Tax	Data Entry Clerk	\$ 11.00	\$ 13.73	48.38%	\$ 16.32	\$ 20.37	24.00%	\$ 20.46	\$ 25.53
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 13.79	\$ 21.64	48.38%	\$ 20.45	\$ 32.11	24.00%	\$ 25.64	\$ 40.26
Tax	Error Resolution and Document Processor	\$ 17.94	\$ 24.92	48.38%	\$ 26.61	\$ 36.97	24.00%	\$ 33.36	\$ 46.35
Tax	General Clerical	\$ 11.00	\$ 15.34	34.10%	\$ 14.75	\$ 20.58	24.00%	\$ 20.46	\$ 28.54
Tax	On-Site Administrator (Day)	\$ 12.13	\$ 26.23	34.10%	\$ 16.27	\$ 35.17	24.00%	\$ 22.56	\$ 48.78
Tax	On-Site Administrator (Evening)	\$ 12.13	\$ 26.23	34.10%	\$ 16.27	\$ 35.17	24.00%	\$ 22.56	\$ 48.78
Tax	Remittance Processor	\$ 21.56	\$ 31.95	34.10%	\$ 28.91	\$ 42.84	24.00%	\$ 40.10	\$ 59.43
Tax	Taxpayer Information & Assistance Agent	\$ 19.10	\$ 27.44	34.10%	\$ 25.61	\$ 36.80	24.00%	\$ 35.53	\$ 51.04
Technical	Agricultural Technician	\$ 19.64	\$ 31.88	34.10%	\$ 26.34	\$ 42.75	24.00%	\$ 36.53	\$ 59.29
Technical	Agricultural Technician Lead	\$ 22.03	\$ 35.20	34.10%	\$ 29.54	\$ 47.20	24.00%	\$ 40.97	\$ 65.47
Technical	Agricultural Technician Supervisor	\$ 26.45	\$ 42.41	34.10%	\$ 35.48	\$ 56.87	24.00%	\$ 49.21	\$ 78.89
Technical	Analytical Chemist	\$ 20.82	\$ 35.20	36.90%	\$ 28.50	\$ 48.19	24.00%	\$ 38.72	\$ 65.47
Technical	Analytical Chemist Assistant	\$ 24.32	\$ 40.05	36.90%	\$ 33.29	\$ 54.83	24.00%	\$ 45.23	\$ 74.49
Technical	Analytical Chemist Senior	\$ 30.69	\$ 50.09	36.90%	\$ 42.01	\$ 68.57	24.00%	\$ 57.08	\$ 93.17
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	36.90%	\$ 27.10	\$ 42.48	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	36.90%	\$ 39.55	\$ 51.27	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 21.98	\$ 33.05	36.90%	\$ 30.09	\$ 45.25	24.00%	\$ 40.88	\$ 61.48
Technical	Bridge Design Drafter Senior	\$ 23.44	\$ 35.74	36.90%	\$ 32.09	\$ 48.93	24.00%	\$ 43.60	\$ 66.48
Technical	Cartographic Drafter	\$ 27.63	\$ 38.92	36.90%	\$ 37.83	\$ 53.28	24.00%	\$ 51.39	\$ 72.39
Technical	Cartographic Drafter Assistant	\$ 21.66	\$ 32.57	36.90%	\$ 29.65	\$ 44.59	24.00%	\$ 40.28	\$ 60.59
Technical	Cartographic Supervisor	\$ 37.70	\$ 50.68	36.90%	\$ 51.61	\$ 69.38	24.00%	\$ 70.12	\$ 94.26
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	36.90%	\$ 21.90	\$ 26.70	24.00%	\$ 29.76	\$ 36.27

New York (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	36.90%	\$ 54.20	\$ 65.92	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 33.23	\$ 47.04	36.90%	\$ 45.50	\$ 64.40	24.00%	\$ 61.81	\$ 87.50
Technical	Engineering Design Drafting Supervisor	\$ 38.67	\$ 53.91	36.90%	\$ 52.94	\$ 73.80	24.00%	\$ 71.92	\$ 100.26
Technical	Engineering Design Drafting Technician	\$ 18.67	\$ 24.72	36.90%	\$ 25.56	\$ 33.83	24.00%	\$ 34.72	\$ 45.97
Technical	Engineering Drafting Technician	\$ 18.70	\$ 24.72	36.90%	\$ 25.61	\$ 33.83	24.00%	\$ 34.79	\$ 45.97
Technical	Engineering Drafting Technician Senior	\$ 21.68	\$ 31.52	36.90%	\$ 29.68	\$ 43.15	24.00%	\$ 40.32	\$ 58.62
Technical	Environmental Engineer	\$ 30.70	\$ 48.51	36.90%	\$ 42.03	\$ 66.41	24.00%	\$ 57.11	\$ 90.22
Technical	Environmental Engineer Senior	\$ 33.07	\$ 53.07	36.90%	\$ 45.27	\$ 72.65	24.00%	\$ 61.50	\$ 98.70
Technical	Environmental Program Analyst	\$ 26.05	\$ 38.49	36.90%	\$ 35.66	\$ 52.69	24.00%	\$ 48.45	\$ 71.59
Technical	Environmental Program Planner	\$ 27.83	\$ 41.58	36.90%	\$ 38.11	\$ 56.93	24.00%	\$ 51.77	\$ 77.35
Technical	Environmental Program Specialist	\$ 29.92	\$ 37.58	36.90%	\$ 40.96	\$ 51.44	24.00%	\$ 55.65	\$ 69.89
Technical	Environmental Specialist - Field	\$ 27.83	\$ 40.62	36.90%	\$ 38.11	\$ 55.61	24.00%	\$ 51.77	\$ 75.56
Technical	Environmental Specialist Senior - Field	\$ 28.63	\$ 42.52	36.90%	\$ 39.19	\$ 58.21	24.00%	\$ 53.24	\$ 79.09
Technical	Environmental Technician	\$ 26.05	\$ 38.49	36.90%	\$ 35.66	\$ 52.69	24.00%	\$ 48.45	\$ 71.59
Technical	Environmental Technician Senior	\$ 27.83	\$ 41.58	36.90%	\$ 38.11	\$ 56.93	24.00%	\$ 51.77	\$ 77.35
Technical	Help Desk Support	\$ 15.50	\$ 25.00	36.90%	\$ 21.22	\$ 34.23	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	36.90%	\$ 23.62	\$ 32.86	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 23.73	\$ 29.00	36.90%	\$ 32.49	\$ 39.71	24.00%	\$ 44.14	\$ 53.95
Technical	Laboratory Technician	\$ 19.88	\$ 29.78	36.90%	\$ 27.22	\$ 40.77	24.00%	\$ 36.98	\$ 55.39
Technical	Laboratory Technician Senior	\$ 21.10	\$ 32.11	36.90%	\$ 28.89	\$ 43.95	24.00%	\$ 39.25	\$ 59.72
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	36.90%	\$ 30.12	\$ 36.28	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 31.64	\$ 42.19	36.90%	\$ 43.32	\$ 57.76	24.00%	\$ 58.85	\$ 78.47
Technical	Residential Plan Reviewer	\$ 23.07	\$ 36.04	36.90%	\$ 31.58	\$ 49.34	24.00%	\$ 42.91	\$ 67.04
Technical	Right of Way Technician	\$ 32.74	\$ 51.77	36.90%	\$ 44.82	\$ 70.87	24.00%	\$ 60.90	\$ 96.29
Technical	Right of Way Technician Supervisor	\$ 35.34	\$ 56.83	36.90%	\$ 48.39	\$ 77.80	24.00%	\$ 65.74	\$ 105.71
Technical	Safety Engineer	\$ 32.26	\$ 50.59	36.90%	\$ 44.17	\$ 69.26	24.00%	\$ 60.01	\$ 94.10
Technical	Safety Engineer Senior	\$ 36.68	\$ 57.89	36.90%	\$ 50.21	\$ 79.25	24.00%	\$ 68.22	\$ 107.67
Technical	Title Examiner	\$ 22.47	\$ 31.60	36.90%	\$ 30.76	\$ 43.26	24.00%	\$ 41.80	\$ 58.78
Technical	Traffic Controller	\$ 27.20	\$ 43.97	36.90%	\$ 37.23	\$ 60.20	24.00%	\$ 50.59	\$ 81.79
Technical	Traffic Controller Senior	\$ 32.74	\$ 51.77	36.90%	\$ 44.82	\$ 70.87	24.00%	\$ 60.90	\$ 96.29
Technical	Transportation Data Analyst	\$ 27.20	\$ 43.97	36.90%	\$ 37.23	\$ 60.20	24.00%	\$ 50.59	\$ 81.79
Technical	Transportation Data Analyst Senior	\$ 32.74	\$ 51.77	36.90%	\$ 44.82	\$ 70.87	24.00%	\$ 60.90	\$ 96.29
Technical	Transportation Data Analyst Supervisor	\$ 32.74	\$ 51.77	36.90%	\$ 44.82	\$ 70.87	24.00%	\$ 60.90	\$ 96.29
Technical	Transportation Data Technician	\$ 27.20	\$ 43.97	36.90%	\$ 37.23	\$ 60.20	24.00%	\$ 50.59	\$ 81.79
Technical	Transportation District Utilities Specialist	\$ 32.13	\$ 51.76	36.90%	\$ 43.99	\$ 70.86	24.00%	\$ 59.76	\$ 96.27
Technical	Transportation Engineering Technician -Survey	\$ 33.37	\$ 56.63	36.90%	\$ 45.68	\$ 77.52	24.00%	\$ 62.06	\$ 105.33
Technical	Transportation Engineering Technician -Survey Senior	\$ 36.83	\$ 59.26	36.90%	\$ 50.42	\$ 81.12	24.00%	\$ 68.51	\$ 110.22
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 38.88	\$ 63.30	36.90%	\$ 53.23	\$ 86.66	24.00%	\$ 72.32	\$ 117.74
Technical	Transportation Materials Technician	\$ 15.62	\$ 22.47	36.90%	\$ 21.38	\$ 30.76	24.00%	\$ 29.05	\$ 41.80
Technical	Transportation Materials Technician Senior	\$ 16.66	\$ 24.37	36.90%	\$ 22.81	\$ 33.36	24.00%	\$ 31.00	\$ 45.32

New York (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 33.37	\$ 55.40	36.90%	\$ 45.68	\$ 75.85	24.00%	\$ 62.06	\$ 103.05
Technical	Transportation Materials Technician Supervisor	\$ 38.88	\$ 63.30	36.90%	\$ 53.23	\$ 86.66	24.00%	\$ 72.32	\$ 117.74
Technical	Transportation Planning Specialist	\$ 32.13	\$ 51.76	36.90%	\$ 43.99	\$ 70.86	24.00%	\$ 59.76	\$ 96.27
Technical	Transportation Planning Specialist Senior	\$ 36.83	\$ 59.26	36.90%	\$ 50.42	\$ 81.12	24.00%	\$ 68.51	\$ 110.22
Technical	Transportation Technical Program Coordinator	\$ 32.13	\$ 51.76	36.90%	\$ 43.99	\$ 70.86	24.00%	\$ 59.76	\$ 96.27
Technical	Transportation Technical Support Coordinator	\$ 32.13	\$ 51.76	36.90%	\$ 43.99	\$ 70.86	24.00%	\$ 59.76	\$ 96.27
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	36.90%	\$ 51.34	\$ 61.61	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 18.58	\$ 22.87	36.90%	\$ 25.44	\$ 31.31	24.00%	\$ 34.57	\$ 42.53
Trades	Boiler Operator II	\$ 22.93	\$ 26.32	36.90%	\$ 31.39	\$ 36.04	24.00%	\$ 42.64	\$ 48.96
Trades	Boiler Operator Senior I	\$ 26.35	\$ 28.76	36.90%	\$ 36.07	\$ 39.37	24.00%	\$ 49.00	\$ 53.49
Trades	Boiler Operator Senior II	\$ 28.78	\$ 39.40	44.34%	\$ 41.54	\$ 56.87	24.00%	\$ 53.53	\$ 73.28
Trades	Carpenter Assistant	\$ 12.38	\$ 16.75	44.34%	\$ 17.87	\$ 24.18	24.00%	\$ 23.03	\$ 31.15
Trades	Carpenter	\$ 16.76	\$ 23.48	44.34%	\$ 24.19	\$ 33.89	24.00%	\$ 31.17	\$ 43.67
Trades	Carpenter Senior	\$ 24.79	\$ 33.49	44.34%	\$ 35.78	\$ 48.33	24.00%	\$ 46.10	\$ 62.28
Trades	Electrician	\$ 26.43	\$ 43.98	44.34%	\$ 38.15	\$ 63.49	24.00%	\$ 49.16	\$ 81.81
Trades	Electrician Assistant	\$ 14.10	\$ 17.40	44.34%	\$ 20.35	\$ 25.11	24.00%	\$ 26.22	\$ 32.36
Trades	Electrician Senior	\$ 20.41	\$ 23.54	44.34%	\$ 29.46	\$ 33.98	24.00%	\$ 37.96	\$ 43.78
Trades	Electrician Supervisor Senior	\$ 23.60	\$ 41.49	44.34%	\$ 34.06	\$ 59.88	24.00%	\$ 43.89	\$ 77.17
Trades	Electronic Equipment Install & Repair Supervisor	\$ 25.75	\$ 38.27	44.34%	\$ 37.16	\$ 55.24	24.00%	\$ 47.89	\$ 71.19
Trades	Electronic Equipment Install & Repair Technician	\$ 20.43	\$ 25.61	44.34%	\$ 29.49	\$ 36.97	24.00%	\$ 38.00	\$ 47.64
Trades	Electronic Technician	\$ 15.55	\$ 19.76	44.34%	\$ 22.44	\$ 28.52	24.00%	\$ 28.92	\$ 36.75
Trades	Electronic Technician Senior	\$ 19.82	\$ 35.06	44.34%	\$ 28.61	\$ 50.60	24.00%	\$ 36.87	\$ 65.21
Trades	Equipment Repair Supervisor	\$ 28.18	\$ 32.99	44.34%	\$ 40.68	\$ 47.62	24.00%	\$ 52.42	\$ 61.37
Trades	Equipment Repair Technician	\$ 15.55	\$ 19.76	44.34%	\$ 22.44	\$ 28.52	24.00%	\$ 28.92	\$ 36.75
Trades	Equipment Repair Technician Senior	\$ 19.82	\$ 28.11	44.34%	\$ 28.61	\$ 40.57	24.00%	\$ 36.87	\$ 52.29
Trades	HVAC Installation & Repair Assistant	\$ 12.13	\$ 19.35	44.34%	\$ 17.51	\$ 27.93	24.00%	\$ 22.56	\$ 35.99
Trades	HVAC Installation & Repair Assistant Senior	\$ 19.35	\$ 32.99	44.34%	\$ 27.93	\$ 47.62	24.00%	\$ 35.99	\$ 61.37
Trades	Laboratory Mechanic	\$ 15.56	\$ 21.10	44.34%	\$ 22.46	\$ 30.46	24.00%	\$ 28.94	\$ 39.25
Trades	Laboratory Mechanic Senior	\$ 21.10	\$ 32.11	44.34%	\$ 30.46	\$ 46.34	24.00%	\$ 39.25	\$ 59.72
Trades	Locksmith	\$ 19.09	\$ 28.07	44.34%	\$ 27.55	\$ 40.52	24.00%	\$ 35.50	\$ 52.22
Trades	Maintenance Field Worker	\$ 15.55	\$ 19.88	44.34%	\$ 22.44	\$ 28.69	24.00%	\$ 28.92	\$ 36.98
Trades	Mason Plasterer	\$ 19.21	\$ 22.14	44.34%	\$ 27.73	\$ 31.95	24.00%	\$ 35.73	\$ 41.17
Trades	Mason Plasterer Assistant	\$ 22.18	\$ 32.81	44.34%	\$ 32.02	\$ 47.36	24.00%	\$ 41.26	\$ 61.03
Trades	Mechanic	\$ 12.50	\$ 28.13	44.34%	\$ 18.04	\$ 40.61	24.00%	\$ 23.25	\$ 52.33
Trades	Painter	\$ 12.02	\$ 26.68	44.34%	\$ 17.35	\$ 38.51	24.00%	\$ 22.36	\$ 49.63
Trades	Plumber / Steamfitter	\$ 26.07	\$ 39.64	44.34%	\$ 37.63	\$ 57.22	24.00%	\$ 48.49	\$ 73.73
Trades	Plumber / Steamfitter Assistant	\$ 15.55	\$ 25.99	44.34%	\$ 22.44	\$ 37.51	24.00%	\$ 28.92	\$ 48.34
Trades	Printing Press Operator B	\$ 25.45	\$ 37.37	44.34%	\$ 36.73	\$ 53.94	24.00%	\$ 47.33	\$ 69.51
Trades	Production Supervisor	\$ 30.17	\$ 46.21	44.34%	\$ 43.55	\$ 66.71	24.00%	\$ 56.12	\$ 85.96
Trades	Radio Specialist	\$ 17.98	\$ 23.06	44.34%	\$ 25.96	\$ 33.28	24.00%	\$ 33.45	\$ 42.89

New York (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 23.10	\$ 30.19	44.34%	\$ 33.34	\$ 43.57	24.00%	\$ 42.96	\$ 56.15
Trades	Sheet Metal Worker	\$ 17.11	\$ 22.02	44.34%	\$ 24.69	\$ 31.78	24.00%	\$ 31.82	\$ 40.95
Trades	Sheet Metal Worker Assistant	\$ 12.99	\$ 17.38	44.34%	\$ 18.75	\$ 25.09	24.00%	\$ 24.17	\$ 32.34
Trades	Sheet Metal Worker Lead	\$ 22.08	\$ 30.20	44.34%	\$ 31.86	\$ 43.59	24.00%	\$ 41.06	\$ 56.17
Trades	Shipping / Receiving Clerk	\$ 17.20	\$ 23.59	44.34%	\$ 24.83	\$ 34.05	24.00%	\$ 32.00	\$ 43.87
Trades	Storekeeper Assistant I	\$ 12.79	\$ 18.72	44.34%	\$ 18.46	\$ 27.02	24.00%	\$ 23.79	\$ 34.81
Trades	Storekeeper Assistant II	\$ 13.92	\$ 20.12	44.34%	\$ 20.09	\$ 29.04	24.00%	\$ 25.89	\$ 37.42
Trades	Storekeeper I	\$ 11.00	\$ 12.50	44.34%	\$ 15.88	\$ 18.04	24.00%	\$ 20.46	\$ 23.25
Trades	Storekeeper II	\$ 12.57	\$ 15.25	44.34%	\$ 18.15	\$ 22.01	24.00%	\$ 23.39	\$ 28.36
Trades	Storekeeper III	\$ 15.30	\$ 18.72	44.34%	\$ 22.08	\$ 27.02	24.00%	\$ 28.45	\$ 34.81
Trades	Storekeeper Senior	\$ 18.74	\$ 21.86	44.34%	\$ 27.05	\$ 31.55	24.00%	\$ 34.86	\$ 40.66
Trades	Tool Room Assistant	\$ 11.00	\$ 15.25	44.34%	\$ 15.88	\$ 22.01	24.00%	\$ 20.46	\$ 28.36
Trades	Tool Room Assistant Senior	\$ 15.25	\$ 21.28	44.34%	\$ 22.01	\$ 30.72	24.00%	\$ 28.36	\$ 39.59
Trades	Trades Utilities Worker Senior	\$ 15.56	\$ 22.80	44.34%	\$ 22.46	\$ 32.90	24.00%	\$ 28.94	\$ 42.40
Trades	Trades Utility Worker	\$ 11.89	\$ 15.50	44.34%	\$ 17.16	\$ 22.37	24.00%	\$ 22.11	\$ 28.83
Trades	Tradesman Helper	\$ 11.89	\$ 19.15	44.34%	\$ 17.16	\$ 27.64	24.00%	\$ 22.11	\$ 35.62
Trades	Tradesman Helper Senior	\$ 19.15	\$ 23.86	44.34%	\$ 27.64	\$ 34.44	24.00%	\$ 35.62	\$ 44.39
Trades	Welder	\$ 13.10	\$ 21.70	44.34%	\$ 18.91	\$ 31.33	24.00%	\$ 24.37	\$ 40.37
Trades	Welder Senior	\$ 21.76	\$ 26.09	44.34%	\$ 31.41	\$ 37.67	24.00%	\$ 40.48	\$ 48.54
Trades	Work Zone Safety Officer	\$ 27.20	\$ 43.97	44.34%	\$ 39.26	\$ 63.47	24.00%	\$ 50.59	\$ 81.79

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	44.65%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	47.38%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	68.53%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	47.38%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	44.71%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	52.11%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	44.71%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	65.13%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	47.38%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	48.13%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	58.17%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

North Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 13.97	\$ 19.84	34.69%	\$ 18.82	\$ 26.73	24.00%	\$ 25.99	\$ 36.91
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	34.69%	\$ 11.50	\$ 18.82	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 19.85	\$ 27.55	34.69%	\$ 26.74	\$ 37.11	24.00%	\$ 36.92	\$ 51.25
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	34.69%	\$ 27.88	\$ 34.85	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	34.69%	\$ 20.91	\$ 26.84	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	34.69%	\$ 13.24	\$ 16.73	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 18.19	\$ 20.82	34.69%	\$ 24.50	\$ 28.04	24.00%	\$ 33.84	\$ 38.72
Accounting/Finance	Accounting Manager B	\$ 20.76	\$ 25.47	34.69%	\$ 27.96	\$ 34.31	24.00%	\$ 38.61	\$ 47.38
Accounting/Finance	Accounting Manager C	\$ 25.52	\$ 32.26	34.69%	\$ 34.37	\$ 43.45	24.00%	\$ 47.47	\$ 60.00
Accounting/Finance	Auditing - External Auditor	\$ 17.95	\$ 22.71	34.69%	\$ 24.18	\$ 30.58	24.00%	\$ 33.39	\$ 42.23
Accounting/Finance	Auditing - External Auditor Senior	\$ 22.72	\$ 32.26	34.69%	\$ 30.61	\$ 43.45	24.00%	\$ 42.27	\$ 60.00
Accounting/Finance	Auditing - Internal Auditor	\$ 17.95	\$ 22.71	34.69%	\$ 24.18	\$ 30.58	24.00%	\$ 33.39	\$ 42.23
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 22.75	\$ 32.26	34.69%	\$ 30.65	\$ 43.45	24.00%	\$ 42.32	\$ 60.00
Accounting/Finance	Bookkeeper	\$ 9.45	\$ 14.30	34.69%	\$ 12.72	\$ 19.26	24.00%	\$ 17.57	\$ 26.59
Accounting/Finance	Budget Analyst	\$ 17.61	\$ 23.04	34.69%	\$ 23.72	\$ 31.03	24.00%	\$ 32.75	\$ 42.85
Accounting/Finance	Budget Analyst Senior	\$ 23.05	\$ 35.77	34.69%	\$ 31.04	\$ 48.18	24.00%	\$ 42.87	\$ 66.53
Accounting/Finance	Closure/Disbursement Specialists	\$ 29.36	\$ 32.68	34.69%	\$ 39.54	\$ 44.02	24.00%	\$ 54.61	\$ 60.78
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 27.57	\$ 35.74	34.69%	\$ 37.14	\$ 48.14	24.00%	\$ 51.29	\$ 66.48
Accounting/Finance	CPA	\$ 28.59	\$ 37.79	34.69%	\$ 38.51	\$ 50.89	24.00%	\$ 53.19	\$ 70.28
Accounting/Finance	Fiscal Assistant	\$ 9.94	\$ 15.28	34.69%	\$ 13.39	\$ 20.58	24.00%	\$ 18.50	\$ 28.42
Accounting/Finance	Fiscal Technical Senior	\$ 13.32	\$ 19.00	34.69%	\$ 17.95	\$ 25.59	24.00%	\$ 24.78	\$ 35.34
Accounting/Finance	Fiscal Technician	\$ 15.33	\$ 18.74	34.69%	\$ 20.65	\$ 25.23	24.00%	\$ 28.51	\$ 34.85
Accounting/Finance	Payroll Assistant	\$ 14.55	\$ 18.38	34.69%	\$ 19.60	\$ 24.76	24.00%	\$ 27.07	\$ 34.19
Accounting/Finance	Purchasing / Procurement	\$ 18.38	\$ 27.32	34.69%	\$ 24.76	\$ 36.79	24.00%	\$ 34.19	\$ 50.81
Accounting/Finance	Sr. Compliance Officer	\$ 35.49	\$ 40.34	34.69%	\$ 47.80	\$ 54.33	24.00%	\$ 66.01	\$ 75.03
Accounting/Finance	Supervising Auditor	\$ 35.49	\$ 40.85	34.69%	\$ 47.80	\$ 55.02	24.00%	\$ 66.01	\$ 75.98
Call Center/Customer Service	Customer Service Inbound I	\$ 9.36	\$ 13.77	37.79%	\$ 12.90	\$ 18.98	24.00%	\$ 17.41	\$ 25.62
Call Center/Customer Service	Customer Service Inbound II	\$ 13.83	\$ 22.27	37.79%	\$ 19.06	\$ 30.68	24.00%	\$ 25.72	\$ 41.42

North Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.36	\$ 13.77	37.79%	\$ 12.90	\$ 18.98	24.00%	\$ 17.41	\$ 25.62
Call Center/Customer Service	Customer Service Outbound II	\$ 13.83	\$ 22.27	37.79%	\$ 19.06	\$ 30.68	24.00%	\$ 25.72	\$ 41.42
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.19	\$ 15.57	37.79%	\$ 12.66	\$ 21.46	24.00%	\$ 17.10	\$ 28.97
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	37.79%	\$ 28.52	\$ 35.65	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.54	\$ 14.60	37.79%	\$ 13.15	\$ 20.12	24.00%	\$ 17.75	\$ 27.16
Call Center/Customer Service	Detailing Representative II	\$ 10.38	\$ 16.80	37.79%	\$ 14.31	\$ 23.15	24.00%	\$ 19.31	\$ 31.24
Call Center/Customer Service	Help Desk Analyst	\$ 12.37	\$ 27.46	37.79%	\$ 17.04	\$ 37.83	24.00%	\$ 23.01	\$ 51.07
Call Center/Customer Service	Market Research Inbound	\$ 18.14	\$ 21.79	37.79%	\$ 25.00	\$ 30.02	24.00%	\$ 33.75	\$ 40.53
Call Center/Customer Service	Market Research Outbound	\$ 21.81	\$ 33.20	37.79%	\$ 30.05	\$ 45.75	24.00%	\$ 40.56	\$ 61.76
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.48	\$ 12.13	37.79%	\$ 11.69	\$ 16.71	24.00%	\$ 15.78	\$ 22.56
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.28	\$ 17.55	37.79%	\$ 16.93	\$ 24.18	24.00%	\$ 22.85	\$ 32.65
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.48	\$ 12.13	37.79%	\$ 11.69	\$ 16.71	24.00%	\$ 15.78	\$ 22.56
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.28	\$ 17.55	37.79%	\$ 16.93	\$ 24.18	24.00%	\$ 22.85	\$ 32.65
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.48	\$ 11.89	37.79%	\$ 11.69	\$ 16.39	24.00%	\$ 15.78	\$ 22.12
Call Center/Customer Service	Sales Inbound I	\$ 8.98	\$ 15.52	37.79%	\$ 12.37	\$ 21.38	24.00%	\$ 16.70	\$ 28.86
Call Center/Customer Service	Sales Inbound II	\$ 12.28	\$ 17.55	37.79%	\$ 16.93	\$ 24.18	24.00%	\$ 22.85	\$ 32.65
Call Center/Customer Service	Sales Outbound I	\$ 11.13	\$ 15.61	37.79%	\$ 15.33	\$ 21.51	24.00%	\$ 20.70	\$ 29.04
Call Center/Customer Service	Sales Outbound II	\$ 12.28	\$ 17.55	37.79%	\$ 16.93	\$ 24.18	24.00%	\$ 22.85	\$ 32.65
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.52	\$ 12.16	37.79%	\$ 10.36	\$ 16.75	24.00%	\$ 13.99	\$ 22.62
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 12.17	\$ 15.77	37.79%	\$ 16.77	\$ 21.73	24.00%	\$ 22.63	\$ 29.33
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.96	\$ 11.98	37.79%	\$ 12.35	\$ 16.50	24.00%	\$ 16.67	\$ 22.28
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 12.03	\$ 21.17	37.79%	\$ 16.57	\$ 29.17	24.00%	\$ 22.37	\$ 39.37
Food Related Services	Barista (misc)	\$ 10.50	\$ 15.48	55.52%	\$ 16.33	\$ 24.08	24.00%	\$ 19.53	\$ 28.79
Food Related Services	Building Attendant (misc)	\$ 10.50	\$ 15.48	42.22%	\$ 14.93	\$ 22.02	24.00%	\$ 19.53	\$ 28.79
Food Related Services	Busser	\$ 10.50	\$ 15.48	42.22%	\$ 14.93	\$ 22.02	24.00%	\$ 19.53	\$ 28.79
Food Related Services	Cashiers	\$ 10.50	\$ 15.48	42.22%	\$ 14.93	\$ 22.02	24.00%	\$ 19.53	\$ 28.79
Food Related Services	Dishwasher	\$ 9.54	\$ 12.41	42.22%	\$ 13.57	\$ 17.65	24.00%	\$ 17.75	\$ 23.08
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	42.22%	\$ 20.48	\$ 25.03	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	42.22%	\$ 14.08	\$ 17.21	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.46	\$ 13.84	42.22%	\$ 13.45	\$ 19.68	24.00%	\$ 17.59	\$ 25.74
Food Related Services	Food Operations Manager Assistant	\$ 13.88	\$ 16.24	42.22%	\$ 19.74	\$ 23.10	24.00%	\$ 25.81	\$ 30.21
Food Related Services	Food Production Worker	\$ 7.62	\$ 12.46	42.22%	\$ 10.83	\$ 17.73	24.00%	\$ 14.17	\$ 23.18
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	42.22%	\$ 19.84	\$ 24.25	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	42.22%	\$ 15.36	\$ 18.77	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	42.22%	\$ 17.92	\$ 21.90	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.59	\$ 12.23	42.22%	\$ 10.79	\$ 17.39	24.00%	\$ 14.11	\$ 22.74
Food Related Services	Second Cook Senior	\$ 12.13	\$ 15.96	55.52%	\$ 18.87	\$ 24.82	24.00%	\$ 22.56	\$ 29.68
Food Related Services	Server	\$ 7.28	\$ 9.94	42.22%	\$ 10.36	\$ 14.14	24.00%	\$ 13.54	\$ 18.50
General Administrative	Administrative Assistant I	\$ 10.42	\$ 14.02	37.79%	\$ 14.36	\$ 19.32	24.00%	\$ 19.39	\$ 26.08
General Administrative	Administrative Assistant II	\$ 14.03	\$ 15.18	37.79%	\$ 19.33	\$ 20.91	24.00%	\$ 26.10	\$ 28.23

North Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 15.18	\$ 16.47	37.79%	\$ 20.92	\$ 22.70	24.00%	\$ 28.24	\$ 30.64
General Administrative	Administrative Assistant IV	\$ 16.48	\$ 18.24	37.79%	\$ 22.71	\$ 25.13	24.00%	\$ 30.66	\$ 33.92
General Administrative	Administrative Assistant V	\$ 18.26	\$ 20.57	37.79%	\$ 25.16	\$ 28.34	24.00%	\$ 33.96	\$ 38.26
General Administrative	Administrative Staff Assistant	\$ 20.23	\$ 23.13	37.79%	\$ 27.88	\$ 31.88	24.00%	\$ 37.63	\$ 43.03
General Administrative	Administrative Staff Specialist	\$ 23.14	\$ 28.61	37.79%	\$ 31.89	\$ 39.43	24.00%	\$ 43.05	\$ 53.22
General Administrative	Administrative Staff Specialist Senior	\$ 28.62	\$ 22.35	37.79%	\$ 39.44	\$ 30.80	24.00%	\$ 53.24	\$ 41.58
General Administrative	Agency Management Analyst	\$ 18.67	\$ 24.50	37.79%	\$ 25.72	\$ 33.76	24.00%	\$ 34.72	\$ 45.57
General Administrative	Agency Management Analyst Lead	\$ 24.51	\$ 28.47	37.79%	\$ 33.77	\$ 39.23	24.00%	\$ 45.59	\$ 52.95
General Administrative	Agency Management Analyst Senior	\$ 28.53	\$ 44.39	37.79%	\$ 39.31	\$ 61.16	24.00%	\$ 53.06	\$ 82.56
General Administrative	Clerk	\$ 9.30	\$ 10.75	37.79%	\$ 12.81	\$ 14.81	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	37.79%	\$ 11.37	\$ 12.75	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	37.79%	\$ 14.88	\$ 17.22	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.48	\$ 11.91	37.79%	\$ 11.69	\$ 16.41	24.00%	\$ 15.78	\$ 22.15
General Administrative	Data Entry Operator Senior	\$ 11.94	\$ 17.14	37.79%	\$ 16.45	\$ 23.62	24.00%	\$ 22.21	\$ 31.88
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	37.79%	\$ 14.12	\$ 20.67	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.04	\$ 18.70	37.79%	\$ 20.73	\$ 25.76	24.00%	\$ 27.98	\$ 34.78
General Administrative	Executive Secretary Senior	\$ 18.73	\$ 27.74	37.79%	\$ 25.80	\$ 38.22	24.00%	\$ 34.83	\$ 51.59
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	37.79%	\$ 24.11	\$ 28.59	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	37.79%	\$ 20.67	\$ 24.80	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 11.89	\$ 13.94	37.79%	\$ 16.39	\$ 19.21	24.00%	\$ 22.12	\$ 25.94
General Administrative	Legal Assistant Senior	\$ 13.97	\$ 35.23	37.79%	\$ 19.25	\$ 48.54	24.00%	\$ 25.99	\$ 65.52
General Administrative	Library Assistant	\$ 8.48	\$ 16.71	37.79%	\$ 11.69	\$ 23.03	24.00%	\$ 15.78	\$ 31.08
General Administrative	Medical Assistant I	\$ 11.40	\$ 13.29	37.79%	\$ 15.70	\$ 18.32	24.00%	\$ 21.20	\$ 24.73
General Administrative	Medical Assistant II	\$ 13.33	\$ 18.95	37.79%	\$ 18.37	\$ 26.12	24.00%	\$ 24.80	\$ 35.26
General Administrative	Medical Biller I	\$ 9.94	\$ 12.20	37.79%	\$ 13.69	\$ 16.81	24.00%	\$ 18.48	\$ 22.69
General Administrative	Medical Biller II	\$ 12.23	\$ 18.99	37.79%	\$ 16.85	\$ 26.17	24.00%	\$ 22.74	\$ 35.33
General Administrative	Medical Records Clerk I	\$ 11.94	\$ 17.39	37.79%	\$ 16.45	\$ 23.96	24.00%	\$ 22.21	\$ 32.34
General Administrative	Medical Records Clerk II	\$ 12.89	\$ 18.65	37.79%	\$ 17.77	\$ 25.70	24.00%	\$ 23.98	\$ 34.69
General Administrative	Office Manager	\$ 20.09	\$ 30.58	37.79%	\$ 27.68	\$ 42.14	24.00%	\$ 37.37	\$ 56.88
General Administrative	Office Services Aide	\$ 11.12	\$ 15.32	37.79%	\$ 15.32	\$ 21.11	24.00%	\$ 20.68	\$ 28.49
General Administrative	Office Services Assistant	\$ 11.92	\$ 16.18	37.79%	\$ 16.43	\$ 22.29	24.00%	\$ 22.17	\$ 30.09
General Administrative	Office Services Specialist	\$ 12.56	\$ 16.93	37.79%	\$ 17.31	\$ 23.33	24.00%	\$ 23.36	\$ 31.49
General Administrative	Office Services Supervisor	\$ 13.14	\$ 17.30	37.79%	\$ 18.11	\$ 23.84	24.00%	\$ 24.44	\$ 32.18
General Administrative	Office Services Supervisor Senior	\$ 15.23	\$ 19.41	37.79%	\$ 20.99	\$ 26.75	24.00%	\$ 28.33	\$ 36.11
General Administrative	Operator I	\$ 8.26	\$ 11.87	37.79%	\$ 11.38	\$ 16.36	24.00%	\$ 15.36	\$ 22.08
General Administrative	Operator II	\$ 11.89	\$ 13.88	37.79%	\$ 16.39	\$ 19.12	24.00%	\$ 22.12	\$ 25.81
General Administrative	Operator III (Key Disc Operator)	\$ 13.92	\$ 15.76	37.79%	\$ 19.17	\$ 21.71	24.00%	\$ 25.88	\$ 29.31
General Administrative	Operator IV (Key Disc Operator)	\$ 15.77	\$ 18.27	37.79%	\$ 21.73	\$ 25.17	24.00%	\$ 29.33	\$ 33.98
General Administrative	Paralegal	\$ 14.00	\$ 23.50	37.79%	\$ 19.29	\$ 32.38	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.58	\$ 14.16	37.79%	\$ 14.58	\$ 19.52	24.00%	\$ 19.69	\$ 26.34

North Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 14.17	\$ 15.11	37.79%	\$ 19.53	\$ 20.82	24.00%	\$ 26.36	\$ 28.10
General Administrative	Photocopy Supervisor	\$ 11.44	\$ 15.89	37.79%	\$ 15.77	\$ 21.90	24.00%	\$ 21.28	\$ 29.56
General Administrative	Photocopy Technician	\$ 10.34	\$ 14.61	37.79%	\$ 14.24	\$ 20.13	24.00%	\$ 19.23	\$ 27.18
General Administrative	Photo-Typesetting Specialist	\$ 13.46	\$ 19.37	37.79%	\$ 18.54	\$ 26.70	24.00%	\$ 25.03	\$ 36.04
General Administrative	Photo-Typesetting Supervisor	\$ 14.37	\$ 21.04	37.79%	\$ 19.81	\$ 28.98	24.00%	\$ 26.73	\$ 39.13
General Administrative	Postal Aide	\$ 7.55	\$ 10.34	37.79%	\$ 10.40	\$ 14.24	24.00%	\$ 14.04	\$ 19.23
General Administrative	Postal Aide Senior	\$ 10.38	\$ 16.34	37.79%	\$ 14.31	\$ 22.51	24.00%	\$ 19.31	\$ 30.39
General Administrative	Postal Assistant	\$ 16.40	\$ 18.22	37.79%	\$ 22.59	\$ 25.10	24.00%	\$ 30.50	\$ 33.89
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	37.79%	\$ 41.34	\$ 62.01	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	37.79%	\$ 27.56	\$ 34.45	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.13	\$ 16.01	37.79%	\$ 16.71	\$ 22.07	24.00%	\$ 22.56	\$ 29.79
General Administrative	Public Relations Specialist	\$ 16.85	\$ 28.82	37.79%	\$ 23.22	\$ 39.72	24.00%	\$ 31.35	\$ 53.61
General Administrative	Public Relations Specialist Assistant	\$ 12.13	\$ 16.83	37.79%	\$ 16.71	\$ 23.18	24.00%	\$ 22.56	\$ 31.30
General Administrative	Receptionist	\$ 8.48	\$ 10.91	37.79%	\$ 11.68	\$ 15.03	24.00%	\$ 15.76	\$ 20.29
General Administrative	Receptionist Senior	\$ 10.92	\$ 17.22	37.79%	\$ 15.04	\$ 23.72	24.00%	\$ 20.31	\$ 32.02
General Administrative	Secretary	\$ 8.96	\$ 11.98	37.79%	\$ 12.35	\$ 16.50	24.00%	\$ 16.67	\$ 22.28
General Administrative	Secretary Senior	\$ 12.03	\$ 21.23	37.79%	\$ 16.57	\$ 29.25	24.00%	\$ 22.37	\$ 39.48
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	37.79%	\$ 21.01	\$ 24.80	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.42	\$ 25.46	37.79%	\$ 14.36	\$ 35.09	24.00%	\$ 19.39	\$ 47.36
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	37.79%	\$ 27.56	\$ 36.50	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 18.68	\$ 23.04	37.79%	\$ 25.74	\$ 31.75	24.00%	\$ 34.74	\$ 42.85
Human Resources	Classification / Compensation Analyst Senior	\$ 23.09	\$ 30.58	37.79%	\$ 31.81	\$ 42.14	24.00%	\$ 42.94	\$ 56.88
Human Resources	Classification / Compensation Consultant	\$ 30.60	\$ 40.98	37.79%	\$ 42.16	\$ 56.47	24.00%	\$ 56.91	\$ 76.23
Human Resources	EEO Program Analyst	\$ 18.04	\$ 28.79	37.79%	\$ 24.86	\$ 39.68	24.00%	\$ 33.55	\$ 53.56
Human Resources	EEO Program Specialist	\$ 19.89	\$ 31.41	37.79%	\$ 27.41	\$ 43.28	24.00%	\$ 37.00	\$ 58.42
Human Resources	Employee Relations Analyst	\$ 16.24	\$ 20.57	37.79%	\$ 22.38	\$ 28.34	24.00%	\$ 30.21	\$ 38.26
Human Resources	Employee Relations Analyst Senior	\$ 20.62	\$ 36.38	37.79%	\$ 28.41	\$ 50.13	24.00%	\$ 38.34	\$ 67.67
Human Resources	Human Resources Assistant	\$ 12.46	\$ 17.95	37.79%	\$ 17.17	\$ 24.74	24.00%	\$ 23.18	\$ 33.39
Human Resources	Human Resources Generalist	\$ 14.45	\$ 18.38	37.79%	\$ 19.91	\$ 25.33	24.00%	\$ 26.88	\$ 34.19
Human Resources	Human Resources Generalist Senior	\$ 18.49	\$ 32.29	37.79%	\$ 25.47	\$ 44.49	24.00%	\$ 34.39	\$ 60.06
Human Resources	Personnel Analyst	\$ 14.31	\$ 18.19	37.79%	\$ 19.71	\$ 25.07	24.00%	\$ 26.61	\$ 33.84
Human Resources	Personnel Analyst Senior	\$ 18.24	\$ 22.07	37.79%	\$ 25.13	\$ 30.40	24.00%	\$ 33.92	\$ 41.04
Human Resources	Personnel Practices Analyst	\$ 22.12	\$ 26.06	37.79%	\$ 30.48	\$ 35.90	24.00%	\$ 41.15	\$ 48.46
Human Resources	Personnel Practices Analyst Senior	\$ 26.10	\$ 33.23	37.79%	\$ 35.97	\$ 45.79	24.00%	\$ 48.55	\$ 61.81
Human Resources	Personnel Practices Manager	\$ 32.70	\$ 40.68	37.79%	\$ 45.05	\$ 56.05	24.00%	\$ 60.82	\$ 75.66
Human Services	Social Worker	\$ 15.93	\$ 26.98	34.83%	\$ 21.48	\$ 36.38	24.00%	\$ 29.63	\$ 50.18
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	34.83%	\$ 30.34	\$ 41.80	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.08	\$ 16.68	34.83%	\$ 16.29	\$ 22.49	24.00%	\$ 22.47	\$ 31.03
Human Services	Support Enforcement Specialist Senior	\$ 16.74	\$ 19.75	34.83%	\$ 22.57	\$ 26.62	24.00%	\$ 31.14	\$ 36.73
Human Services	Utilization Review Analyst	\$ 16.74	\$ 24.01	34.83%	\$ 22.57	\$ 32.38	24.00%	\$ 31.14	\$ 44.66

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 24.06	\$ 38.60	34.83%	\$ 32.44	\$ 52.04	24.00%	\$ 44.75	\$ 71.79
Insurance	Claims Adjuster I	\$ 13.83	\$ 16.74	34.83%	\$ 18.65	\$ 22.57	24.00%	\$ 25.72	\$ 31.14
Insurance	Claims Adjuster II	\$ 16.79	\$ 24.01	34.83%	\$ 22.64	\$ 32.38	24.00%	\$ 31.23	\$ 44.66
Insurance	Claims Specialist	\$ 24.06	\$ 30.32	34.83%	\$ 32.44	\$ 40.88	24.00%	\$ 44.75	\$ 56.40
Insurance	Worker's Compensation Specialist	\$ 22.73	\$ 34.01	34.83%	\$ 30.65	\$ 45.85	24.00%	\$ 42.29	\$ 63.25
Laborer/Industrial	CDL Driver	\$ 12.13	\$ 17.41	42.22%	\$ 17.25	\$ 24.76	24.00%	\$ 22.56	\$ 32.38
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	42.22%	\$ 30.58	\$ 40.13	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	42.22%	\$ 39.75	\$ 47.23	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	42.22%	\$ 43.02	\$ 49.78	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	42.22%	\$ 35.20	\$ 42.67	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	42.22%	\$ 35.20	\$ 41.95	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	42.22%	\$ 44.80	\$ 53.69	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	42.22%	\$ 37.69	\$ 47.71	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.02	\$ 18.66	42.22%	\$ 18.51	\$ 26.54	24.00%	\$ 24.21	\$ 34.71
Laborer/Industrial	Forklift Operator	\$ 10.15	\$ 14.13	42.22%	\$ 14.43	\$ 20.10	24.00%	\$ 18.87	\$ 26.29
Laborer/Industrial	Forklift Operator Senior	\$ 14.16	\$ 20.62	42.22%	\$ 20.14	\$ 29.32	24.00%	\$ 26.34	\$ 38.34
Laborer/Industrial	Grounds Worker	\$ 8.22	\$ 11.40	42.22%	\$ 11.69	\$ 16.21	24.00%	\$ 15.28	\$ 21.20
Laborer/Industrial	Grounds Worker Lead	\$ 11.44	\$ 15.28	42.22%	\$ 16.27	\$ 21.73	24.00%	\$ 21.28	\$ 28.42
Laborer/Industrial	Grounds Worker Senior	\$ 12.22	\$ 15.18	42.22%	\$ 17.37	\$ 21.60	24.00%	\$ 22.72	\$ 28.24
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.48	\$ 11.89	42.22%	\$ 12.07	\$ 16.91	24.00%	\$ 15.78	\$ 22.12
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 11.90	\$ 15.18	42.22%	\$ 16.93	\$ 21.60	24.00%	\$ 22.14	\$ 28.24
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.43	\$ 11.42	42.22%	\$ 10.56	\$ 16.25	24.00%	\$ 13.81	\$ 21.25
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.43	\$ 11.42	42.22%	\$ 10.56	\$ 16.25	24.00%	\$ 13.81	\$ 21.25
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.43	\$ 11.42	42.22%	\$ 10.56	\$ 16.25	24.00%	\$ 13.81	\$ 21.25
Laborer/Industrial	Housekeeping Supervisor	\$ 10.15	\$ 14.09	42.22%	\$ 14.43	\$ 20.03	24.00%	\$ 18.87	\$ 26.20
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.12	\$ 21.84	42.22%	\$ 20.08	\$ 31.06	24.00%	\$ 26.26	\$ 40.62
Laborer/Industrial	Housekeeping Worker	\$ 7.52	\$ 11.50	42.22%	\$ 10.70	\$ 16.36	24.00%	\$ 13.99	\$ 21.39
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.55	\$ 14.75	42.22%	\$ 16.42	\$ 20.97	24.00%	\$ 21.48	\$ 27.43
Laborer/Industrial	Inventory Worker Light	\$ 8.98	\$ 14.07	42.22%	\$ 12.77	\$ 20.01	24.00%	\$ 16.70	\$ 26.17
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.22	\$ 15.79	42.22%	\$ 11.69	\$ 22.45	24.00%	\$ 15.28	\$ 29.36
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.01	\$ 10.92	42.22%	\$ 11.39	\$ 15.53	24.00%	\$ 14.89	\$ 20.31
Laborer/Industrial	Motor Vehicle Operator B	\$ 10.97	\$ 17.70	42.22%	\$ 15.60	\$ 25.18	24.00%	\$ 20.40	\$ 32.93
Laborer/Industrial	Packer	\$ 7.43	\$ 11.42	42.22%	\$ 10.56	\$ 16.25	24.00%	\$ 13.81	\$ 21.25
Laborer/Industrial	Warehouse Specialist I	\$ 8.22	\$ 11.42	42.22%	\$ 11.69	\$ 16.25	24.00%	\$ 15.28	\$ 21.25
Laborer/Industrial	Warehouse Specialist II	\$ 11.44	\$ 14.31	42.22%	\$ 16.27	\$ 20.35	24.00%	\$ 21.28	\$ 26.61
Laborer/Industrial	Warehouse Specialist III	\$ 14.35	\$ 18.29	42.22%	\$ 20.41	\$ 26.01	24.00%	\$ 26.70	\$ 34.01
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	42.22%	\$ 12.80	\$ 15.64	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.43	\$ 11.42	42.22%	\$ 10.56	\$ 16.25	24.00%	\$ 13.81	\$ 21.25
Laborer/Industrial	Warehouse Worker II	\$ 11.44	\$ 14.31	42.22%	\$ 16.27	\$ 20.35	24.00%	\$ 21.28	\$ 26.61
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	42.22%	\$ 34.77	\$ 45.51	24.00%	\$ 45.48	\$ 59.52

North Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	42.22%	\$ 34.77	\$ 41.95	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	42.22%	\$ 34.77	\$ 41.95	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 10.92	\$ 14.09	34.83%	\$ 14.72	\$ 18.99	24.00%	\$ 20.31	\$ 26.20
Media	Audio Visual Technician Senior	\$ 14.12	\$ 23.39	34.83%	\$ 19.03	\$ 31.54	24.00%	\$ 26.26	\$ 43.51
Media	Graphic Artist	\$ 12.86	\$ 15.35	34.83%	\$ 17.33	\$ 20.69	24.00%	\$ 23.91	\$ 28.55
Media	Graphic Artist Senior	\$ 15.35	\$ 21.59	34.83%	\$ 20.69	\$ 29.11	24.00%	\$ 28.55	\$ 40.16
Media	Graphic Designer	\$ 12.86	\$ 15.35	34.83%	\$ 17.33	\$ 20.69	24.00%	\$ 23.91	\$ 28.55
Media	Graphic Designer Senior	\$ 15.38	\$ 21.59	34.83%	\$ 20.73	\$ 29.11	24.00%	\$ 28.60	\$ 40.16
Media	Photographer	\$ 8.48	\$ 11.23	34.83%	\$ 11.44	\$ 15.15	24.00%	\$ 15.78	\$ 20.89
Media	Photographer Senior	\$ 11.25	\$ 18.00	34.83%	\$ 15.17	\$ 24.27	24.00%	\$ 20.93	\$ 33.48
Media	TV / Video Production Specialist	\$ 16.98	\$ 21.85	34.83%	\$ 22.89	\$ 29.46	24.00%	\$ 31.58	\$ 40.63
Media	TV / Video Production Technician	\$ 21.88	\$ 29.60	34.83%	\$ 29.49	\$ 39.90	24.00%	\$ 40.69	\$ 55.05
Security	Armed Security Officer	\$ 13.59	\$ 18.19	52.78%	\$ 20.76	\$ 27.79	24.00%	\$ 25.28	\$ 33.84
Security	<u>Captain</u>	\$ 19.09	\$ 27.20	52.78%	\$ 29.16	\$ 41.56	24.00%	\$ 35.50	\$ 50.59
Security	Dispatcher/Police	\$ 13.17	\$ 22.45	52.78%	\$ 20.12	\$ 34.30	24.00%	\$ 24.50	\$ 41.75
Security	<u>Lieutenant</u>	\$ 17.18	\$ 23.86	52.78%	\$ 26.25	\$ 36.45	24.00%	\$ 31.95	\$ 44.38
Security	<u>Sergeant</u>	\$ 15.75	\$ 21.95	52.78%	\$ 24.06	\$ 33.54	24.00%	\$ 29.29	\$ 40.83
Security	Unarmed Security Guard	\$ 9.18	\$ 17.94	52.78%	\$ 14.03	\$ 27.41	24.00%	\$ 17.08	\$ 33.37
Tax	Data Entry Clerk	\$ 8.48	\$ 10.92	37.79%	\$ 11.69	\$ 15.04	24.00%	\$ 15.78	\$ 20.31
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 10.97	\$ 17.22	37.79%	\$ 15.11	\$ 23.72	24.00%	\$ 20.40	\$ 32.02
Tax	Error Resolution and Document Processor	\$ 14.27	\$ 19.82	37.79%	\$ 19.66	\$ 27.31	24.00%	\$ 26.54	\$ 36.87
Tax	General Clerical	\$ 8.26	\$ 12.21	37.79%	\$ 11.38	\$ 16.82	24.00%	\$ 15.36	\$ 22.70
Tax	On-Site Administrator (Day)	\$ 9.65	\$ 20.86	37.79%	\$ 13.30	\$ 28.75	24.00%	\$ 17.95	\$ 38.81
Tax	On-Site Administrator (Evening)	\$ 9.65	\$ 20.86	37.79%	\$ 13.30	\$ 28.75	24.00%	\$ 17.95	\$ 38.81
Tax	Remittance Processor	\$ 17.15	\$ 25.42	37.79%	\$ 23.63	\$ 35.02	24.00%	\$ 31.90	\$ 47.27
Tax	Taxpayer Information & Assistance Agent	\$ 15.19	\$ 21.83	37.79%	\$ 20.94	\$ 30.08	24.00%	\$ 28.26	\$ 40.60
Technical	Agricultural Technician	\$ 15.62	\$ 25.36	38.11%	\$ 21.58	\$ 35.02	24.00%	\$ 29.06	\$ 47.17
Technical	Agricultural Technician Lead	\$ 17.52	\$ 28.00	38.11%	\$ 24.20	\$ 38.67	24.00%	\$ 32.59	\$ 52.08
Technical	Agricultural Technician Supervisor	\$ 21.04	\$ 33.74	38.11%	\$ 29.06	\$ 46.60	24.00%	\$ 39.14	\$ 62.75
Technical	Analytical Chemist	\$ 16.56	\$ 28.00	38.11%	\$ 22.87	\$ 38.67	24.00%	\$ 30.80	\$ 52.08
Technical	Analytical Chemist Assistant	\$ 19.35	\$ 31.86	38.11%	\$ 26.72	\$ 44.00	24.00%	\$ 35.98	\$ 59.26
Technical	Analytical Chemist Senior	\$ 24.41	\$ 39.85	38.11%	\$ 33.72	\$ 55.03	24.00%	\$ 45.41	\$ 74.11
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	38.11%	\$ 27.34	\$ 42.86	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	38.11%	\$ 39.90	\$ 51.72	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 17.48	\$ 26.29	38.11%	\$ 24.15	\$ 36.31	24.00%	\$ 32.52	\$ 48.91
Technical	Bridge Design Drafter Senior	\$ 18.65	\$ 28.43	38.11%	\$ 25.76	\$ 39.27	24.00%	\$ 34.69	\$ 52.88
Technical	Cartographic Drafter	\$ 21.98	\$ 30.96	38.11%	\$ 30.36	\$ 42.76	24.00%	\$ 40.88	\$ 57.59
Technical	Cartographic Drafter Assistant	\$ 17.23	\$ 25.91	38.11%	\$ 23.79	\$ 35.79	24.00%	\$ 32.04	\$ 48.20
Technical	Cartographic Supervisor	\$ 29.99	\$ 40.31	38.11%	\$ 41.42	\$ 55.68	24.00%	\$ 55.78	\$ 74.98
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	38.11%	\$ 22.10	\$ 26.93	24.00%	\$ 29.76	\$ 36.27

North Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	38.11%	\$ 54.68	\$ 66.50	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 26.44	\$ 37.42	38.11%	\$ 36.51	\$ 51.68	24.00%	\$ 49.17	\$ 69.61
Technical	Engineering Design Drafting Supervisor	\$ 30.76	\$ 42.88	38.11%	\$ 42.48	\$ 59.22	24.00%	\$ 57.21	\$ 79.76
Technical	Engineering Design Drafting Technician	\$ 14.85	\$ 19.66	38.11%	\$ 20.51	\$ 27.15	24.00%	\$ 27.62	\$ 36.57
Technical	Engineering Drafting Technician	\$ 14.88	\$ 19.66	38.11%	\$ 20.55	\$ 27.15	24.00%	\$ 27.68	\$ 36.57
Technical	Engineering Drafting Technician Senior	\$ 17.25	\$ 25.07	38.11%	\$ 23.82	\$ 34.63	24.00%	\$ 32.08	\$ 46.63
Technical	Environmental Engineer	\$ 24.42	\$ 38.59	38.11%	\$ 33.73	\$ 53.29	24.00%	\$ 45.43	\$ 71.77
Technical	Environmental Engineer Senior	\$ 26.30	\$ 42.21	38.11%	\$ 36.33	\$ 58.30	24.00%	\$ 48.92	\$ 78.52
Technical	Environmental Program Analyst	\$ 20.72	\$ 30.62	38.11%	\$ 28.62	\$ 42.29	24.00%	\$ 38.54	\$ 56.95
Technical	Environmental Program Planner	\$ 22.14	\$ 33.08	38.11%	\$ 30.58	\$ 45.69	24.00%	\$ 41.18	\$ 61.53
Technical	Environmental Program Specialist	\$ 23.80	\$ 29.89	38.11%	\$ 32.87	\$ 41.28	24.00%	\$ 44.27	\$ 55.60
Technical	Environmental Specialist - Field	\$ 22.14	\$ 32.32	38.11%	\$ 30.58	\$ 44.63	24.00%	\$ 41.18	\$ 60.11
Technical	Environmental Specialist Senior - Field	\$ 22.77	\$ 33.82	38.11%	\$ 31.45	\$ 46.71	24.00%	\$ 42.36	\$ 62.91
Technical	Environmental Technician	\$ 20.72	\$ 30.62	38.11%	\$ 28.62	\$ 42.29	24.00%	\$ 38.54	\$ 56.95
Technical	Environmental Technician Senior	\$ 22.14	\$ 33.08	38.11%	\$ 30.58	\$ 45.69	24.00%	\$ 41.18	\$ 61.53
Technical	Help Desk Support	\$ 15.50	\$ 25.00	38.11%	\$ 21.41	\$ 34.53	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	38.11%	\$ 23.82	\$ 33.15	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 18.88	\$ 23.07	38.11%	\$ 26.07	\$ 31.87	24.00%	\$ 35.11	\$ 42.92
Technical	Laboratory Technician	\$ 15.81	\$ 23.69	38.11%	\$ 21.84	\$ 32.72	24.00%	\$ 29.42	\$ 44.06
Technical	Laboratory Technician Senior	\$ 16.79	\$ 25.54	38.11%	\$ 23.19	\$ 35.27	24.00%	\$ 31.23	\$ 47.50
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	38.11%	\$ 30.38	\$ 36.60	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 25.17	\$ 33.56	38.11%	\$ 34.76	\$ 46.35	24.00%	\$ 46.82	\$ 62.42
Technical	Residential Plan Reviewer	\$ 18.35	\$ 28.67	38.11%	\$ 25.35	\$ 39.60	24.00%	\$ 34.14	\$ 53.33
Technical	Right of Way Technician	\$ 26.05	\$ 41.18	38.11%	\$ 35.97	\$ 56.88	24.00%	\$ 48.45	\$ 76.60
Technical	Right of Way Technician Supervisor	\$ 28.12	\$ 45.21	38.11%	\$ 38.83	\$ 62.44	24.00%	\$ 52.30	\$ 84.09
Technical	Safety Engineer	\$ 25.66	\$ 40.25	38.11%	\$ 35.44	\$ 55.59	24.00%	\$ 47.74	\$ 74.86
Technical	Safety Engineer Senior	\$ 29.18	\$ 46.05	38.11%	\$ 40.30	\$ 63.60	24.00%	\$ 54.27	\$ 85.65
Technical	Title Examiner	\$ 17.88	\$ 25.14	38.11%	\$ 24.69	\$ 34.72	24.00%	\$ 33.25	\$ 46.76
Technical	Traffic Controller	\$ 21.64	\$ 34.98	38.11%	\$ 29.88	\$ 48.31	24.00%	\$ 40.24	\$ 65.06
Technical	Traffic Controller Senior	\$ 26.05	\$ 41.18	38.11%	\$ 35.97	\$ 56.88	24.00%	\$ 48.45	\$ 76.60
Technical	Transportation Data Analyst	\$ 21.64	\$ 34.98	38.11%	\$ 29.88	\$ 48.31	24.00%	\$ 40.24	\$ 65.06
Technical	Transportation Data Analyst Senior	\$ 26.05	\$ 41.18	38.11%	\$ 35.97	\$ 56.88	24.00%	\$ 48.45	\$ 76.60
Technical	Transportation Data Analyst Supervisor	\$ 26.05	\$ 41.18	38.11%	\$ 35.97	\$ 56.88	24.00%	\$ 48.45	\$ 76.60
Technical	Transportation Data Technician	\$ 21.64	\$ 34.98	38.11%	\$ 29.88	\$ 48.31	24.00%	\$ 40.24	\$ 65.06
Technical	Transportation District Utilities Specialist	\$ 25.56	\$ 41.17	38.11%	\$ 35.30	\$ 56.86	24.00%	\$ 47.54	\$ 76.58
Technical	Transportation Engineering Technician -Survey	\$ 26.54	\$ 45.05	38.11%	\$ 36.66	\$ 62.22	24.00%	\$ 49.37	\$ 83.79
Technical	Transportation Engineering Technician -Survey Senior	\$ 29.30	\$ 47.14	38.11%	\$ 40.47	\$ 65.10	24.00%	\$ 54.50	\$ 87.68
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 30.93	\$ 50.35	38.11%	\$ 42.72	\$ 69.54	24.00%	\$ 57.53	\$ 93.66
Technical	Transportation Materials Technician	\$ 12.43	\$ 17.88	38.11%	\$ 17.16	\$ 24.69	24.00%	\$ 23.11	\$ 33.25
Technical	Transportation Materials Technician Senior	\$ 13.26	\$ 19.38	38.11%	\$ 18.31	\$ 26.77	24.00%	\$ 24.66	\$ 36.05

North Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 26.54	\$ 44.07	38.11%	\$ 36.66	\$ 60.87	24.00%	\$ 49.37	\$ 81.98
Technical	Transportation Materials Technician Supervisor	\$ 30.93	\$ 50.35	38.11%	\$ 42.72	\$ 69.54	24.00%	\$ 57.53	\$ 93.66
Technical	Transportation Planning Specialist	\$ 25.56	\$ 41.17	38.11%	\$ 35.30	\$ 56.86	24.00%	\$ 47.54	\$ 76.58
Technical	Transportation Planning Specialist Senior	\$ 29.30	\$ 47.14	38.11%	\$ 40.47	\$ 65.10	24.00%	\$ 54.50	\$ 87.68
Technical	Transportation Technical Program Coordinator	\$ 25.56	\$ 41.17	38.11%	\$ 35.30	\$ 56.86	24.00%	\$ 47.54	\$ 76.58
Technical	Transportation Technical Support Coordinator	\$ 25.56	\$ 41.17	38.11%	\$ 35.30	\$ 56.86	24.00%	\$ 47.54	\$ 76.58
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	38.11%	\$ 51.79	\$ 62.15	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 14.78	\$ 18.19	47.62%	\$ 21.82	\$ 26.85	24.00%	\$ 27.50	\$ 33.84
Trades	Boiler Operator II	\$ 18.24	\$ 20.94	47.62%	\$ 26.92	\$ 30.91	24.00%	\$ 33.92	\$ 38.95
Trades	Boiler Operator Senior I	\$ 20.96	\$ 22.88	47.62%	\$ 30.94	\$ 33.77	24.00%	\$ 38.98	\$ 42.55
Trades	Boiler Operator Senior II	\$ 22.90	\$ 31.34	47.62%	\$ 33.80	\$ 46.27	24.00%	\$ 42.59	\$ 58.30
Trades	Carpenter Assistant	\$ 9.85	\$ 13.32	47.62%	\$ 14.54	\$ 19.67	24.00%	\$ 18.32	\$ 24.78
Trades	Carpenter	\$ 13.33	\$ 18.68	47.62%	\$ 19.68	\$ 27.57	24.00%	\$ 24.80	\$ 34.74
Trades	Carpenter Senior	\$ 19.72	\$ 26.64	47.62%	\$ 29.11	\$ 39.32	24.00%	\$ 36.68	\$ 49.55
Trades	Electrician	\$ 21.03	\$ 34.99	47.62%	\$ 31.04	\$ 51.65	24.00%	\$ 39.11	\$ 65.08
Trades	Electrician Assistant	\$ 11.21	\$ 13.84	47.62%	\$ 16.55	\$ 20.43	24.00%	\$ 20.86	\$ 25.74
Trades	Electrician Senior	\$ 16.23	\$ 18.73	47.62%	\$ 23.97	\$ 27.64	24.00%	\$ 30.20	\$ 34.83
Trades	Electrician Supervisor Senior	\$ 18.77	\$ 33.00	47.62%	\$ 27.71	\$ 48.72	24.00%	\$ 34.92	\$ 61.39
Trades	Electronic Equipment Install & Repair Supervisor	\$ 20.48	\$ 30.45	47.62%	\$ 30.23	\$ 44.94	24.00%	\$ 38.10	\$ 56.63
Trades	Electronic Equipment Install & Repair Technician	\$ 16.25	\$ 20.38	47.62%	\$ 23.99	\$ 30.08	24.00%	\$ 30.23	\$ 37.90
Trades	Electronic Technician	\$ 12.37	\$ 15.72	47.62%	\$ 18.26	\$ 23.20	24.00%	\$ 23.01	\$ 29.24
Trades	Electronic Technician Senior	\$ 15.77	\$ 27.89	47.62%	\$ 23.28	\$ 41.17	24.00%	\$ 29.33	\$ 51.87
Trades	Equipment Repair Supervisor	\$ 22.42	\$ 26.25	47.62%	\$ 33.10	\$ 38.74	24.00%	\$ 41.70	\$ 48.82
Trades	Equipment Repair Technician	\$ 12.37	\$ 15.72	47.62%	\$ 18.26	\$ 23.20	24.00%	\$ 23.01	\$ 29.24
Trades	Equipment Repair Technician Senior	\$ 15.77	\$ 22.36	47.62%	\$ 23.28	\$ 33.01	24.00%	\$ 29.33	\$ 41.59
Trades	HVAC Installation & Repair Assistant	\$ 9.65	\$ 15.39	47.62%	\$ 14.24	\$ 22.73	24.00%	\$ 17.95	\$ 28.63
Trades	HVAC Installation & Repair Assistant Senior	\$ 15.39	\$ 26.25	47.62%	\$ 22.73	\$ 38.74	24.00%	\$ 28.63	\$ 48.82
Trades	Laboratory Mechanic	\$ 12.38	\$ 16.79	47.62%	\$ 18.27	\$ 24.78	24.00%	\$ 23.02	\$ 31.23
Trades	Laboratory Mechanic Senior	\$ 16.79	\$ 25.54	47.62%	\$ 24.78	\$ 37.70	24.00%	\$ 31.23	\$ 47.50
Trades	Locksmith	\$ 15.18	\$ 22.33	47.62%	\$ 22.42	\$ 32.97	24.00%	\$ 28.24	\$ 41.54
Trades	Maintenance Field Worker	\$ 12.37	\$ 15.81	47.62%	\$ 18.26	\$ 23.35	24.00%	\$ 23.01	\$ 29.42
Trades	Mason Plasterer	\$ 15.28	\$ 17.61	47.62%	\$ 22.56	\$ 25.99	24.00%	\$ 28.42	\$ 32.75
Trades	Mason Plasterer Assistant	\$ 17.65	\$ 26.10	47.62%	\$ 26.05	\$ 38.53	24.00%	\$ 32.82	\$ 48.55
Trades	Mechanic	\$ 9.94	\$ 22.38	47.62%	\$ 14.68	\$ 33.04	24.00%	\$ 18.50	\$ 41.63
Trades	Painter	\$ 9.56	\$ 21.23	47.62%	\$ 14.12	\$ 31.33	24.00%	\$ 17.79	\$ 39.48
Trades	Plumber / Steamfitter	\$ 20.74	\$ 31.53	47.62%	\$ 30.62	\$ 46.55	24.00%	\$ 38.58	\$ 58.65
Trades	Plumber / Steamfitter Assistant	\$ 12.37	\$ 20.67	47.62%	\$ 18.26	\$ 30.52	24.00%	\$ 23.01	\$ 38.45
Trades	Printing Press Operator B	\$ 20.24	\$ 29.73	47.62%	\$ 29.88	\$ 43.89	24.00%	\$ 37.65	\$ 55.30
Trades	Production Supervisor	\$ 24.00	\$ 36.76	47.62%	\$ 35.43	\$ 54.27	24.00%	\$ 44.65	\$ 68.38
Trades	Radio Specialist	\$ 14.31	\$ 18.34	47.62%	\$ 21.12	\$ 27.08	24.00%	\$ 26.61	\$ 34.12

North Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 18.37	\$ 24.01	47.62%	\$ 27.12	\$ 35.45	24.00%	\$ 34.17	\$ 44.66
Trades	Sheet Metal Worker	\$ 13.61	\$ 17.51	47.62%	\$ 20.09	\$ 25.85	24.00%	\$ 25.31	\$ 32.57
Trades	Sheet Metal Worker Assistant	\$ 10.34	\$ 13.83	47.62%	\$ 15.26	\$ 20.41	24.00%	\$ 19.23	\$ 25.72
Trades	Sheet Metal Worker Lead	\$ 17.56	\$ 24.02	47.62%	\$ 25.92	\$ 35.46	24.00%	\$ 32.66	\$ 44.68
Trades	Shipping / Receiving Clerk	\$ 13.69	\$ 18.76	47.62%	\$ 20.20	\$ 27.70	24.00%	\$ 25.46	\$ 34.90
Trades	Storekeeper Assistant I	\$ 10.17	\$ 14.89	47.62%	\$ 15.02	\$ 21.98	24.00%	\$ 18.92	\$ 27.69
Trades	Storekeeper Assistant II	\$ 11.07	\$ 16.01	47.62%	\$ 16.34	\$ 23.63	24.00%	\$ 20.59	\$ 29.77
Trades	Storekeeper I	\$ 7.25	\$ 9.94	47.62%	\$ 10.70	\$ 14.68	24.00%	\$ 13.49	\$ 18.50
Trades	Storekeeper II	\$ 10.00	\$ 12.13	47.62%	\$ 14.77	\$ 17.91	24.00%	\$ 18.60	\$ 22.56
Trades	Storekeeper III	\$ 12.17	\$ 14.89	47.62%	\$ 17.96	\$ 21.98	24.00%	\$ 22.63	\$ 27.69
Trades	Storekeeper Senior	\$ 14.91	\$ 17.39	47.62%	\$ 22.01	\$ 25.67	24.00%	\$ 27.73	\$ 32.34
Trades	Tool Room Assistant	\$ 8.01	\$ 12.13	47.62%	\$ 11.82	\$ 17.91	24.00%	\$ 14.89	\$ 22.56
Trades	Tool Room Assistant Senior	\$ 12.13	\$ 16.93	47.62%	\$ 17.91	\$ 24.99	24.00%	\$ 22.56	\$ 31.49
Trades	Trades Utilities Worker Senior	\$ 12.38	\$ 18.13	47.62%	\$ 18.27	\$ 26.77	24.00%	\$ 23.02	\$ 33.73
Trades	Trades Utility Worker	\$ 9.46	\$ 12.33	47.62%	\$ 13.96	\$ 18.20	24.00%	\$ 17.59	\$ 22.94
Trades	Tradesman Helper	\$ 9.46	\$ 15.23	47.62%	\$ 13.96	\$ 22.49	24.00%	\$ 17.59	\$ 28.33
Trades	Tradesman Helper Senior	\$ 15.23	\$ 18.98	47.62%	\$ 22.49	\$ 28.02	24.00%	\$ 28.33	\$ 35.31
Trades	Welder	\$ 10.42	\$ 17.27	47.62%	\$ 15.39	\$ 25.49	24.00%	\$ 19.39	\$ 32.11
Trades	Welder Senior	\$ 17.31	\$ 20.76	47.62%	\$ 25.56	\$ 30.64	24.00%	\$ 32.20	\$ 38.61
Trades	Work Zone Safety Officer	\$ 21.64	\$ 34.98	47.62%	\$ 31.94	\$ 51.64	24.00%	\$ 40.24	\$ 65.06

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	34.69%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	37.79%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	55.52%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	37.79%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	34.83%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	42.22%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	34.83%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	52.78%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	37.79%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	38.11%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	47.62%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

North Dakota (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 16.12	\$ 22.89	30.59%	\$ 21.05	\$ 29.89	24.00%	\$ 29.97	\$ 42.57
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	30.59%	\$ 11.15	\$ 18.25	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 22.90	\$ 31.78	30.59%	\$ 29.90	\$ 41.50	24.00%	\$ 42.59	\$ 59.11
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	30.59%	\$ 27.03	\$ 33.79	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	30.59%	\$ 20.27	\$ 26.02	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	30.59%	\$ 12.84	\$ 16.22	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 20.98	\$ 24.01	30.59%	\$ 27.40	\$ 31.35	24.00%	\$ 39.02	\$ 44.65
Accounting/Finance	Accounting Manager B	\$ 23.94	\$ 29.38	30.59%	\$ 31.27	\$ 38.37	24.00%	\$ 44.53	\$ 54.65
Accounting/Finance	Accounting Manager C	\$ 29.43	\$ 37.21	30.59%	\$ 38.44	\$ 48.59	24.00%	\$ 54.75	\$ 69.20
Accounting/Finance	Auditing - External Auditor	\$ 20.71	\$ 26.19	30.59%	\$ 27.04	\$ 34.20	24.00%	\$ 38.51	\$ 48.71
Accounting/Finance	Auditing - External Auditor Senior	\$ 26.21	\$ 37.21	30.59%	\$ 34.23	\$ 48.59	24.00%	\$ 48.75	\$ 69.20
Accounting/Finance	Auditing - Internal Auditor	\$ 20.71	\$ 26.19	30.59%	\$ 27.04	\$ 34.20	24.00%	\$ 38.51	\$ 48.71
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 26.24	\$ 37.21	30.59%	\$ 34.27	\$ 48.59	24.00%	\$ 48.81	\$ 69.20
Accounting/Finance	Bookkeeper	\$ 10.90	\$ 16.49	30.59%	\$ 14.23	\$ 21.53	24.00%	\$ 20.27	\$ 30.67
Accounting/Finance	Budget Analyst	\$ 20.31	\$ 26.57	30.59%	\$ 26.52	\$ 34.70	24.00%	\$ 37.78	\$ 49.43
Accounting/Finance	Budget Analyst Senior	\$ 26.58	\$ 41.26	30.59%	\$ 34.72	\$ 53.88	24.00%	\$ 49.45	\$ 76.74
Accounting/Finance	Closure/Disbursement Specialists	\$ 33.86	\$ 37.69	30.59%	\$ 44.22	\$ 49.22	24.00%	\$ 62.98	\$ 70.10
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 31.80	\$ 41.22	30.59%	\$ 41.53	\$ 53.83	24.00%	\$ 59.15	\$ 76.68
Accounting/Finance	CPA	\$ 32.98	\$ 43.58	30.59%	\$ 43.07	\$ 56.91	24.00%	\$ 61.34	\$ 81.06
Accounting/Finance	Fiscal Assistant	\$ 11.47	\$ 17.62	30.59%	\$ 14.98	\$ 23.01	24.00%	\$ 21.33	\$ 32.78
Accounting/Finance	Fiscal Technical Senior	\$ 15.37	\$ 21.92	30.59%	\$ 20.07	\$ 28.62	24.00%	\$ 28.58	\$ 40.76
Accounting/Finance	Fiscal Technician	\$ 17.68	\$ 21.61	30.59%	\$ 23.09	\$ 28.22	24.00%	\$ 32.88	\$ 40.19
Accounting/Finance	Payroll Assistant	\$ 16.78	\$ 21.20	30.59%	\$ 21.92	\$ 27.69	24.00%	\$ 31.22	\$ 39.43
Accounting/Finance	Purchasing / Procurement	\$ 21.20	\$ 31.51	30.59%	\$ 27.69	\$ 41.15	24.00%	\$ 39.43	\$ 58.60
Accounting/Finance	Sr. Compliance Officer	\$ 40.93	\$ 46.53	30.59%	\$ 53.45	\$ 60.76	24.00%	\$ 76.13	\$ 86.54
Accounting/Finance	Supervising Auditor	\$ 40.93	\$ 47.11	30.59%	\$ 53.45	\$ 61.53	24.00%	\$ 76.13	\$ 87.63
Call Center/Customer Service	Customer Service Inbound I	\$ 10.80	\$ 15.88	30.75%	\$ 14.12	\$ 20.77	24.00%	\$ 20.09	\$ 29.54
Call Center/Customer Service	Customer Service Inbound II	\$ 15.95	\$ 25.68	30.75%	\$ 20.86	\$ 33.58	24.00%	\$ 29.67	\$ 47.77

North Dakota (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 10.80	\$ 15.88	30.75%	\$ 14.12	\$ 20.77	24.00%	\$ 20.09	\$ 29.54
Call Center/Customer Service	Customer Service Outbound II	\$ 15.95	\$ 25.68	30.75%	\$ 20.86	\$ 33.58	24.00%	\$ 29.67	\$ 47.77
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.60	\$ 17.96	30.75%	\$ 13.86	\$ 23.49	24.00%	\$ 19.72	\$ 33.41
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	30.75%	\$ 27.07	\$ 33.83	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 11.01	\$ 16.84	30.75%	\$ 14.39	\$ 22.02	24.00%	\$ 20.47	\$ 31.33
Call Center/Customer Service	Detailing Representative II	\$ 11.98	\$ 19.37	30.75%	\$ 15.66	\$ 25.33	24.00%	\$ 22.28	\$ 36.04
Call Center/Customer Service	Help Desk Analyst	\$ 14.27	\$ 31.67	30.75%	\$ 18.65	\$ 41.41	24.00%	\$ 26.53	\$ 58.91
Call Center/Customer Service	Market Research Inbound	\$ 20.93	\$ 25.13	30.75%	\$ 27.36	\$ 32.86	24.00%	\$ 38.92	\$ 46.74
Call Center/Customer Service	Market Research Outbound	\$ 25.15	\$ 38.30	30.75%	\$ 32.89	\$ 50.07	24.00%	\$ 46.78	\$ 71.23
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.79	\$ 13.99	30.75%	\$ 12.80	\$ 18.29	24.00%	\$ 18.20	\$ 26.02
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 14.17	\$ 20.24	30.75%	\$ 18.52	\$ 26.47	24.00%	\$ 26.35	\$ 37.65
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.79	\$ 13.99	30.75%	\$ 12.80	\$ 18.29	24.00%	\$ 18.20	\$ 26.02
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 14.17	\$ 20.24	30.75%	\$ 18.52	\$ 26.47	24.00%	\$ 26.35	\$ 37.65
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.79	\$ 13.72	30.75%	\$ 12.80	\$ 17.93	24.00%	\$ 18.20	\$ 25.51
Call Center/Customer Service	Sales Inbound I	\$ 10.36	\$ 17.90	30.75%	\$ 13.54	\$ 23.40	24.00%	\$ 19.27	\$ 33.29
Call Center/Customer Service	Sales Inbound II	\$ 14.17	\$ 20.24	30.75%	\$ 18.52	\$ 26.47	24.00%	\$ 26.35	\$ 37.65
Call Center/Customer Service	Sales Outbound I	\$ 12.84	\$ 18.01	30.75%	\$ 16.78	\$ 23.55	24.00%	\$ 23.87	\$ 33.50
Call Center/Customer Service	Sales Outbound II	\$ 14.17	\$ 20.24	30.75%	\$ 18.52	\$ 26.47	24.00%	\$ 26.35	\$ 37.65
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.67	\$ 14.02	30.75%	\$ 11.34	\$ 18.34	24.00%	\$ 16.13	\$ 26.08
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 14.03	\$ 18.18	30.75%	\$ 18.35	\$ 23.78	24.00%	\$ 26.10	\$ 33.82
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 10.34	\$ 13.81	30.75%	\$ 13.51	\$ 18.06	24.00%	\$ 19.23	\$ 25.70
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 13.87	\$ 24.42	30.75%	\$ 18.13	\$ 31.92	24.00%	\$ 25.80	\$ 45.41
Food Related Services	Barista (misc)	\$ 12.11	\$ 17.85	45.08%	\$ 17.57	\$ 25.90	24.00%	\$ 22.52	\$ 33.21
Food Related Services	Building Attendant (misc)	\$ 12.11	\$ 17.85	34.28%	\$ 16.26	\$ 23.98	24.00%	\$ 22.52	\$ 33.21
Food Related Services	Busser	\$ 12.11	\$ 17.85	34.28%	\$ 16.26	\$ 23.98	24.00%	\$ 22.52	\$ 33.21
Food Related Services	Cashiers	\$ 12.11	\$ 17.85	34.28%	\$ 16.26	\$ 23.98	24.00%	\$ 22.52	\$ 33.21
Food Related Services	Dishwasher	\$ 11.01	\$ 14.31	34.28%	\$ 14.78	\$ 19.22	24.00%	\$ 20.47	\$ 26.62
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	34.28%	\$ 19.34	\$ 23.63	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	34.28%	\$ 13.29	\$ 16.25	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 10.91	\$ 15.96	34.28%	\$ 14.65	\$ 21.43	24.00%	\$ 20.29	\$ 29.69
Food Related Services	Food Operations Manager Assistant	\$ 16.01	\$ 18.74	34.28%			24.00%		
Food Related Services	Food Production Worker	\$ 8.78	\$ 14.38	34.28%			24.00%		
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	34.28%			24.00%		
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	34.28%	\$ 14.50	\$ 17.72	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	34.28%	\$ 16.92	\$ 20.68	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.75	\$ 14.10	34.28%	\$ 11.75	\$ 18.93	24.00%	\$ 16.28	\$ 26.23
Food Related Services	Second Cook Senior	\$ 13.99	\$ 18.41	45.08%	\$ 20.30	\$ 26.70	24.00%	\$ 26.02	\$ 34.23
Food Related Services	Server	\$ 8.40	\$ 11.47	34.28%	\$ 11.28	\$ 15.40	24.00%	\$ 15.62	\$ 21.33
General Administrative	Administrative Assistant I	\$ 12.02	\$ 16.17	30.75%	\$ 15.72	\$ 21.14	24.00%	\$ 22.36	\$ 30.08
General Administrative	Administrative Assistant II	\$ 16.18	\$ 17.50	30.75%	\$ 21.16	\$ 22.88	24.00%	\$ 30.10	\$ 32.55

North Dakota (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 17.51	\$ 19.00	30.75%	\$ 22.90	\$ 24.84	24.00%	\$ 32.57	\$ 35.34
General Administrative	Administrative Assistant IV	\$ 19.01	\$ 21.04	30.75%	\$ 24.86	\$ 27.50	24.00%	\$ 35.36	\$ 39.13
General Administrative	Administrative Assistant V	\$ 21.06	\$ 23.72	30.75%	\$ 27.53	\$ 31.02	24.00%	\$ 39.17	\$ 44.12
General Administrative	Administrative Staff Assistant	\$ 23.34	\$ 26.68	30.75%	\$ 30.51	\$ 34.89	24.00%	\$ 43.41	\$ 49.63
General Administrative	Administrative Staff Specialist	\$ 26.69	\$ 33.00	30.75%	\$ 34.90	\$ 43.15	24.00%	\$ 49.65	\$ 61.38
General Administrative	Administrative Staff Specialist Senior	\$ 33.01	\$ 25.78	30.75%	\$ 43.16	\$ 33.71	24.00%	\$ 61.40	\$ 47.95
General Administrative	Agency Management Analyst	\$ 21.53	\$ 28.26	30.75%	\$ 28.15	\$ 36.95	24.00%	\$ 40.05	\$ 52.56
General Administrative	Agency Management Analyst Lead	\$ 28.27	\$ 32.84	30.75%	\$ 36.96	\$ 42.93	24.00%	\$ 52.58	\$ 61.08
General Administrative	Agency Management Analyst Senior	\$ 32.90	\$ 51.20	30.75%	\$ 43.02	\$ 66.94	24.00%	\$ 61.20	\$ 95.23
General Administrative	Clerk	\$ 9.30	\$ 10.75	30.75%	\$ 12.16	\$ 14.06	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	30.75%	\$ 10.79	\$ 12.09	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	30.75%	\$ 14.12	\$ 16.34	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.79	\$ 13.74	30.75%	\$ 12.80	\$ 17.96	24.00%	\$ 18.20	\$ 25.55
General Administrative	Data Entry Operator Senior	\$ 13.77	\$ 19.77	30.75%	\$ 18.01	\$ 25.85	24.00%	\$ 25.61	\$ 36.77
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	30.75%	\$ 13.40	\$ 19.61	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 17.35	\$ 21.56	30.75%	\$ 22.68	\$ 28.20	24.00%	\$ 32.27	\$ 40.11
General Administrative	Executive Secretary Senior	\$ 21.60	\$ 31.99	30.75%	\$ 28.24	\$ 41.83	24.00%	\$ 40.17	\$ 59.50
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	30.75%	\$ 22.88	\$ 27.13	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	30.75%	\$ 19.61	\$ 23.54	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 13.72	\$ 16.08	30.75%	\$ 17.93	\$ 21.03	24.00%	\$ 25.51	\$ 29.91
General Administrative	Legal Assistant Senior	\$ 16.12	\$ 40.63	30.75%	\$ 21.07	\$ 53.12	24.00%	\$ 29.97	\$ 75.57
General Administrative	Library Assistant	\$ 9.79	\$ 19.27	30.75%	\$ 12.80	\$ 25.20	24.00%	\$ 18.20	\$ 35.85
General Administrative	Medical Assistant I	\$ 13.14	\$ 15.33	30.75%	\$ 17.18	\$ 20.05	24.00%	\$ 24.45	\$ 28.52
General Administrative	Medical Assistant II	\$ 15.38	\$ 21.86	30.75%	\$ 20.11	\$ 28.58	24.00%	\$ 28.60	\$ 40.66
General Administrative	Medical Biller I	\$ 11.46	\$ 14.07	30.75%	\$ 14.98	\$ 18.39	24.00%	\$ 21.31	\$ 26.17
General Administrative	Medical Biller II	\$ 14.10	\$ 21.91	30.75%	\$ 18.44	\$ 28.64	24.00%	\$ 26.23	\$ 40.74
General Administrative	Medical Records Clerk I	\$ 13.77	\$ 20.06	30.75%	\$ 18.01	\$ 26.22	24.00%	\$ 25.61	\$ 37.30
General Administrative	Medical Records Clerk II	\$ 14.87	\$ 21.51	30.75%	\$ 19.44	\$ 28.12	24.00%	\$ 27.66	\$ 40.01
General Administrative	Office Manager	\$ 23.17	\$ 35.27	30.75%	\$ 30.30	\$ 46.11	24.00%	\$ 43.10	\$ 65.60
General Administrative	Office Services Aide	\$ 12.82	\$ 17.67	30.75%	\$ 16.77	\$ 23.10	24.00%	\$ 23.85	\$ 32.86
General Administrative	Office Services Assistant	\$ 13.75	\$ 18.66	30.75%	\$ 17.98	\$ 24.40	24.00%	\$ 25.57	\$ 34.70
General Administrative	Office Services Specialist	\$ 14.49	\$ 19.53	30.75%	\$ 18.94	\$ 25.53	24.00%	\$ 26.94	\$ 36.32
General Administrative	Office Services Supervisor	\$ 15.16	\$ 19.96	30.75%	\$ 19.82	\$ 26.09	24.00%	\$ 28.19	\$ 37.12
General Administrative	Office Services Supervisor Senior	\$ 17.57	\$ 22.39	30.75%	\$ 22.97	\$ 29.27	24.00%	\$ 32.68	\$ 41.65
General Administrative	Operator I	\$ 9.52	\$ 13.69	30.75%	\$ 12.45	\$ 17.90	24.00%	\$ 17.71	\$ 25.47
General Administrative	Operator II	\$ 13.72	\$ 16.01	30.75%	\$ 17.93	\$ 20.93	24.00%	\$ 25.51	\$ 29.77
General Administrative	Operator III (Key Disc Operator)	\$ 16.05	\$ 18.17	30.75%	\$ 20.98	\$ 23.76	24.00%	\$ 29.85	\$ 33.80
General Administrative	Operator IV (Key Disc Operator)	\$ 18.18	\$ 21.07	30.75%	\$ 23.78	\$ 27.55	24.00%	\$ 33.82	\$ 39.19
General Administrative	Paralegal	\$ 14.00	\$ 23.50	30.75%	\$ 18.31	\$ 30.73	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 12.21	\$ 16.34	30.75%	\$ 15.96	\$ 21.36	24.00%	\$ 22.71	\$ 30.38

North Dakota (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 16.35	\$ 17.43	30.75%	\$ 21.37	\$ 22.78	24.00%	\$ 30.40	\$ 32.41
General Administrative	Photocopy Supervisor	\$ 13.20	\$ 18.33	30.75%	\$ 17.26	\$ 23.96	24.00%	\$ 24.55	\$ 34.09
General Administrative	Photocopy Technician	\$ 11.92	\$ 16.85	30.75%	\$ 15.59	\$ 22.04	24.00%	\$ 22.17	\$ 31.35
General Administrative	Photo-Typesetting Specialist	\$ 15.52	\$ 22.35	30.75%	\$ 20.29	\$ 29.22	24.00%	\$ 28.87	\$ 41.56
General Administrative	Photo-Typesetting Supervisor	\$ 16.58	\$ 24.26	30.75%	\$ 21.68	\$ 31.72	24.00%	\$ 30.83	\$ 45.13
General Administrative	Postal Aide	\$ 8.71	\$ 11.92	30.75%	\$ 11.38	\$ 15.59	24.00%	\$ 16.20	\$ 22.17
General Administrative	Postal Aide Senior	\$ 11.98	\$ 18.85	30.75%	\$ 15.66	\$ 24.64	24.00%	\$ 22.28	\$ 35.05
General Administrative	Postal Assistant	\$ 18.91	\$ 21.01	30.75%	\$ 24.73	\$ 27.48	24.00%	\$ 35.18	\$ 39.09
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	30.75%	\$ 39.23	\$ 58.84	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	30.75%	\$ 26.15	\$ 32.69	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 13.99	\$ 18.47	30.75%	\$ 18.29	\$ 24.15	24.00%	\$ 26.02	\$ 34.36
General Administrative	Public Relations Specialist	\$ 19.44	\$ 33.24	30.75%	\$ 25.42	\$ 43.47	24.00%	\$ 36.16	\$ 61.83
General Administrative	Public Relations Specialist Assistant	\$ 13.99	\$ 19.41	30.75%	\$ 18.29	\$ 25.37	24.00%	\$ 26.02	\$ 36.10
General Administrative	Receptionist	\$ 9.77	\$ 12.58	30.75%	\$ 12.78	\$ 16.45	24.00%	\$ 18.18	\$ 23.40
General Administrative	Receptionist Senior	\$ 12.59	\$ 19.86	30.75%	\$ 16.47	\$ 25.96	24.00%	\$ 23.42	\$ 36.94
General Administrative	Secretary	\$ 10.34	\$ 13.81	30.75%	\$ 13.51	\$ 18.06	24.00%	\$ 19.23	\$ 25.70
General Administrative	Secretary Senior	\$ 13.87	\$ 24.48	30.75%	\$ 18.13	\$ 32.01	24.00%	\$ 25.80	\$ 45.54
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	30.75%	\$ 19.94	\$ 23.54	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 12.02	\$ 29.37	30.75%	\$ 15.72	\$ 38.40	24.00%	\$ 22.36	\$ 54.63
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	30.75%	\$ 26.15	\$ 34.64	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 21.54	\$ 26.57	30.75%	\$ 28.17	\$ 34.74	24.00%	\$ 40.07	\$ 49.43
Human Resources	Classification / Compensation Analyst Senior	\$ 26.63	\$ 35.27	30.75%	\$ 34.82	\$ 46.11	24.00%	\$ 49.53	\$ 65.60
Human Resources	Classification / Compensation Consultant	\$ 35.29	\$ 47.27	30.75%	\$ 46.14	\$ 61.80	24.00%	\$ 65.64	\$ 87.92
Human Resources	EEO Program Analyst	\$ 20.80	\$ 33.21	30.75%	\$ 27.20	\$ 43.42	24.00%	\$ 38.70	\$ 61.77
Human Resources	EEO Program Specialist	\$ 22.94	\$ 36.23	30.75%	\$ 29.99	\$ 47.37	24.00%	\$ 42.67	\$ 67.38
Human Resources	Employee Relations Analyst	\$ 18.74	\$ 23.72	30.75%	\$ 24.50	\$ 31.02	24.00%	\$ 34.85	\$ 44.12
Human Resources	Employee Relations Analyst Senior	\$ 23.78	\$ 41.96	30.75%	\$ 31.09	\$ 54.86	24.00%	\$ 44.22	\$ 78.05
Human Resources	Human Resources Assistant	\$ 14.38	\$ 20.71	30.75%	\$ 18.80	\$ 27.07	24.00%	\$ 26.74	\$ 38.51
Human Resources	Human Resources Generalist	\$ 16.67	\$ 21.20	30.75%	\$ 21.79	\$ 27.72	24.00%	\$ 31.00	\$ 39.43
Human Resources	Human Resources Generalist Senior	\$ 21.32	\$ 37.24	30.75%	\$ 27.88	\$ 48.69	24.00%	\$ 39.66	\$ 69.27
Human Resources	Personnel Analyst	\$ 16.50	\$ 20.98	30.75%	\$ 21.57	\$ 27.43	24.00%	\$ 30.69	\$ 39.02
Human Resources	Personnel Analyst Senior	\$ 21.04	\$ 25.45	30.75%	\$ 27.50	\$ 33.28	24.00%	\$ 39.13	\$ 47.34
Human Resources	Personnel Practices Analyst	\$ 25.52	\$ 30.05	30.75%	\$ 33.36	\$ 39.29	24.00%	\$ 47.46	\$ 55.90
Human Resources	Personnel Practices Analyst Senior	\$ 30.11	\$ 38.33	30.75%	\$ 39.36	\$ 50.12	24.00%	\$ 56.00	\$ 71.29
Human Resources	Personnel Practices Manager	\$ 37.71	\$ 46.92	30.75%	\$ 49.31	\$ 61.34	24.00%	\$ 70.15	\$ 87.26
Human Services	Social Worker	\$ 18.37	\$ 31.12	30.60%	\$ 23.99	\$ 40.64	24.00%	\$ 34.17	\$ 57.88
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	30.60%	\$ 29.39	\$ 40.49	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 13.94	\$ 19.24	30.60%	\$ 18.20	\$ 25.13	24.00%	\$ 25.92	\$ 35.79
Human Services	Support Enforcement Specialist Senior	\$ 19.31	\$ 22.78	30.60%	\$ 25.22	\$ 29.74	24.00%	\$ 35.91	\$ 42.36
Human Services	Utilization Review Analyst	\$ 19.31	\$ 27.70	30.60%	\$ 25.22	\$ 36.17	24.00%	\$ 35.91	\$ 51.51

North Dakota (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 27.75	\$ 44.52	30.60%	\$ 36.24	\$ 58.14	24.00%	\$ 51.62	\$ 82.80
Insurance	Claims Adjuster I	\$ 15.95	\$ 19.31	30.60%	\$ 20.83	\$ 25.22	24.00%	\$ 29.67	\$ 35.91
Insurance	Claims Adjuster II	\$ 19.36	\$ 27.70	30.60%	\$ 25.29	\$ 36.17	24.00%	\$ 36.01	\$ 51.51
Insurance	Claims Specialist	\$ 27.75	\$ 34.97	30.60%	\$ 36.24	\$ 45.67	24.00%	\$ 51.62	\$ 65.05
Insurance	Worker's Compensation Specialist	\$ 26.22	\$ 39.22	30.60%	\$ 34.24	\$ 51.22	24.00%	\$ 48.77	\$ 72.95
Laborer/Industrial	CDL Driver	\$ 13.99	\$ 20.08	34.28%	\$ 18.79	\$ 26.96	24.00%	\$ 26.02	\$ 37.35
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	34.28%	\$ 28.87	\$ 37.89	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	34.28%	\$ 37.53	\$ 44.59	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	34.28%	\$ 40.62	\$ 47.00	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	34.28%	\$ 33.23	\$ 40.28	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	34.28%	\$ 33.23	\$ 39.61	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	34.28%	\$ 42.30	\$ 50.69	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	34.28%	\$ 35.58	\$ 45.05	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 15.01	\$ 21.52	34.28%	\$ 20.16	\$ 28.90	24.00%	\$ 27.93	\$ 40.03
Laborer/Industrial	Forklift Operator	\$ 11.70	\$ 16.30	34.28%	\$ 15.71	\$ 21.89	24.00%	\$ 21.76	\$ 30.32
Laborer/Industrial	Forklift Operator Senior	\$ 16.34	\$ 23.78	34.28%	\$ 21.94	\$ 31.93	24.00%	\$ 30.38	\$ 44.22
Laborer/Industrial	Grounds Worker	\$ 9.48	\$ 13.14	34.28%	\$ 12.73	\$ 17.65	24.00%	\$ 17.63	\$ 24.45
Laborer/Industrial	Grounds Worker Lead	\$ 13.20	\$ 17.62	34.28%	\$ 17.72	\$ 23.66	24.00%	\$ 24.55	\$ 32.78
Laborer/Industrial	Grounds Worker Senior	\$ 14.09	\$ 17.51	34.28%	\$ 18.92	\$ 23.52	24.00%	\$ 26.21	\$ 32.57
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.79	\$ 13.72	34.28%	\$ 13.14	\$ 18.42	24.00%	\$ 18.20	\$ 25.51
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 13.73	\$ 17.51	34.28%	\$ 18.43	\$ 23.52	24.00%	\$ 25.53	\$ 32.57
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.56	\$ 13.18	34.28%	\$ 11.50	\$ 17.69	24.00%	\$ 15.93	\$ 24.51
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.56	\$ 13.18	34.28%	\$ 11.50	\$ 17.69	24.00%	\$ 15.93	\$ 24.51
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.56	\$ 13.18	34.28%	\$ 11.50	\$ 17.69	24.00%	\$ 15.93	\$ 24.51
Laborer/Industrial	Housekeeping Supervisor	\$ 11.70	\$ 16.25	34.28%	\$ 15.71	\$ 21.82	24.00%	\$ 21.76	\$ 30.22
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 16.28	\$ 25.19	34.28%	\$ 21.86	\$ 33.82	24.00%	\$ 30.28	\$ 46.85
Laborer/Industrial	Housekeeping Worker	\$ 8.67	\$ 13.26	34.28%	\$ 11.65	\$ 17.81	24.00%	\$ 16.13	\$ 24.67
Laborer/Industrial	Housekeeping Worker Senior	\$ 13.32	\$ 17.01	34.28%	\$ 17.89	\$ 22.84	24.00%	\$ 24.77	\$ 31.63
Laborer/Industrial	Inventory Worker Light	\$ 10.36	\$ 16.23	34.28%	\$ 13.91	\$ 21.79	24.00%	\$ 19.27	\$ 30.18
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 9.48	\$ 18.21	34.28%	\$ 12.73	\$ 24.45	24.00%	\$ 17.63	\$ 33.86
Laborer/Industrial	Motor Vehicle Operator A	\$ 9.24	\$ 12.59	34.28%	\$ 12.40	\$ 16.91	24.00%	\$ 17.18	\$ 23.42
Laborer/Industrial	Motor Vehicle Operator B	\$ 12.65	\$ 20.42	34.28%	\$ 16.98	\$ 27.42	24.00%	\$ 23.53	\$ 37.98
Laborer/Industrial	Packer	\$ 8.56	\$ 13.18	34.28%	\$ 11.50	\$ 17.69	24.00%	\$ 15.93	\$ 24.51
Laborer/Industrial	Warehouse Specialist I	\$ 9.48	\$ 13.18	34.28%	\$ 12.73	\$ 17.69	24.00%	\$ 17.63	\$ 24.51
Laborer/Industrial	Warehouse Specialist II	\$ 13.20	\$ 16.50	34.28%	\$ 17.72	\$ 22.16	24.00%	\$ 24.55	\$ 30.69
Laborer/Industrial	Warehouse Specialist III	\$ 16.56	\$ 21.09	34.28%	\$ 22.23	\$ 28.32	24.00%	\$ 30.79	\$ 39.23
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	34.28%	\$ 12.09	\$ 14.77	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.56	\$ 13.18	34.28%	\$ 11.50	\$ 17.69	24.00%	\$ 15.93	\$ 24.51
Laborer/Industrial	Warehouse Worker II	\$ 13.20	\$ 16.50	34.28%	\$ 17.72	\$ 22.16	24.00%	\$ 24.55	\$ 30.69
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	34.28%	\$ 32.83	\$ 42.97	24.00%	\$ 45.48	\$ 59.52

North Dakota (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	34.28%	\$ 32.83	\$ 39.61	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	34.28%	\$ 32.83	\$ 39.61	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 12.59	\$ 16.25	30.60%	\$ 16.45	\$ 21.22	24.00%	\$ 23.42	\$ 30.22
Media	Audio Visual Technician Senior	\$ 16.28	\$ 26.98	30.60%	\$ 21.26	\$ 35.24	24.00%	\$ 30.28	\$ 50.18
Media	Graphic Artist	\$ 14.83	\$ 17.70	30.60%	\$ 19.36	\$ 23.12	24.00%	\$ 27.58	\$ 32.92
Media	Graphic Artist Senior	\$ 17.70	\$ 24.90	30.60%	\$ 23.12	\$ 32.52	24.00%	\$ 32.92	\$ 46.31
Media	Graphic Designer	\$ 14.83	\$ 17.70	30.60%	\$ 19.36	\$ 23.12	24.00%	\$ 27.58	\$ 32.92
Media	Graphic Designer Senior	\$ 17.73	\$ 24.90	30.60%	\$ 23.16	\$ 32.52	24.00%	\$ 32.98	\$ 46.31
Media	Photographer	\$ 9.79	\$ 12.96	30.60%	\$ 12.78	\$ 16.92	24.00%	\$ 18.20	\$ 24.10
Media	Photographer Senior	\$ 12.98	\$ 20.76	30.60%	\$ 16.95	\$ 27.11	24.00%	\$ 24.14	\$ 38.61
Media	TV / Video Production Specialist	\$ 19.58	\$ 25.20	30.60%	\$ 25.58	\$ 32.91	24.00%	\$ 36.42	\$ 46.87
Media	TV / Video Production Technician	\$ 25.23	\$ 34.14	30.60%	\$ 32.95	\$ 44.58	24.00%	\$ 46.93	\$ 63.49
Security	Armed Security Officer	\$ 15.68	\$ 20.98	42.85%	\$ 22.39	\$ 29.97	24.00%	\$ 29.16	\$ 39.02
Security	<u>Captain</u>	\$ 22.02	\$ 31.37	42.85%	\$ 31.45	\$ 44.82	24.00%	\$ 40.95	\$ 58.35
Security	Dispatcher/Police	\$ 15.19	\$ 25.89	42.85%	\$ 21.70	\$ 36.98	24.00%	\$ 28.25	\$ 48.16
Security	<u>Lieutenant</u>	\$ 19.81	\$ 27.52	42.85%	\$ 28.30	\$ 39.31	24.00%	\$ 36.85	\$ 51.19
Security	<u>Sergeant</u>	\$ 18.16	\$ 25.32	42.85%	\$ 25.95	\$ 36.17	24.00%	\$ 33.78	\$ 47.09
Security	Unarmed Security Guard	\$ 10.59	\$ 20.69	42.85%	\$ 15.13	\$ 29.56	24.00%	\$ 19.70	\$ 38.49
Tax	Data Entry Clerk	\$ 9.79	\$ 12.59	30.75%	\$ 12.80	\$ 16.47	24.00%	\$ 18.20	\$ 23.42
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 12.65	\$ 19.86	30.75%	\$ 16.54	\$ 25.96	24.00%	\$ 23.53	\$ 36.94
Tax	Error Resolution and Document Processor	\$ 16.46	\$ 22.86	30.75%	\$ 21.52	\$ 29.89	24.00%	\$ 30.61	\$ 42.53
Tax	General Clerical	\$ 9.52	\$ 14.08	30.75%	\$ 12.45	\$ 18.41	24.00%	\$ 17.71	\$ 26.19
Tax	On-Site Administrator (Day)	\$ 11.13	\$ 24.06	30.75%	\$ 14.55	\$ 31.46	24.00%	\$ 20.70	\$ 44.76
Tax	On-Site Administrator (Evening)	\$ 11.13	\$ 24.06	30.75%	\$ 14.55	\$ 31.46	24.00%	\$ 20.70	\$ 44.76
Tax	Remittance Processor	\$ 19.78	\$ 29.31	30.75%	\$ 25.86	\$ 38.33	24.00%	\$ 36.79	\$ 54.52
Tax	Taxpayer Information & Assistance Agent	\$ 17.52	\$ 25.17	30.75%	\$ 22.91	\$ 32.92	24.00%	\$ 32.60	\$ 46.83
Technical	Agricultural Technician	\$ 18.02	\$ 29.25	35.02%	\$ 24.33	\$ 39.49	24.00%	\$ 33.52	\$ 54.40
Technical	Agricultural Technician Lead	\$ 20.21	\$ 32.30	35.02%	\$ 27.29	\$ 43.61	24.00%	\$ 37.59	\$ 60.07
Technical	Agricultural Technician Supervisor	\$ 24.27	\$ 38.91	35.02%	\$ 32.77	\$ 52.54	24.00%	\$ 45.15	\$ 72.38
Technical	Analytical Chemist	\$ 19.10	\$ 32.30	35.02%	\$ 25.79	\$ 43.61	24.00%	\$ 35.52	\$ 60.07
Technical	Analytical Chemist Assistant	\$ 22.31	\$ 36.74	35.02%	\$ 30.13	\$ 49.61	24.00%	\$ 41.50	\$ 68.34
Technical	Analytical Chemist Senior	\$ 28.16	\$ 45.96	35.02%	\$ 38.02	\$ 62.05	24.00%	\$ 52.37	\$ 85.48
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	35.02%	\$ 26.73	\$ 41.90	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	35.02%	\$ 39.01	\$ 50.56	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 20.17	\$ 30.33	35.02%	\$ 27.23	\$ 40.95	24.00%	\$ 37.51	\$ 56.41
Technical	Bridge Design Drafter Senior	\$ 21.51	\$ 32.79	35.02%	\$ 29.04	\$ 44.28	24.00%	\$ 40.01	\$ 60.99
Technical	Cartographic Drafter	\$ 25.35	\$ 35.71	35.02%	\$ 34.23	\$ 48.21	24.00%	\$ 47.15	\$ 66.42
Technical	Cartographic Drafter Assistant	\$ 19.87	\$ 29.89	35.02%	\$ 26.83	\$ 40.35	24.00%	\$ 36.96	\$ 55.59
Technical	Cartographic Supervisor	\$ 34.59	\$ 46.50	35.02%	\$ 46.70	\$ 62.78	24.00%	\$ 64.33	\$ 86.48
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	35.02%	\$ 21.60	\$ 26.33	24.00%	\$ 29.76	\$ 36.27

North Dakota (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	35.02%	\$ 53.45	\$ 65.01	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 30.49	\$ 43.16	35.02%	\$ 41.17	\$ 58.28	24.00%	\$ 56.71	\$ 80.28
Technical	Engineering Design Drafting Supervisor	\$ 35.48	\$ 49.46	35.02%	\$ 47.90	\$ 66.78	24.00%	\$ 65.99	\$ 91.99
Technical	Engineering Design Drafting Technician	\$ 17.13	\$ 22.68	35.02%	\$ 23.13	\$ 30.62	24.00%	\$ 31.86	\$ 42.18
Technical	Engineering Drafting Technician	\$ 17.16	\$ 22.68	35.02%	\$ 23.17	\$ 30.62	24.00%	\$ 31.92	\$ 42.18
Technical	Engineering Drafting Technician Senior	\$ 19.89	\$ 28.92	35.02%	\$ 26.86	\$ 39.04	24.00%	\$ 37.00	\$ 53.79
Technical	Environmental Engineer	\$ 28.17	\$ 44.50	35.02%	\$ 38.03	\$ 60.09	24.00%	\$ 52.39	\$ 82.78
Technical	Environmental Engineer Senior	\$ 30.34	\$ 48.69	35.02%	\$ 40.96	\$ 65.74	24.00%	\$ 56.43	\$ 90.56
Technical	Environmental Program Analyst	\$ 23.90	\$ 35.31	35.02%	\$ 32.27	\$ 47.68	24.00%	\$ 44.45	\$ 65.68
Technical	Environmental Program Planner	\$ 25.54	\$ 38.15	35.02%	\$ 34.48	\$ 51.51	24.00%	\$ 47.50	\$ 70.96
Technical	Environmental Program Specialist	\$ 27.45	\$ 34.48	35.02%	\$ 37.07	\$ 46.55	24.00%	\$ 51.06	\$ 64.13
Technical	Environmental Specialist - Field	\$ 25.54	\$ 37.27	35.02%	\$ 34.48	\$ 50.33	24.00%	\$ 47.50	\$ 69.33
Technical	Environmental Specialist Senior - Field	\$ 26.26	\$ 39.01	35.02%	\$ 35.46	\$ 52.67	24.00%	\$ 48.85	\$ 72.56
Technical	Environmental Technician	\$ 23.90	\$ 35.31	35.02%	\$ 32.27	\$ 47.68	24.00%	\$ 44.45	\$ 65.68
Technical	Environmental Technician Senior	\$ 25.54	\$ 38.15	35.02%	\$ 34.48	\$ 51.51	24.00%	\$ 47.50	\$ 70.96
Technical	Help Desk Support	\$ 15.50	\$ 25.00	35.02%	\$ 20.93	\$ 33.76	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	35.02%	\$ 23.29	\$ 32.40	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 21.77	\$ 26.61	35.02%	\$ 29.40	\$ 35.93	24.00%	\$ 40.50	\$ 49.50
Technical	Laboratory Technician	\$ 18.24	\$ 27.32	35.02%	\$ 24.63	\$ 36.89	24.00%	\$ 33.93	\$ 50.82
Technical	Laboratory Technician Senior	\$ 19.36	\$ 29.46	35.02%	\$ 26.14	\$ 39.77	24.00%	\$ 36.01	\$ 54.79
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	35.02%	\$ 29.70	\$ 35.78	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 29.03	\$ 38.71	35.02%	\$ 39.20	\$ 52.26	24.00%	\$ 54.00	\$ 72.00
Technical	Residential Plan Reviewer	\$ 21.17	\$ 33.07	35.02%	\$ 28.58	\$ 44.65	24.00%	\$ 39.37	\$ 61.51
Technical	Right of Way Technician	\$ 30.04	\$ 47.50	35.02%	\$ 40.56	\$ 64.13	24.00%	\$ 55.87	\$ 88.35
Technical	Right of Way Technician Supervisor	\$ 32.43	\$ 52.14	35.02%	\$ 43.79	\$ 70.40	24.00%	\$ 60.32	\$ 96.99
Technical	Safety Engineer	\$ 29.60	\$ 46.42	35.02%	\$ 39.97	\$ 62.68	24.00%	\$ 55.06	\$ 86.34
Technical	Safety Engineer Senior	\$ 33.65	\$ 53.11	35.02%	\$ 45.44	\$ 71.71	24.00%	\$ 62.59	\$ 98.79
Technical	Title Examiner	\$ 20.62	\$ 28.99	35.02%	\$ 27.84	\$ 39.15	24.00%	\$ 38.35	\$ 53.93
Technical	Traffic Controller	\$ 24.95	\$ 40.34	35.02%	\$ 33.69	\$ 54.47	24.00%	\$ 46.42	\$ 75.04
Technical	Traffic Controller Senior	\$ 30.04	\$ 47.50	35.02%	\$ 40.56	\$ 64.13	24.00%	\$ 55.87	\$ 88.35
Technical	Transportation Data Analyst	\$ 24.95	\$ 40.34	35.02%	\$ 33.69	\$ 54.47	24.00%	\$ 46.42	\$ 75.04
Technical	Transportation Data Analyst Senior	\$ 30.04	\$ 47.50	35.02%	\$ 40.56	\$ 64.13	24.00%	\$ 55.87	\$ 88.35
Technical	Transportation Data Analyst Supervisor	\$ 30.04	\$ 47.50	35.02%	\$ 40.56	\$ 64.13	24.00%	\$ 55.87	\$ 88.35
Technical	Transportation Data Technician	\$ 24.95	\$ 40.34	35.02%	\$ 33.69	\$ 54.47	24.00%	\$ 46.42	\$ 75.04
Technical	Transportation District Utilities Specialist	\$ 29.48	\$ 47.49	35.02%	\$ 39.80	\$ 64.12	24.00%	\$ 54.83	\$ 88.33
Technical	Transportation Engineering Technician -Survey	\$ 30.61	\$ 51.96	35.02%	\$ 41.33	\$ 70.15	24.00%	\$ 56.94	\$ 96.64
Technical	Transportation Engineering Technician -Survey Senior	\$ 33.79	\$ 54.37	35.02%	\$ 45.63	\$ 73.41	24.00%	\$ 62.86	\$ 101.12
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 35.68	\$ 58.08	35.02%	\$ 48.17	\$ 78.42	24.00%	\$ 66.36	\$ 108.02
Technical	Transportation Materials Technician	\$ 14.33	\$ 20.62	35.02%	\$ 19.35	\$ 27.84	24.00%	\$ 26.66	\$ 38.35
Technical	Transportation Materials Technician Senior	\$ 15.29	\$ 22.36	35.02%	\$ 20.64	\$ 30.19	24.00%	\$ 28.44	\$ 41.58

North Dakota (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 30.61	\$ 50.83	35.02%	\$ 41.33	\$ 68.64	24.00%	\$ 56.94	\$ 94.55
Technical	Transportation Materials Technician Supervisor	\$ 35.68	\$ 58.08	35.02%	\$ 48.17	\$ 78.42	24.00%	\$ 66.36	\$ 108.02
Technical	Transportation Planning Specialist	\$ 29.48	\$ 47.49	35.02%	\$ 39.80	\$ 64.12	24.00%	\$ 54.83	\$ 88.33
Technical	Transportation Planning Specialist Senior	\$ 33.79	\$ 54.37	35.02%	\$ 45.63	\$ 73.41	24.00%	\$ 62.86	\$ 101.12
Technical	Transportation Technical Program Coordinator	\$ 29.48	\$ 47.49	35.02%	\$ 39.80	\$ 64.12	24.00%	\$ 54.83	\$ 88.33
Technical	Transportation Technical Support Coordinator	\$ 29.48	\$ 47.49	35.02%	\$ 39.80	\$ 64.12	24.00%	\$ 54.83	\$ 88.33
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	35.02%	\$ 50.63	\$ 60.76	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 17.05	\$ 20.98	41.38%	\$ 24.11	\$ 29.66	24.00%	\$ 31.72	\$ 39.02
Trades	Boiler Operator II	\$ 21.04	\$ 24.15	41.38%	\$ 29.74	\$ 34.14	24.00%	\$ 39.13	\$ 44.92
Trades	Boiler Operator Senior I	\$ 24.17	\$ 26.39	41.38%	\$ 34.18	\$ 37.30	24.00%	\$ 44.96	\$ 49.08
Trades	Boiler Operator Senior II	\$ 26.41	\$ 36.15	41.38%	\$ 37.34	\$ 51.11	24.00%	\$ 49.12	\$ 67.24
Trades	Carpenter Assistant	\$ 11.36	\$ 15.37	41.38%	\$ 16.06	\$ 21.73	24.00%	\$ 21.13	\$ 28.58
Trades	Carpenter	\$ 15.38	\$ 21.54	41.38%	\$ 21.74	\$ 30.46	24.00%	\$ 28.60	\$ 40.07
Trades	Carpenter Senior	\$ 22.74	\$ 30.72	41.38%	\$ 32.15	\$ 43.44	24.00%	\$ 42.30	\$ 57.14
Trades	Electrician	\$ 24.25	\$ 40.35	41.38%	\$ 34.28	\$ 57.05	24.00%	\$ 45.11	\$ 75.06
Trades	Electrician Assistant	\$ 12.93	\$ 15.96	41.38%	\$ 18.29	\$ 22.57	24.00%	\$ 24.06	\$ 29.69
Trades	Electrician Senior	\$ 18.72	\$ 21.60	41.38%	\$ 26.47	\$ 30.53	24.00%	\$ 34.83	\$ 40.17
Trades	Electrician Supervisor Senior	\$ 21.65	\$ 38.06	41.38%	\$ 30.61	\$ 53.82	24.00%	\$ 40.27	\$ 70.80
Trades	Electronic Equipment Install & Repair Supervisor	\$ 23.62	\$ 35.11	41.38%	\$ 33.40	\$ 49.65	24.00%	\$ 43.94	\$ 65.31
Trades	Electronic Equipment Install & Repair Technician	\$ 18.75	\$ 23.50	41.38%	\$ 26.50	\$ 33.23	24.00%	\$ 34.87	\$ 43.71
Trades	Electronic Technician	\$ 14.27	\$ 18.13	41.38%	\$ 20.17	\$ 25.63	24.00%	\$ 26.53	\$ 33.72
Trades	Electronic Technician Senior	\$ 18.18	\$ 32.16	41.38%	\$ 25.71	\$ 45.47	24.00%	\$ 33.82	\$ 59.83
Trades	Equipment Repair Supervisor	\$ 25.86	\$ 30.27	41.38%	\$ 36.56	\$ 42.80	24.00%	\$ 48.09	\$ 56.30
Trades	Equipment Repair Technician	\$ 14.27	\$ 18.13	41.38%	\$ 20.17	\$ 25.63	24.00%	\$ 26.53	\$ 33.72
Trades	Equipment Repair Technician Senior	\$ 18.18	\$ 25.79	41.38%	\$ 25.71	\$ 36.46	24.00%	\$ 33.82	\$ 47.97
Trades	HVAC Installation & Repair Assistant	\$ 11.13	\$ 17.76	41.38%	\$ 15.73	\$ 25.10	24.00%	\$ 20.70	\$ 33.03
Trades	HVAC Installation & Repair Assistant Senior	\$ 17.76	\$ 30.27	41.38%	\$ 25.10	\$ 42.80	24.00%	\$ 33.03	\$ 56.30
Trades	Laboratory Mechanic	\$ 14.28	\$ 19.36	41.38%	\$ 20.18	\$ 27.38	24.00%	\$ 26.56	\$ 36.01
Trades	Laboratory Mechanic Senior	\$ 19.36	\$ 29.46	41.38%	\$ 27.38	\$ 41.65	24.00%	\$ 36.01	\$ 54.79
Trades	Locksmith	\$ 17.51	\$ 25.76	41.38%	\$ 24.76	\$ 36.42	24.00%	\$ 32.57	\$ 47.91
Trades	Maintenance Field Worker	\$ 14.27	\$ 18.24	41.38%	\$ 20.17	\$ 25.79	24.00%	\$ 26.53	\$ 33.93
Trades	Mason Plasterer	\$ 17.62	\$ 20.31	41.38%	\$ 24.92	\$ 28.71	24.00%	\$ 32.78	\$ 37.78
Trades	Mason Plasterer Assistant	\$ 20.35	\$ 30.11	41.38%	\$ 28.78	\$ 42.56	24.00%	\$ 37.86	\$ 56.00
Trades	Mechanic	\$ 11.47	\$ 25.81	41.38%	\$ 16.22	\$ 36.49	24.00%	\$ 21.33	\$ 48.01
Trades	Painter	\$ 11.03	\$ 24.48	41.38%	\$ 15.59	\$ 34.61	24.00%	\$ 20.52	\$ 45.54
Trades	Plumber / Steamfitter	\$ 23.92	\$ 36.37	41.38%	\$ 33.82	\$ 51.42	24.00%	\$ 44.49	\$ 67.65
Trades	Plumber / Steamfitter Assistant	\$ 14.27	\$ 23.84	41.38%	\$ 20.17	\$ 33.71	24.00%	\$ 26.53	\$ 44.35
Trades	Printing Press Operator B	\$ 23.35	\$ 34.29	41.38%	\$ 33.01	\$ 48.48	24.00%	\$ 43.43	\$ 63.78
Trades	Production Supervisor	\$ 27.68	\$ 42.40	41.38%	\$ 39.14	\$ 59.95	24.00%	\$ 51.49	\$ 78.87
Trades	Radio Specialist	\$ 16.50	\$ 21.16	41.38%	\$ 23.33	\$ 29.91	24.00%	\$ 30.69	\$ 39.35

North Dakota (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 21.19	\$ 27.70	41.38%	\$ 29.96	\$ 39.16	24.00%	\$ 39.41	\$ 51.51
Trades	Sheet Metal Worker	\$ 15.70	\$ 20.20	41.38%	\$ 22.19	\$ 28.56	24.00%	\$ 29.20	\$ 37.57
Trades	Sheet Metal Worker Assistant	\$ 11.92	\$ 15.95	41.38%	\$ 16.85	\$ 22.55	24.00%	\$ 22.17	\$ 29.67
Trades	Sheet Metal Worker Lead	\$ 20.25	\$ 27.71	41.38%	\$ 28.64	\$ 39.17	24.00%	\$ 37.67	\$ 51.53
Trades	Shipping / Receiving Clerk	\$ 15.79	\$ 21.64	41.38%	\$ 22.32	\$ 30.60	24.00%	\$ 29.36	\$ 40.25
Trades	Storekeeper Assistant I	\$ 11.73	\$ 17.17	41.38%	\$ 16.59	\$ 24.28	24.00%	\$ 21.83	\$ 31.94
Trades	Storekeeper Assistant II	\$ 12.77	\$ 18.46	41.38%	\$ 18.05	\$ 26.10	24.00%	\$ 23.75	\$ 34.34
Trades	Storekeeper I	\$ 8.34	\$ 11.47	41.38%	\$ 11.80	\$ 16.22	24.00%	\$ 15.52	\$ 21.33
Trades	Storekeeper II	\$ 11.54	\$ 13.99	41.38%	\$ 16.31	\$ 19.78	24.00%	\$ 21.46	\$ 26.02
Trades	Storekeeper III	\$ 14.03	\$ 17.17	41.38%	\$ 19.84	\$ 24.28	24.00%	\$ 26.10	\$ 31.94
Trades	Storekeeper Senior	\$ 17.19	\$ 20.06	41.38%	\$ 24.31	\$ 28.36	24.00%	\$ 31.98	\$ 37.30
Trades	Tool Room Assistant	\$ 9.24	\$ 13.99	41.38%	\$ 13.06	\$ 19.78	24.00%	\$ 17.18	\$ 26.02
Trades	Tool Room Assistant Senior	\$ 13.99	\$ 19.53	41.38%	\$ 19.78	\$ 27.61	24.00%	\$ 26.02	\$ 36.32
Trades	Trades Utilities Worker Senior	\$ 14.28	\$ 20.91	41.38%	\$ 20.18	\$ 29.57	24.00%	\$ 26.56	\$ 38.90
Trades	Trades Utility Worker	\$ 10.91	\$ 14.22	41.38%	\$ 15.42	\$ 20.11	24.00%	\$ 20.29	\$ 26.45
Trades	Tradesman Helper	\$ 10.91	\$ 17.57	41.38%	\$ 15.42	\$ 24.84	24.00%	\$ 20.29	\$ 32.68
Trades	Tradesman Helper Senior	\$ 17.57	\$ 21.89	41.38%	\$ 24.84	\$ 30.95	24.00%	\$ 32.68	\$ 40.72
Trades	Welder	\$ 12.02	\$ 19.91	41.38%	\$ 16.99	\$ 28.15	24.00%	\$ 22.36	\$ 37.04
Trades	Welder Senior	\$ 19.97	\$ 23.94	41.38%	\$ 28.23	\$ 33.85	24.00%	\$ 37.14	\$ 44.53
Trades	Work Zone Safety Officer	\$ 24.95	\$ 40.34	41.38%	\$ 35.28	\$ 57.04	24.00%	\$ 46.42	\$ 75.04

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	30.59%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	30.75%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	45.08%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	30.75%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	30.60%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	34.28%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	30.60%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	42.85%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	30.75%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.02%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	41.38%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Ohio (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 14.79	\$ 21.00	41.84%	\$ 20.98	\$ 29.79	24.00%	\$ 27.51	\$ 39.06
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	41.84%	\$ 12.11	\$ 19.82	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 21.01	\$ 29.16	41.84%	\$ 29.80	\$ 41.37	24.00%	\$ 39.08	\$ 54.25
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	41.84%	\$ 29.36	\$ 36.70	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	41.84%	\$ 22.02	\$ 28.26	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	41.84%	\$ 13.95	\$ 17.62	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 19.25	\$ 22.03	41.84%	\$ 27.31	\$ 31.25	24.00%	\$ 35.81	\$ 40.98
Accounting/Finance	Accounting Manager B	\$ 21.97	\$ 26.96	41.84%	\$ 31.16	\$ 38.24	24.00%	\$ 40.87	\$ 50.15
Accounting/Finance	Accounting Manager C	\$ 27.01	\$ 34.14	41.84%	\$ 38.31	\$ 48.43	24.00%	\$ 50.24	\$ 63.51
Accounting/Finance	Auditing - External Auditor	\$ 19.00	\$ 24.03	41.84%	\$ 26.95	\$ 34.09	24.00%	\$ 35.34	\$ 44.70
Accounting/Finance	Auditing - External Auditor Senior	\$ 24.05	\$ 34.14	41.84%	\$ 34.12	\$ 48.43	24.00%	\$ 44.74	\$ 63.51
Accounting/Finance	Auditing - Internal Auditor	\$ 19.00	\$ 24.03	41.84%	\$ 26.95	\$ 34.09	24.00%	\$ 35.34	\$ 44.70
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 24.08	\$ 34.14	41.84%	\$ 34.16	\$ 48.43	24.00%	\$ 44.79	\$ 63.51
Accounting/Finance	Bookkeeper	\$ 10.00	\$ 15.13	41.84%	\$ 14.18	\$ 21.46	24.00%	\$ 18.60	\$ 28.15
Accounting/Finance	Budget Analyst	\$ 18.64	\$ 24.39	41.84%	\$ 26.44	\$ 34.59	24.00%	\$ 34.67	\$ 45.36
Accounting/Finance	Budget Analyst Senior	\$ 24.40	\$ 37.86	41.84%	\$ 34.60	\$ 53.70	24.00%	\$ 45.38	\$ 70.42
Accounting/Finance	Closure/Disbursement Specialists	\$ 31.08	\$ 34.59	41.84%	\$ 44.08	\$ 49.06	24.00%	\$ 57.80	\$ 64.34
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 29.18	\$ 37.83	41.84%	\$ 41.40	\$ 53.66	24.00%	\$ 54.28	\$ 70.37
Accounting/Finance	CPA	\$ 30.27	\$ 39.99	41.84%	\$ 42.93	\$ 56.73	24.00%	\$ 56.30	\$ 74.39
Accounting/Finance	Fiscal Assistant	\$ 10.53	\$ 16.17	41.84%	\$ 14.93	\$ 22.94	24.00%	\$ 19.58	\$ 30.08
Accounting/Finance	Fiscal Technical Senior	\$ 14.10	\$ 20.11	41.84%	\$ 20.00	\$ 28.53	24.00%	\$ 26.23	\$ 37.41
Accounting/Finance	Fiscal Technician	\$ 16.22	\$ 19.83	41.84%	\$ 23.01	\$ 28.13	24.00%	\$ 30.18	\$ 36.88
Accounting/Finance	Payroll Assistant	\$ 15.40	\$ 19.46	41.84%	\$ 21.85	\$ 27.60	24.00%	\$ 28.65	\$ 36.19
Accounting/Finance	Purchasing / Procurement	\$ 19.46	\$ 28.92	41.84%	\$ 27.60	\$ 41.01	24.00%	\$ 36.19	\$ 53.78
Accounting/Finance	Sr. Compliance Officer	\$ 37.56	\$ 42.70	41.84%	\$ 53.28	\$ 60.56	24.00%	\$ 69.87	\$ 79.42
Accounting/Finance	Supervising Auditor	\$ 37.56	\$ 43.24	41.84%	\$ 53.28	\$ 61.33	24.00%	\$ 69.87	\$ 80.42
Call Center/Customer Service	Customer Service Inbound I	\$ 9.91	\$ 14.58	42.79%	\$ 14.15	\$ 20.81	24.00%	\$ 18.43	\$ 27.11
Call Center/Customer Service	Customer Service Inbound II	\$ 14.64	\$ 23.57	42.79%	\$ 20.90	\$ 33.65	24.00%	\$ 27.23	\$ 43.84

Ohio (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.91	\$ 14.58	42.79%	\$ 14.15	\$ 20.81	24.00%	\$ 18.43	\$ 27.11
Call Center/Customer Service	Customer Service Outbound II	\$ 14.64	\$ 23.57	42.79%	\$ 20.90	\$ 33.65	24.00%	\$ 27.23	\$ 43.84
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.73	\$ 16.48	42.79%	\$ 13.89	\$ 23.54	24.00%	\$ 18.09	\$ 30.66
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	42.79%	\$ 29.56	\$ 36.95	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 10.10	\$ 15.46	42.79%	\$ 14.42	\$ 22.07	24.00%	\$ 18.79	\$ 28.75
Call Center/Customer Service	Detailing Representative II	\$ 10.99	\$ 17.78	42.79%	\$ 15.69	\$ 25.39	24.00%	\$ 20.44	\$ 33.07
Call Center/Customer Service	Help Desk Analyst	\$ 13.09	\$ 29.06	42.79%	\$ 18.69	\$ 41.50	24.00%	\$ 24.35	\$ 54.06
Call Center/Customer Service	Market Research Inbound	\$ 19.20	\$ 23.06	42.79%	\$ 27.42	\$ 32.93	24.00%	\$ 35.72	\$ 42.90
Call Center/Customer Service	Market Research Outbound	\$ 23.08	\$ 35.14	42.79%	\$ 32.96	\$ 50.18	24.00%	\$ 42.93	\$ 65.37
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.98	\$ 12.84	42.79%	\$ 12.82	\$ 18.33	24.00%	\$ 16.70	\$ 23.88
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 13.00	\$ 18.58	42.79%	\$ 18.56	\$ 26.53	24.00%	\$ 24.18	\$ 34.55
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.98	\$ 12.84	42.79%	\$ 12.82	\$ 18.33	24.00%	\$ 16.70	\$ 23.88
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 13.00	\$ 18.58	42.79%	\$ 18.56	\$ 26.53	24.00%	\$ 24.18	\$ 34.55
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.98	\$ 12.59	42.79%	\$ 12.82	\$ 17.97	24.00%	\$ 16.70	\$ 23.41
Call Center/Customer Service	Sales Inbound I	\$ 9.51	\$ 16.43	42.79%	\$ 13.57	\$ 23.45	24.00%	\$ 17.68	\$ 30.55
Call Center/Customer Service	Sales Inbound II	\$ 13.00	\$ 18.58	42.79%	\$ 18.56	\$ 26.53	24.00%	\$ 24.18	\$ 34.55
Call Center/Customer Service	Sales Outbound I	\$ 11.78	\$ 16.53	42.79%	\$ 16.82	\$ 23.60	24.00%	\$ 21.91	\$ 30.74
Call Center/Customer Service	Sales Outbound II	\$ 13.00	\$ 18.58	42.79%	\$ 18.56	\$ 26.53	24.00%	\$ 24.18	\$ 34.55
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.15	\$ 12.87	42.79%	\$ 11.64	\$ 18.38	24.00%	\$ 15.16	\$ 23.94
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 12.88	\$ 16.69	42.79%	\$ 18.39	\$ 23.83	24.00%	\$ 23.96	\$ 31.04
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 9.49	\$ 12.68	42.79%	\$ 13.54	\$ 18.10	24.00%	\$ 17.64	\$ 23.58
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 12.73	\$ 22.41	42.79%	\$ 18.18	\$ 31.99	24.00%	\$ 23.67	\$ 41.68
Food Related Services	Barista (misc)	\$ 11.11	\$ 16.39	62.04%	\$ 18.01	\$ 26.55	24.00%	\$ 20.67	\$ 30.48
Food Related Services	Building Attendant (misc)	\$ 11.11	\$ 16.39	47.18%	\$ 16.35	\$ 24.12	24.00%	\$ 20.67	\$ 30.48
Food Related Services	Busser	\$ 11.11	\$ 16.39	47.18%	\$ 16.35	\$ 24.12	24.00%	\$ 20.67	\$ 30.48
Food Related Services	Cashiers	\$ 11.11	\$ 16.39	47.18%	\$ 16.35	\$ 24.12	24.00%	\$ 20.67	\$ 30.48
Food Related Services	Dishwasher	\$ 10.10	\$ 13.13	47.18%	\$ 14.87	\$ 19.33	24.00%	\$ 18.79	\$ 24.43
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	47.18%	\$ 21.19	\$ 25.90	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	47.18%	\$ 14.57	\$ 17.81	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 10.01	\$ 14.65	47.18%	\$ 14.73	\$ 21.56	24.00%	\$ 18.62	\$ 27.25
Food Related Services	Food Operations Manager Assistant	\$ 14.69	\$ 17.19	47.18%	\$ 21.62	\$ 25.31	24.00%	\$ 27.32	\$ 31.98
Food Related Services	Food Production Worker	\$ 8.15	\$ 13.19	47.18%	\$ 12.00	\$ 19.42	24.00%	\$ 15.16	\$ 24.54
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	47.18%	\$ 20.53	\$ 25.09	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	47.18%	\$ 15.90	\$ 19.43	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	47.18%	\$ 18.54	\$ 22.67	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.15	\$ 12.94	47.18%	\$ 12.00	\$ 19.05	24.00%	\$ 15.16	\$ 24.07
Food Related Services	Second Cook Senior	\$ 12.84	\$ 16.89	62.04%	\$ 20.81	\$ 27.37	24.00%	\$ 23.88	\$ 31.42
Food Related Services	Server	\$ 8.15	\$ 10.53	47.18%	\$ 12.00	\$ 15.49	24.00%	\$ 15.16	\$ 19.58
General Administrative	Administrative Assistant I	\$ 11.03	\$ 14.84	42.79%	\$ 15.75	\$ 21.19	24.00%	\$ 20.52	\$ 27.60
General Administrative	Administrative Assistant II	\$ 14.85	\$ 16.06	42.79%	\$ 21.20	\$ 22.94	24.00%	\$ 27.62	\$ 29.88

Ohio (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 16.07	\$ 17.44	42.79%	\$ 22.95	\$ 24.90	24.00%	\$ 29.89	\$ 32.43
General Administrative	Administrative Assistant IV	\$ 17.45	\$ 19.30	42.79%	\$ 24.91	\$ 27.57	24.00%	\$ 32.45	\$ 35.91
General Administrative	Administrative Assistant V	\$ 19.33	\$ 21.77	42.79%	\$ 27.59	\$ 31.09	24.00%	\$ 35.94	\$ 40.49
General Administrative	Administrative Staff Assistant	\$ 21.42	\$ 24.49	42.79%	\$ 30.58	\$ 34.97	24.00%	\$ 39.83	\$ 45.55
General Administrative	Administrative Staff Specialist	\$ 24.50	\$ 30.29	42.79%	\$ 34.98	\$ 43.25	24.00%	\$ 45.56	\$ 56.33
General Administrative	Administrative Staff Specialist Senior	\$ 30.30	\$ 23.66	42.79%	\$ 43.26	\$ 33.78	24.00%	\$ 56.35	\$ 44.01
General Administrative	Agency Management Analyst	\$ 19.76	\$ 25.93	42.79%	\$ 28.21	\$ 37.03	24.00%	\$ 36.75	\$ 48.23
General Administrative	Agency Management Analyst Lead	\$ 25.94	\$ 30.13	42.79%	\$ 37.04	\$ 43.03	24.00%	\$ 48.25	\$ 56.05
General Administrative	Agency Management Analyst Senior	\$ 30.19	\$ 46.98	42.79%	\$ 43.12	\$ 67.09	24.00%	\$ 56.16	\$ 87.39
General Administrative	Clerk	\$ 9.30	\$ 10.75	42.79%	\$ 13.28	\$ 15.35	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	42.79%	\$ 11.78	\$ 13.21	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	42.79%	\$ 15.42	\$ 17.85	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.98	\$ 12.61	42.79%	\$ 12.82	\$ 18.00	24.00%	\$ 16.70	\$ 23.45
General Administrative	Data Entry Operator Senior	\$ 12.64	\$ 18.14	42.79%	\$ 18.05	\$ 25.91	24.00%	\$ 23.51	\$ 33.75
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	42.79%	\$ 14.64	\$ 21.42	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.92	\$ 19.79	42.79%	\$ 22.73	\$ 28.26	24.00%	\$ 29.61	\$ 36.81
General Administrative	Executive Secretary Senior	\$ 19.82	\$ 29.36	42.79%	\$ 28.30	\$ 41.92	24.00%	\$ 36.87	\$ 54.60
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	42.79%	\$ 24.99	\$ 29.63	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	42.79%	\$ 21.42	\$ 25.70	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.59	\$ 14.76	42.79%	\$ 17.97	\$ 21.07	24.00%	\$ 23.41	\$ 27.45
General Administrative	Legal Assistant Senior	\$ 14.79	\$ 37.29	42.79%	\$ 21.12	\$ 53.24	24.00%	\$ 27.51	\$ 69.35
General Administrative	Library Assistant	\$ 8.98	\$ 17.69	42.79%	\$ 12.82	\$ 25.26	24.00%	\$ 16.70	\$ 32.90
General Administrative	Medical Assistant I	\$ 12.06	\$ 14.07	42.79%	\$ 17.22	\$ 20.09	24.00%	\$ 22.43	\$ 26.17
General Administrative	Medical Assistant II	\$ 14.11	\$ 20.06	42.79%	\$ 20.15	\$ 28.65	24.00%	\$ 26.25	\$ 37.32
General Administrative	Medical Biller I	\$ 10.52	\$ 12.91	42.79%	\$ 15.02	\$ 18.43	24.00%	\$ 19.56	\$ 24.01
General Administrative	Medical Biller II	\$ 12.94	\$ 20.10	42.79%	\$ 18.48	\$ 28.70	24.00%	\$ 24.07	\$ 37.39
General Administrative	Medical Records Clerk I	\$ 12.64	\$ 18.41	42.79%	\$ 18.05	\$ 26.28	24.00%	\$ 23.51	\$ 34.23
General Administrative	Medical Records Clerk II	\$ 13.65	\$ 19.74	42.79%	\$ 19.49	\$ 28.19	24.00%	\$ 25.38	\$ 36.72
General Administrative	Office Manager	\$ 21.26	\$ 32.37	42.79%	\$ 30.36	\$ 46.22	24.00%	\$ 39.55	\$ 60.20
General Administrative	Office Services Aide	\$ 11.77	\$ 16.21	42.79%	\$ 16.80	\$ 23.15	24.00%	\$ 21.89	\$ 30.16
General Administrative	Office Services Assistant	\$ 12.62	\$ 17.12	42.79%	\$ 18.02	\$ 24.45	24.00%	\$ 23.47	\$ 31.85
General Administrative	Office Services Specialist	\$ 13.29	\$ 17.92	42.79%	\$ 18.98	\$ 25.59	24.00%	\$ 24.73	\$ 33.33
General Administrative	Office Services Supervisor	\$ 13.91	\$ 18.31	42.79%	\$ 19.86	\$ 26.15	24.00%	\$ 25.87	\$ 34.07
General Administrative	Office Services Supervisor Senior	\$ 16.12	\$ 20.55	42.79%	\$ 23.02	\$ 29.34	24.00%	\$ 29.99	\$ 38.22
General Administrative	Operator I	\$ 8.74	\$ 12.57	42.79%	\$ 12.48	\$ 17.94	24.00%	\$ 16.25	\$ 23.37
General Administrative	Operator II	\$ 12.59	\$ 14.69	42.79%	\$ 17.97	\$ 20.97	24.00%	\$ 23.41	\$ 27.32
General Administrative	Operator III (Key Disc Operator)	\$ 14.73	\$ 16.68	42.79%	\$ 21.03	\$ 23.82	24.00%	\$ 27.40	\$ 31.02
General Administrative	Operator IV (Key Disc Operator)	\$ 16.69	\$ 19.34	42.79%	\$ 23.83	\$ 27.61	24.00%	\$ 31.04	\$ 35.96
General Administrative	Paralegal	\$ 14.00	\$ 23.50	42.79%	\$ 19.99	\$ 33.56	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 11.20	\$ 14.99	42.79%	\$ 16.00	\$ 21.41	24.00%	\$ 20.84	\$ 27.88

Ohio (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 15.00	\$ 15.99	42.79%	\$ 21.42	\$ 22.83	24.00%	\$ 27.90	\$ 29.74
General Administrative	Photocopy Supervisor	\$ 12.11	\$ 16.82	42.79%	\$ 17.30	\$ 24.02	24.00%	\$ 22.53	\$ 31.28
General Administrative	Photocopy Technician	\$ 10.94	\$ 15.47	42.79%	\$ 15.62	\$ 22.08	24.00%	\$ 20.35	\$ 28.77
General Administrative	Photo-Typesetting Specialist	\$ 14.24	\$ 20.51	42.79%	\$ 20.34	\$ 29.28	24.00%	\$ 26.49	\$ 38.14
General Administrative	Photo-Typesetting Supervisor	\$ 15.21	\$ 22.26	42.79%	\$ 21.72	\$ 31.79	24.00%	\$ 28.30	\$ 41.41
General Administrative	Postal Aide	\$ 8.15	\$ 10.94	42.79%	\$ 11.64	\$ 15.62	24.00%	\$ 15.16	\$ 20.35
General Administrative	Postal Aide Senior	\$ 10.99	\$ 17.29	42.79%	\$ 15.69	\$ 24.69	24.00%	\$ 20.44	\$ 32.17
General Administrative	Postal Assistant	\$ 17.36	\$ 19.28	42.79%	\$ 24.78	\$ 27.54	24.00%	\$ 32.28	\$ 35.87
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	42.79%	\$ 42.84	\$ 64.26	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	42.79%	\$ 28.56	\$ 35.70	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.84	\$ 16.95	42.79%	\$ 18.33	\$ 24.20	24.00%	\$ 23.88	\$ 31.53
General Administrative	Public Relations Specialist	\$ 17.84	\$ 30.51	42.79%	\$ 25.47	\$ 43.56	24.00%	\$ 33.18	\$ 56.74
General Administrative	Public Relations Specialist Assistant	\$ 12.84	\$ 17.81	42.79%	\$ 18.33	\$ 25.43	24.00%	\$ 23.88	\$ 33.13
General Administrative	Receptionist	\$ 8.97	\$ 11.55	42.79%	\$ 12.81	\$ 16.49	24.00%	\$ 16.69	\$ 21.48
General Administrative	Receptionist Senior	\$ 11.56	\$ 18.22	42.79%	\$ 16.50	\$ 26.02	24.00%	\$ 21.50	\$ 33.90
General Administrative	Secretary	\$ 9.49	\$ 12.68	42.79%	\$ 13.54	\$ 18.10	24.00%	\$ 17.64	\$ 23.58
General Administrative	Secretary Senior	\$ 12.73	\$ 22.47	42.79%	\$ 18.18	\$ 32.08	24.00%	\$ 23.67	\$ 41.79
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	42.79%	\$ 21.78	\$ 25.70	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 11.03	\$ 26.95	42.79%	\$ 15.75	\$ 38.48	24.00%	\$ 20.52	\$ 50.13
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	42.79%	\$ 28.56	\$ 37.83	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 19.77	\$ 24.39	42.79%	\$ 28.23	\$ 34.82	24.00%	\$ 36.77	\$ 45.36
Human Resources	Classification / Compensation Analyst Senior	\$ 24.44	\$ 32.37	42.79%	\$ 34.89	\$ 46.22	24.00%	\$ 45.45	\$ 60.20
Human Resources	Classification / Compensation Consultant	\$ 32.39	\$ 43.38	42.79%	\$ 46.25	\$ 61.94	24.00%	\$ 60.24	\$ 80.68
Human Resources	EEO Program Analyst	\$ 19.09	\$ 30.48	42.79%	\$ 27.26	\$ 43.52	24.00%	\$ 35.51	\$ 56.69
Human Resources	EEO Program Specialist	\$ 21.05	\$ 33.25	42.79%	\$ 30.06	\$ 47.47	24.00%	\$ 39.16	\$ 61.84
Human Resources	Employee Relations Analyst	\$ 17.19	\$ 21.77	42.79%	\$ 24.55	\$ 31.09	24.00%	\$ 31.98	\$ 40.49
Human Resources	Employee Relations Analyst Senior	\$ 21.82	\$ 38.51	42.79%	\$ 31.16	\$ 54.99	24.00%	\$ 40.59	\$ 71.63
Human Resources	Human Resources Assistant	\$ 13.19	\$ 19.00	42.79%	\$ 18.84	\$ 27.13	24.00%	\$ 24.54	\$ 35.34
Human Resources	Human Resources Generalist	\$ 15.29	\$ 19.46	42.79%	\$ 21.84	\$ 27.78	24.00%	\$ 28.45	\$ 36.19
Human Resources	Human Resources Generalist Senior	\$ 19.57	\$ 34.17	42.79%	\$ 27.94	\$ 48.80	24.00%	\$ 36.40	\$ 63.57
Human Resources	Personnel Analyst	\$ 15.14	\$ 19.25	42.79%	\$ 21.62	\$ 27.49	24.00%	\$ 28.17	\$ 35.81
Human Resources	Personnel Analyst Senior	\$ 19.30	\$ 23.36	42.79%	\$ 27.57	\$ 33.35	24.00%	\$ 35.91	\$ 43.44
Human Resources	Personnel Practices Analyst	\$ 23.42	\$ 27.58	42.79%	\$ 33.44	\$ 39.38	24.00%	\$ 43.55	\$ 51.30
Human Resources	Personnel Practices Analyst Senior	\$ 27.63	\$ 35.18	42.79%	\$ 39.45	\$ 50.23	24.00%	\$ 51.39	\$ 65.43
Human Resources	Personnel Practices Manager	\$ 34.61	\$ 43.05	42.79%	\$ 49.42	\$ 61.48	24.00%	\$ 64.37	\$ 80.08
Human Services	Social Worker	\$ 16.86	\$ 28.56	41.88%	\$ 23.92	\$ 40.52	24.00%	\$ 31.36	\$ 53.12
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	41.88%	\$ 31.92	\$ 43.98	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.79	\$ 17.66	41.88%	\$ 18.15	\$ 25.05	24.00%	\$ 23.79	\$ 32.84
Human Services	Support Enforcement Specialist Senior	\$ 17.72	\$ 20.90	41.88%	\$ 25.14	\$ 29.65	24.00%	\$ 32.96	\$ 38.88
Human Services	Utilization Review Analyst	\$ 17.72	\$ 25.42	41.88%	\$ 25.14	\$ 36.06	24.00%	\$ 32.96	\$ 47.27

Ohio (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 25.47	\$ 40.85	41.88%	\$ 36.13	\$ 57.96	24.00%	\$ 47.37	\$ 75.99
Insurance	Claims Adjuster I	\$ 14.64	\$ 17.72	41.88%	\$ 20.77	\$ 25.14	24.00%	\$ 27.23	\$ 32.96
Insurance	Claims Adjuster II	\$ 17.77	\$ 25.42	41.88%	\$ 25.21	\$ 36.06	24.00%	\$ 33.05	\$ 47.27
Insurance	Claims Specialist	\$ 25.47	\$ 32.09	41.88%	\$ 36.13	\$ 45.53	24.00%	\$ 47.37	\$ 59.69
Insurance	Worker's Compensation Specialist	\$ 24.06	\$ 35.99	41.88%	\$ 34.14	\$ 51.07	24.00%	\$ 44.76	\$ 66.95
Laborer/Industrial	CDL Driver	\$ 12.84	\$ 18.43	47.18%	\$ 18.90	\$ 27.12	24.00%	\$ 23.88	\$ 34.27
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	47.18%	\$ 31.64	\$ 41.53	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	47.18%	\$ 41.14	\$ 48.88	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	47.18%	\$ 44.52	\$ 51.51	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	47.18%	\$ 36.43	\$ 44.15	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	47.18%	\$ 36.43	\$ 43.42	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	47.18%	\$ 46.36	\$ 55.56	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	47.18%	\$ 39.00	\$ 49.38	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.78	\$ 19.75	47.18%	\$ 20.28	\$ 29.07	24.00%	\$ 25.63	\$ 36.73
Laborer/Industrial	Forklift Operator	\$ 10.74	\$ 14.96	47.18%	\$ 15.80	\$ 22.02	24.00%	\$ 19.97	\$ 27.83
Laborer/Industrial	Forklift Operator Senior	\$ 14.99	\$ 21.82	47.18%	\$ 22.06	\$ 32.12	24.00%	\$ 27.88	\$ 40.59
Laborer/Industrial	Grounds Worker	\$ 8.70	\$ 12.06	47.18%	\$ 12.80	\$ 17.75	24.00%	\$ 16.18	\$ 22.43
Laborer/Industrial	Grounds Worker Lead	\$ 12.11	\$ 16.17	47.18%	\$ 17.83	\$ 23.80	24.00%	\$ 22.53	\$ 30.08
Laborer/Industrial	Grounds Worker Senior	\$ 12.93	\$ 16.07	47.18%	\$ 19.03	\$ 23.66	24.00%	\$ 24.05	\$ 29.89
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.98	\$ 12.59	47.18%	\$ 13.22	\$ 18.53	24.00%	\$ 16.70	\$ 23.41
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.60	\$ 16.07	47.18%	\$ 18.54	\$ 23.66	24.00%	\$ 23.43	\$ 29.89
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.15	\$ 12.09	47.18%	\$ 12.00	\$ 17.80	24.00%	\$ 15.16	\$ 22.49
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.15	\$ 12.09	47.18%	\$ 12.00	\$ 17.80	24.00%	\$ 15.16	\$ 22.49
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.15	\$ 12.09	47.18%	\$ 12.00	\$ 17.80	24.00%	\$ 15.16	\$ 22.49
Laborer/Industrial	Housekeeping Supervisor	\$ 10.74	\$ 14.91	47.18%	\$ 15.80	\$ 21.95	24.00%	\$ 19.97	\$ 27.73
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.94	\$ 23.11	47.18%	\$ 21.99	\$ 34.02	24.00%	\$ 27.79	\$ 42.99
Laborer/Industrial	Housekeeping Worker	\$ 8.15	\$ 12.17	47.18%	\$ 12.00	\$ 17.92	24.00%	\$ 15.16	\$ 22.64
Laborer/Industrial	Housekeeping Worker Senior	\$ 12.22	\$ 15.61	47.18%	\$ 17.99	\$ 22.97	24.00%	\$ 22.74	\$ 29.03
Laborer/Industrial	Inventory Worker Light	\$ 9.51	\$ 14.89	47.18%	\$ 13.99	\$ 21.92	24.00%	\$ 17.68	\$ 27.70
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.70	\$ 16.71	47.18%	\$ 12.80	\$ 24.59	24.00%	\$ 16.18	\$ 31.08
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.48	\$ 11.56	47.18%	\$ 12.47	\$ 17.01	24.00%	\$ 15.76	\$ 21.50
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.61	\$ 18.74	47.18%	\$ 17.08	\$ 27.58	24.00%	\$ 21.59	\$ 34.85
Laborer/Industrial	Packer	\$ 8.15	\$ 12.09	47.18%	\$ 12.00	\$ 17.80	24.00%	\$ 15.16	\$ 22.49
Laborer/Industrial	Warehouse Specialist I	\$ 8.70	\$ 12.09	47.18%	\$ 12.80	\$ 17.80	24.00%	\$ 16.18	\$ 22.49
Laborer/Industrial	Warehouse Specialist II	\$ 12.11	\$ 15.14	47.18%	\$ 17.83	\$ 22.29	24.00%	\$ 22.53	\$ 28.17
Laborer/Industrial	Warehouse Specialist III	\$ 15.19	\$ 19.36	47.18%	\$ 22.36	\$ 28.49	24.00%	\$ 28.26	\$ 36.00
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	47.18%	\$ 13.25	\$ 16.19	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.15	\$ 12.09	47.18%	\$ 12.00	\$ 17.80	24.00%	\$ 15.16	\$ 22.49
Laborer/Industrial	Warehouse Worker II	\$ 12.11	\$ 15.14	47.18%	\$ 17.83	\$ 22.29	24.00%	\$ 22.53	\$ 28.17
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	47.18%	\$ 35.99	\$ 47.10	24.00%	\$ 45.48	\$ 59.52

Ohio (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	47.18%	\$ 35.99	\$ 43.42	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	47.18%	\$ 35.99	\$ 43.42	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.56	\$ 14.91	41.88%	\$ 16.40	\$ 21.16	24.00%	\$ 21.50	\$ 27.73
Media	Audio Visual Technician Senior	\$ 14.94	\$ 24.76	41.88%	\$ 21.20	\$ 35.13	24.00%	\$ 27.79	\$ 46.05
Media	Graphic Artist	\$ 13.61	\$ 16.24	41.88%	\$ 19.31	\$ 23.05	24.00%	\$ 25.31	\$ 30.21
Media	Graphic Artist Senior	\$ 16.24	\$ 22.85	41.88%	\$ 23.05	\$ 32.42	24.00%	\$ 30.21	\$ 42.50
Media	Graphic Designer	\$ 13.61	\$ 16.24	41.88%	\$ 19.31	\$ 23.05	24.00%	\$ 25.31	\$ 30.21
Media	Graphic Designer Senior	\$ 16.27	\$ 22.85	41.88%	\$ 23.09	\$ 32.42	24.00%	\$ 30.27	\$ 42.50
Media	Photographer	\$ 8.98	\$ 11.89	41.88%	\$ 12.74	\$ 16.87	24.00%	\$ 16.70	\$ 22.12
Media	Photographer Senior	\$ 11.91	\$ 19.05	41.88%	\$ 16.90	\$ 27.03	24.00%	\$ 22.15	\$ 35.44
Media	TV / Video Production Specialist	\$ 17.97	\$ 23.12	41.88%	\$ 25.50	\$ 32.81	24.00%	\$ 33.43	\$ 43.01
Media	TV / Video Production Technician	\$ 23.15	\$ 31.33	41.88%	\$ 32.85	\$ 44.45	24.00%	\$ 43.07	\$ 58.27
Security	Armed Security Officer	\$ 14.39	\$ 19.25	58.98%	\$ 22.87	\$ 30.61	24.00%	\$ 26.76	\$ 35.81
Security	<u>Captain</u>	\$ 20.20	\$ 28.79	58.98%	\$ 32.12	\$ 45.77	24.00%	\$ 37.58	\$ 53.55
Security	Dispatcher/Police	\$ 13.94	\$ 23.76	58.98%	\$ 22.16	\$ 37.77	24.00%	\$ 25.93	\$ 44.19
Security	<u>Lieutenant</u>	\$ 18.18	\$ 25.25	58.98%	\$ 28.91	\$ 40.15	24.00%	\$ 33.82	\$ 46.97
Security	<u>Sergeant</u>	\$ 16.67	\$ 23.23	58.98%	\$ 26.50	\$ 36.94	24.00%	\$ 31.00	\$ 43.22
Security	Unarmed Security Guard	\$ 9.72	\$ 18.99	58.98%	\$ 15.45	\$ 30.19	24.00%	\$ 18.08	\$ 35.32
Tax	Data Entry Clerk	\$ 8.98	\$ 11.56	42.79%	\$ 12.82	\$ 16.50	24.00%	\$ 16.70	\$ 21.50
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.61	\$ 18.22	42.79%	\$ 16.57	\$ 26.02	24.00%	\$ 21.59	\$ 33.90
Tax	Error Resolution and Document Processor	\$ 15.10	\$ 20.98	42.79%	\$ 21.56	\$ 29.96	24.00%	\$ 28.09	\$ 39.03
Tax	General Clerical	\$ 8.74	\$ 12.92	42.79%	\$ 12.48	\$ 18.45	24.00%	\$ 16.25	\$ 24.03
Tax	On-Site Administrator (Day)	\$ 10.21	\$ 22.08	42.79%	\$ 14.58	\$ 31.53	24.00%	\$ 19.00	\$ 41.07
Tax	On-Site Administrator (Evening)	\$ 10.21	\$ 22.08	42.79%	\$ 14.58	\$ 31.53	24.00%	\$ 19.00	\$ 41.07
Tax	Remittance Processor	\$ 18.15	\$ 26.90	42.79%	\$ 25.92	\$ 38.41	24.00%	\$ 33.77	\$ 50.04
Tax	Taxpayer Information & Assistance Agent	\$ 16.08	\$ 23.10	42.79%	\$ 22.96	\$ 32.99	24.00%	\$ 29.91	\$ 42.97
Technical	Agricultural Technician	\$ 16.54	\$ 26.84	46.01%	\$ 24.15	\$ 39.19	24.00%	\$ 30.76	\$ 49.92
Technical	Agricultural Technician Lead	\$ 18.55	\$ 29.64	46.01%	\$ 27.08	\$ 43.28	24.00%	\$ 34.50	\$ 55.13
Technical	Agricultural Technician Supervisor	\$ 22.27	\$ 35.71	46.01%	\$ 32.52	\$ 52.14	24.00%	\$ 41.43	\$ 66.42
Technical	Analytical Chemist	\$ 17.53	\$ 29.64	46.01%	\$ 25.59	\$ 43.28	24.00%	\$ 32.60	\$ 55.13
Technical	Analytical Chemist Assistant	\$ 20.48	\$ 33.72	46.01%	\$ 29.90	\$ 49.24	24.00%	\$ 38.09	\$ 62.72
Technical	Analytical Chemist Senior	\$ 25.84	\$ 42.18	46.01%	\$ 37.73	\$ 61.58	24.00%	\$ 48.06	\$ 78.45
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	46.01%	\$ 28.90	\$ 45.31	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	46.01%	\$ 42.18	\$ 54.68	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 18.51	\$ 27.83	46.01%	\$ 27.02	\$ 40.64	24.00%	\$ 34.42	\$ 51.77
Technical	Bridge Design Drafter Senior	\$ 19.74	\$ 30.09	46.01%	\$ 28.82	\$ 43.94	24.00%	\$ 36.72	\$ 55.97
Technical	Cartographic Drafter	\$ 23.26	\$ 32.77	46.01%	\$ 33.97	\$ 47.85	24.00%	\$ 43.27	\$ 60.95
Technical	Cartographic Drafter Assistant	\$ 18.23	\$ 27.43	46.01%	\$ 26.62	\$ 40.05	24.00%	\$ 33.92	\$ 51.01
Technical	Cartographic Supervisor	\$ 31.74	\$ 42.67	46.01%	\$ 46.34	\$ 62.30	24.00%	\$ 59.04	\$ 79.37
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	46.01%	\$ 23.36	\$ 28.47	24.00%	\$ 29.76	\$ 36.27

Ohio (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	46.01%	\$ 57.81	\$ 70.30	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 27.98	\$ 39.61	46.01%	\$ 40.86	\$ 57.83	24.00%	\$ 52.05	\$ 73.67
Technical	Engineering Design Drafting Supervisor	\$ 32.56	\$ 45.39	46.01%	\$ 47.54	\$ 66.27	24.00%	\$ 60.56	\$ 84.42
Technical	Engineering Design Drafting Technician	\$ 15.72	\$ 20.81	46.01%	\$ 22.95	\$ 30.38	24.00%	\$ 29.24	\$ 38.71
Technical	Engineering Drafting Technician	\$ 15.75	\$ 20.81	46.01%	\$ 23.00	\$ 30.38	24.00%	\$ 29.29	\$ 38.71
Technical	Engineering Drafting Technician Senior	\$ 18.25	\$ 26.54	46.01%	\$ 26.65	\$ 38.75	24.00%	\$ 33.95	\$ 49.36
Technical	Environmental Engineer	\$ 25.85	\$ 40.84	46.01%	\$ 37.74	\$ 59.63	24.00%	\$ 48.08	\$ 75.97
Technical	Environmental Engineer Senior	\$ 27.84	\$ 44.68	46.01%	\$ 40.65	\$ 65.24	24.00%	\$ 51.78	\$ 83.11
Technical	Environmental Program Analyst	\$ 21.93	\$ 32.41	46.01%	\$ 32.02	\$ 47.32	24.00%	\$ 40.79	\$ 60.28
Technical	Environmental Program Planner	\$ 23.44	\$ 35.01	46.01%	\$ 34.22	\$ 51.12	24.00%	\$ 43.59	\$ 65.13
Technical	Environmental Program Specialist	\$ 25.19	\$ 31.64	46.01%	\$ 36.79	\$ 46.20	24.00%	\$ 46.86	\$ 58.85
Technical	Environmental Specialist - Field	\$ 23.44	\$ 34.21	46.01%	\$ 34.22	\$ 49.94	24.00%	\$ 43.59	\$ 63.62
Technical	Environmental Specialist Senior - Field	\$ 24.10	\$ 35.80	46.01%	\$ 35.19	\$ 52.27	24.00%	\$ 44.83	\$ 66.59
Technical	Environmental Technician	\$ 21.93	\$ 32.41	46.01%	\$ 32.02	\$ 47.32	24.00%	\$ 40.79	\$ 60.28
Technical	Environmental Technician Senior	\$ 23.44	\$ 35.01	46.01%	\$ 34.22	\$ 51.12	24.00%	\$ 43.59	\$ 65.13
Technical	Help Desk Support	\$ 15.50	\$ 25.00	46.01%	\$ 22.63	\$ 36.50	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	46.01%	\$ 25.19	\$ 35.04	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 19.98	\$ 24.42	46.01%	\$ 29.18	\$ 35.66	24.00%	\$ 37.17	\$ 45.42
Technical	Laboratory Technician	\$ 16.74	\$ 25.07	46.01%	\$ 24.44	\$ 36.61	24.00%	\$ 31.13	\$ 46.64
Technical	Laboratory Technician Senior	\$ 17.77	\$ 27.03	46.01%	\$ 25.95	\$ 39.47	24.00%	\$ 33.05	\$ 50.28
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	46.01%	\$ 32.12	\$ 38.69	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 26.64	\$ 35.52	46.01%	\$ 38.90	\$ 51.87	24.00%	\$ 49.55	\$ 66.07
Technical	Residential Plan Reviewer	\$ 19.43	\$ 30.35	46.01%	\$ 28.36	\$ 44.31	24.00%	\$ 36.13	\$ 56.44
Technical	Right of Way Technician	\$ 27.57	\$ 43.59	46.01%	\$ 40.25	\$ 63.65	24.00%	\$ 51.28	\$ 81.08
Technical	Right of Way Technician Supervisor	\$ 29.76	\$ 47.85	46.01%	\$ 43.45	\$ 69.87	24.00%	\$ 55.35	\$ 89.01
Technical	Safety Engineer	\$ 27.16	\$ 42.60	46.01%	\$ 39.66	\$ 62.20	24.00%	\$ 50.53	\$ 79.24
Technical	Safety Engineer Senior	\$ 30.88	\$ 48.74	46.01%	\$ 45.09	\$ 71.17	24.00%	\$ 57.44	\$ 90.66
Technical	Title Examiner	\$ 18.92	\$ 26.61	46.01%	\$ 27.63	\$ 38.85	24.00%	\$ 35.19	\$ 49.49
Technical	Traffic Controller	\$ 22.90	\$ 37.02	46.01%	\$ 33.44	\$ 54.06	24.00%	\$ 42.60	\$ 68.86
Technical	Traffic Controller Senior	\$ 27.57	\$ 43.59	46.01%	\$ 40.25	\$ 63.65	24.00%	\$ 51.28	\$ 81.08
Technical	Transportation Data Analyst	\$ 22.90	\$ 37.02	46.01%	\$ 33.44	\$ 54.06	24.00%	\$ 42.60	\$ 68.86
Technical	Transportation Data Analyst Senior	\$ 27.57	\$ 43.59	46.01%	\$ 40.25	\$ 63.65	24.00%	\$ 51.28	\$ 81.08
Technical	Transportation Data Analyst Supervisor	\$ 27.57	\$ 43.59	46.01%	\$ 40.25	\$ 63.65	24.00%	\$ 51.28	\$ 81.08
Technical	Transportation Data Technician	\$ 22.90	\$ 37.02	46.01%	\$ 33.44	\$ 54.06	24.00%	\$ 42.60	\$ 68.86
Technical	Transportation District Utilities Specialist	\$ 27.05	\$ 43.58	46.01%	\$ 39.50	\$ 63.63	24.00%	\$ 50.32	\$ 81.06
Technical	Transportation Engineering Technician -Survey	\$ 28.09	\$ 47.68	46.01%	\$ 41.02	\$ 69.62	24.00%	\$ 52.25	\$ 88.69
Technical	Transportation Engineering Technician -Survey Senior	\$ 31.01	\$ 49.89	46.01%	\$ 45.28	\$ 72.85	24.00%	\$ 57.68	\$ 92.80
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 32.74	\$ 53.30	46.01%	\$ 47.80	\$ 77.82	24.00%	\$ 60.90	\$ 99.13
Technical	Transportation Materials Technician	\$ 13.15	\$ 18.92	46.01%	\$ 19.20	\$ 27.63	24.00%	\$ 24.46	\$ 35.19
Technical	Transportation Materials Technician Senior	\$ 14.03	\$ 20.52	46.01%	\$ 20.49	\$ 29.96	24.00%	\$ 26.10	\$ 38.16

Ohio (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 28.09	\$ 46.65	46.01%	\$ 41.02	\$ 68.12	24.00%	\$ 52.25	\$ 86.77
Technical	Transportation Materials Technician Supervisor	\$ 32.74	\$ 53.30	46.01%	\$ 47.80	\$ 77.82	24.00%	\$ 60.90	\$ 99.13
Technical	Transportation Planning Specialist	\$ 27.05	\$ 43.58	46.01%	\$ 39.50	\$ 63.63	24.00%	\$ 50.32	\$ 81.06
Technical	Transportation Planning Specialist Senior	\$ 31.01	\$ 49.89	46.01%	\$ 45.28	\$ 72.85	24.00%	\$ 57.68	\$ 92.80
Technical	Transportation Technical Program Coordinator	\$ 27.05	\$ 43.58	46.01%	\$ 39.50	\$ 63.63	24.00%	\$ 50.32	\$ 81.06
Technical	Transportation Technical Support Coordinator	\$ 27.05	\$ 43.58	46.01%	\$ 39.50	\$ 63.63	24.00%	\$ 50.32	\$ 81.06
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	46.01%	\$ 54.75	\$ 65.70	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 15.65	\$ 19.25	54.03%	\$ 24.10	\$ 29.66	24.00%	\$ 29.11	\$ 35.81
Trades	Boiler Operator II	\$ 19.30	\$ 22.16	54.03%	\$ 29.74	\$ 34.14	24.00%	\$ 35.91	\$ 41.22
Trades	Boiler Operator Senior I	\$ 22.18	\$ 24.21	54.03%	\$ 34.17	\$ 37.30	24.00%	\$ 41.26	\$ 45.04
Trades	Boiler Operator Senior II	\$ 24.23	\$ 33.17	54.03%	\$ 37.33	\$ 51.10	24.00%	\$ 45.08	\$ 61.71
Trades	Carpenter Assistant	\$ 10.43	\$ 14.10	54.03%	\$ 16.06	\$ 21.72	24.00%	\$ 19.39	\$ 26.23
Trades	Carpenter	\$ 14.11	\$ 19.77	54.03%	\$ 21.74	\$ 30.45	24.00%	\$ 26.25	\$ 36.77
Trades	Carpenter Senior	\$ 20.87	\$ 28.19	54.03%	\$ 32.15	\$ 43.43	24.00%	\$ 38.82	\$ 52.44
Trades	Electrician	\$ 22.25	\$ 37.03	54.03%	\$ 34.28	\$ 57.04	24.00%	\$ 41.39	\$ 68.88
Trades	Electrician Assistant	\$ 11.87	\$ 14.65	54.03%	\$ 18.28	\$ 22.56	24.00%	\$ 22.08	\$ 27.25
Trades	Electrician Senior	\$ 17.18	\$ 19.82	54.03%	\$ 26.47	\$ 30.53	24.00%	\$ 31.96	\$ 36.87
Trades	Electrician Supervisor Senior	\$ 19.87	\$ 34.93	54.03%	\$ 30.61	\$ 53.81	24.00%	\$ 36.96	\$ 64.97
Trades	Electronic Equipment Install & Repair Supervisor	\$ 21.68	\$ 32.23	54.03%	\$ 33.39	\$ 49.64	24.00%	\$ 40.32	\$ 59.94
Trades	Electronic Equipment Install & Repair Technician	\$ 17.20	\$ 21.57	54.03%	\$ 26.50	\$ 33.22	24.00%	\$ 32.00	\$ 40.12
Trades	Electronic Technician	\$ 13.09	\$ 16.64	54.03%	\$ 20.17	\$ 25.63	24.00%	\$ 24.35	\$ 30.95
Trades	Electronic Technician Senior	\$ 16.69	\$ 29.52	54.03%	\$ 25.71	\$ 45.47	24.00%	\$ 31.04	\$ 54.90
Trades	Equipment Repair Supervisor	\$ 23.73	\$ 27.78	54.03%	\$ 36.55	\$ 42.79	24.00%	\$ 44.14	\$ 51.67
Trades	Equipment Repair Technician	\$ 13.09	\$ 16.64	54.03%	\$ 20.17	\$ 25.63	24.00%	\$ 24.35	\$ 30.95
Trades	Equipment Repair Technician Senior	\$ 16.69	\$ 23.67	54.03%	\$ 25.71	\$ 36.46	24.00%	\$ 31.04	\$ 44.02
Trades	HVAC Installation & Repair Assistant	\$ 10.21	\$ 16.29	54.03%	\$ 15.73	\$ 25.10	24.00%	\$ 19.00	\$ 30.31
Trades	HVAC Installation & Repair Assistant Senior	\$ 16.29	\$ 27.78	54.03%	\$ 25.10	\$ 42.79	24.00%	\$ 30.31	\$ 51.67
Trades	Laboratory Mechanic	\$ 13.10	\$ 17.77	54.03%	\$ 20.18	\$ 27.37	24.00%	\$ 24.37	\$ 33.05
Trades	Laboratory Mechanic Senior	\$ 17.77	\$ 27.03	54.03%	\$ 27.37	\$ 41.64	24.00%	\$ 33.05	\$ 50.28
Trades	Locksmith	\$ 16.07	\$ 23.64	54.03%	\$ 24.76	\$ 36.41	24.00%	\$ 29.89	\$ 43.97
Trades	Maintenance Field Worker	\$ 13.09	\$ 16.74	54.03%	\$ 20.17	\$ 25.78	24.00%	\$ 24.35	\$ 31.13
Trades	Mason Plasterer	\$ 16.17	\$ 18.64	54.03%	\$ 24.91	\$ 28.71	24.00%	\$ 30.08	\$ 34.67
Trades	Mason Plasterer Assistant	\$ 18.68	\$ 27.63	54.03%	\$ 28.77	\$ 42.56	24.00%	\$ 34.74	\$ 51.39
Trades	Mechanic	\$ 10.53	\$ 23.69	54.03%	\$ 16.21	\$ 36.49	24.00%	\$ 19.58	\$ 44.06
Trades	Painter	\$ 10.12	\$ 22.47	54.03%	\$ 15.59	\$ 34.61	24.00%	\$ 18.83	\$ 41.79
Trades	Plumber / Steamfitter	\$ 21.95	\$ 33.38	54.03%	\$ 33.81	\$ 51.41	24.00%	\$ 40.83	\$ 62.08
Trades	Plumber / Steamfitter Assistant	\$ 13.09	\$ 21.88	54.03%	\$ 20.17	\$ 33.70	24.00%	\$ 24.35	\$ 40.70
Trades	Printing Press Operator B	\$ 21.43	\$ 31.47	54.03%	\$ 33.00	\$ 48.47	24.00%	\$ 39.85	\$ 58.53
Trades	Production Supervisor	\$ 25.41	\$ 38.91	54.03%	\$ 39.13	\$ 59.94	24.00%	\$ 47.26	\$ 72.38
Trades	Radio Specialist	\$ 15.14	\$ 19.42	54.03%	\$ 23.32	\$ 29.91	24.00%	\$ 28.17	\$ 36.11

Ohio (2017 HOURLY MINIMUM WAGE = \$8.15)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 19.45	\$ 25.42	54.03%	\$ 29.95	\$ 39.15	24.00%	\$ 36.17	\$ 47.27
Trades	Sheet Metal Worker	\$ 14.41	\$ 18.54	54.03%	\$ 22.19	\$ 28.55	24.00%	\$ 26.79	\$ 34.48
Trades	Sheet Metal Worker Assistant	\$ 10.94	\$ 14.64	54.03%	\$ 16.85	\$ 22.55	24.00%	\$ 20.35	\$ 27.23
Trades	Sheet Metal Worker Lead	\$ 18.59	\$ 25.43	54.03%	\$ 28.63	\$ 39.16	24.00%	\$ 34.57	\$ 47.29
Trades	Shipping / Receiving Clerk	\$ 14.49	\$ 19.86	54.03%	\$ 22.31	\$ 30.59	24.00%	\$ 26.94	\$ 36.94
Trades	Storekeeper Assistant I	\$ 10.77	\$ 15.76	54.03%	\$ 16.59	\$ 24.27	24.00%	\$ 20.03	\$ 29.31
Trades	Storekeeper Assistant II	\$ 11.72	\$ 16.94	54.03%	\$ 18.05	\$ 26.09	24.00%	\$ 21.80	\$ 31.51
Trades	Storekeeper I	\$ 8.15	\$ 10.53	54.03%	\$ 12.55	\$ 16.21	24.00%	\$ 15.16	\$ 19.58
Trades	Storekeeper II	\$ 10.59	\$ 12.84	54.03%	\$ 16.31	\$ 19.78	24.00%	\$ 19.69	\$ 23.88
Trades	Storekeeper III	\$ 12.88	\$ 15.76	54.03%	\$ 19.84	\$ 24.27	24.00%	\$ 23.96	\$ 29.31
Trades	Storekeeper Senior	\$ 15.78	\$ 18.41	54.03%	\$ 24.30	\$ 28.35	24.00%	\$ 29.35	\$ 34.23
Trades	Tool Room Assistant	\$ 8.48	\$ 12.84	54.03%	\$ 13.05	\$ 19.78	24.00%	\$ 15.76	\$ 23.88
Trades	Tool Room Assistant Senior	\$ 12.84	\$ 17.92	54.03%	\$ 19.78	\$ 27.60	24.00%	\$ 23.88	\$ 33.33
Trades	Trades Utilities Worker Senior	\$ 13.10	\$ 19.19	54.03%	\$ 20.18	\$ 29.56	24.00%	\$ 24.37	\$ 35.70
Trades	Trades Utility Worker	\$ 10.01	\$ 13.05	54.03%	\$ 15.42	\$ 20.10	24.00%	\$ 18.62	\$ 24.28
Trades	Tradesman Helper	\$ 10.01	\$ 16.12	54.03%	\$ 15.42	\$ 24.83	24.00%	\$ 18.62	\$ 29.99
Trades	Tradesman Helper Senior	\$ 16.12	\$ 20.09	54.03%	\$ 24.83	\$ 30.95	24.00%	\$ 29.99	\$ 37.37
Trades	Welder	\$ 11.03	\$ 18.27	54.03%	\$ 16.99	\$ 28.15	24.00%	\$ 20.52	\$ 33.99
Trades	Welder Senior	\$ 18.32	\$ 21.97	54.03%	\$ 28.23	\$ 33.84	24.00%	\$ 34.08	\$ 40.87
Trades	Work Zone Safety Officer	\$ 22.90	\$ 37.02	54.03%	\$ 35.27	\$ 57.03	24.00%	\$ 42.60	\$ 68.86

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	41.84%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	42.79%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	62.04%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	42.79%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	41.88%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	47.18%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	41.88%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	58.98%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	42.79%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	46.01%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	54.03%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Oklahoma (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 13.69	\$ 19.44	30.91%	\$ 17.92	\$ 25.45	24.00%	\$ 25.47	\$ 36.16
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	30.91%	\$ 11.18	\$ 18.29	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 19.45	\$ 27.00	30.91%	\$ 25.47	\$ 35.35	24.00%	\$ 36.18	\$ 50.22
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	30.91%	\$ 27.10	\$ 33.87	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	30.91%	\$ 20.32	\$ 26.08	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	30.91%	\$ 12.87	\$ 16.26	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 17.83	\$ 20.40	30.91%	\$ 23.33	\$ 26.70	24.00%	\$ 33.15	\$ 37.94
Accounting/Finance	Accounting Manager B	\$ 20.34	\$ 24.96	30.91%	\$ 26.63	\$ 32.68	24.00%	\$ 37.83	\$ 46.43
Accounting/Finance	Accounting Manager C	\$ 25.01	\$ 31.61	30.91%	\$ 32.74	\$ 41.38	24.00%	\$ 46.51	\$ 58.79
Accounting/Finance	Auditing - External Auditor	\$ 17.59	\$ 22.25	30.91%	\$ 23.03	\$ 29.13	24.00%	\$ 32.72	\$ 41.38
Accounting/Finance	Auditing - External Auditor Senior	\$ 22.27	\$ 31.61	30.91%	\$ 29.15	\$ 41.38	24.00%	\$ 41.42	\$ 58.79
Accounting/Finance	Auditing - Internal Auditor	\$ 17.59	\$ 22.25	30.91%	\$ 23.03	\$ 29.13	24.00%	\$ 32.72	\$ 41.38
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 22.30	\$ 31.61	30.91%	\$ 29.19	\$ 41.38	24.00%	\$ 41.47	\$ 58.79
Accounting/Finance	Bookkeeper	\$ 9.26	\$ 14.01	30.91%	\$ 12.12	\$ 18.34	24.00%	\$ 17.22	\$ 26.06
Accounting/Finance	Budget Analyst	\$ 17.25	\$ 22.58	30.91%	\$ 22.59	\$ 29.55	24.00%	\$ 32.09	\$ 41.99
Accounting/Finance	Budget Analyst Senior	\$ 22.59	\$ 35.05	30.91%	\$ 29.57	\$ 45.89	24.00%	\$ 42.01	\$ 65.20
Accounting/Finance	Closure/Disbursement Specialists	\$ 28.77	\$ 32.02	30.91%	\$ 37.66	\$ 41.92	24.00%	\$ 53.51	\$ 59.56
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 27.02	\$ 35.02	30.91%	\$ 35.37	\$ 45.85	24.00%	\$ 50.25	\$ 65.14
Accounting/Finance	CPA	\$ 28.02	\$ 37.03	30.91%	\$ 36.68	\$ 48.47	24.00%	\$ 52.12	\$ 68.87
Accounting/Finance	Fiscal Assistant	\$ 9.74	\$ 14.97	30.91%	\$ 12.76	\$ 19.60	24.00%	\$ 18.13	\$ 27.85
Accounting/Finance	Fiscal Technical Senior	\$ 13.06	\$ 18.62	30.91%	\$ 17.09	\$ 24.38	24.00%	\$ 24.28	\$ 34.63
Accounting/Finance	Fiscal Technician	\$ 15.02	\$ 18.36	30.91%	\$ 19.66	\$ 24.03	24.00%	\$ 27.94	\$ 34.15
Accounting/Finance	Payroll Assistant	\$ 14.26	\$ 18.01	30.91%	\$ 18.67	\$ 23.58	24.00%	\$ 26.52	\$ 33.50
Accounting/Finance	Purchasing / Procurement	\$ 18.01	\$ 26.77	30.91%	\$ 23.58	\$ 35.04	24.00%	\$ 33.50	\$ 49.79
Accounting/Finance	Sr. Compliance Officer	\$ 34.77	\$ 39.53	30.91%	\$ 45.52	\$ 51.75	24.00%	\$ 64.68	\$ 73.52
Accounting/Finance	Supervising Auditor	\$ 34.77	\$ 40.03	30.91%	\$ 45.52	\$ 52.40	24.00%	\$ 64.68	\$ 74.45
Call Center/Customer Service	Customer Service Inbound I	\$ 9.17	\$ 13.50	31.35%	\$ 12.05	\$ 17.73	24.00%	\$ 17.06	\$ 25.10
Call Center/Customer Service	Customer Service Inbound II	\$ 13.55	\$ 21.82	31.35%	\$ 17.80	\$ 28.66	24.00%	\$ 25.21	\$ 40.58

Oklahoma (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.17	\$ 13.50	31.35%	\$ 12.05	\$ 17.73	24.00%	\$ 17.06	\$ 25.10
Call Center/Customer Service	Customer Service Outbound II	\$ 13.55	\$ 21.82	31.35%	\$ 17.80	\$ 28.66	24.00%	\$ 25.21	\$ 40.58
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.01	\$ 15.26	31.35%	\$ 11.83	\$ 20.04	24.00%	\$ 16.75	\$ 28.38
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	31.35%	\$ 27.19	\$ 33.99	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.35	\$ 14.31	31.35%	\$ 12.28	\$ 18.79	24.00%	\$ 17.39	\$ 26.61
Call Center/Customer Service	Detailing Representative II	\$ 10.18	\$ 16.46	31.35%	\$ 13.37	\$ 21.62	24.00%	\$ 18.93	\$ 30.62
Call Center/Customer Service	Help Desk Analyst	\$ 12.12	\$ 26.91	31.35%	\$ 15.92	\$ 35.34	24.00%	\$ 22.54	\$ 50.05
Call Center/Customer Service	Market Research Inbound	\$ 17.78	\$ 21.35	31.35%	\$ 23.35	\$ 28.04	24.00%	\$ 33.07	\$ 39.71
Call Center/Customer Service	Market Research Outbound	\$ 21.37	\$ 32.54	31.35%	\$ 28.07	\$ 42.74	24.00%	\$ 39.75	\$ 60.52
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.31	\$ 11.89	31.35%	\$ 10.92	\$ 15.61	24.00%	\$ 15.46	\$ 22.11
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.04	\$ 17.20	31.35%	\$ 15.81	\$ 22.59	24.00%	\$ 22.39	\$ 31.99
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.31	\$ 11.89	31.35%	\$ 10.92	\$ 15.61	24.00%	\$ 15.46	\$ 22.11
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.04	\$ 17.20	31.35%	\$ 15.81	\$ 22.59	24.00%	\$ 22.39	\$ 31.99
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.31	\$ 11.65	31.35%	\$ 10.92	\$ 15.31	24.00%	\$ 15.46	\$ 21.67
Call Center/Customer Service	Sales Inbound I	\$ 8.80	\$ 15.21	31.35%	\$ 11.56	\$ 19.97	24.00%	\$ 16.37	\$ 28.28
Call Center/Customer Service	Sales Inbound II	\$ 12.04	\$ 17.20	31.35%	\$ 15.81	\$ 22.59	24.00%	\$ 22.39	\$ 31.99
Call Center/Customer Service	Sales Outbound I	\$ 10.90	\$ 15.30	31.35%	\$ 14.32	\$ 20.10	24.00%	\$ 20.28	\$ 28.46
Call Center/Customer Service	Sales Outbound II	\$ 12.04	\$ 17.20	31.35%	\$ 15.81	\$ 22.59	24.00%	\$ 22.39	\$ 31.99
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.37	\$ 11.91	31.35%	\$ 9.68	\$ 15.65	24.00%	\$ 13.71	\$ 22.16
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 11.92	\$ 15.45	31.35%	\$ 15.66	\$ 20.29	24.00%	\$ 22.18	\$ 28.74
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.78	\$ 11.74	31.35%	\$ 11.53	\$ 15.42	24.00%	\$ 16.33	\$ 21.83
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 11.78	\$ 20.74	31.35%	\$ 15.48	\$ 27.25	24.00%	\$ 21.92	\$ 38.58
Food Related Services	Barista (misc)	\$ 10.29	\$ 15.17	46.19%	\$ 15.04	\$ 22.18	24.00%	\$ 19.13	\$ 28.21
Food Related Services	Building Attendant (misc)	\$ 10.29	\$ 15.17	35.12%	\$ 13.90	\$ 20.50	24.00%	\$ 19.13	\$ 28.21
Food Related Services	Busser	\$ 10.29	\$ 15.17	35.12%	\$ 13.90	\$ 20.50	24.00%	\$ 19.13	\$ 28.21
Food Related Services	Cashiers	\$ 10.29	\$ 15.17	35.12%	\$ 13.90	\$ 20.50	24.00%	\$ 19.13	\$ 28.21
Food Related Services	Dishwasher	\$ 9.35	\$ 12.16	35.12%	\$ 12.64	\$ 16.43	24.00%	\$ 17.39	\$ 22.61
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	35.12%	\$ 19.46	\$ 23.78	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	35.12%	\$ 13.38	\$ 16.35	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.27	\$ 13.56	35.12%	\$ 12.52	\$ 18.32	24.00%	\$ 17.24	\$ 25.22
Food Related Services	Food Operations Manager Assistant	\$ 13.60	\$ 15.92	35.12%	\$ 18.37	\$ 21.51	24.00%	\$ 25.29	\$ 29.61
Food Related Services	Food Production Worker	\$ 7.46	\$ 12.21	35.12%	\$ 10.08	\$ 16.50	24.00%	\$ 13.88	\$ 22.72
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	35.12%	\$ 18.85	\$ 23.04	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	35.12%	\$ 14.59	\$ 17.84	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	35.12%	\$ 17.03	\$ 20.81	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.43	\$ 11.98	35.12%	\$ 10.05	\$ 16.19	24.00%	\$ 13.83	\$ 22.28
Food Related Services	Second Cook Senior	\$ 11.89	\$ 15.64	46.19%	\$ 17.38	\$ 22.86	24.00%	\$ 22.11	\$ 29.08
Food Related Services	Server	\$ 7.25	\$ 9.74	35.12%	\$ 9.80	\$ 13.17	24.00%	\$ 13.49	\$ 18.13
General Administrative	Administrative Assistant I	\$ 10.21	\$ 13.74	31.35%	\$ 13.41	\$ 18.05	24.00%	\$ 19.00	\$ 25.55
General Administrative	Administrative Assistant II	\$ 13.75	\$ 14.87	31.35%	\$ 18.06	\$ 19.53	24.00%	\$ 25.57	\$ 27.66

Oklahoma (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 14.88	\$ 16.14	31.35%	\$ 19.54	\$ 21.20	24.00%	\$ 27.68	\$ 30.02
General Administrative	Administrative Assistant IV	\$ 16.15	\$ 17.87	31.35%	\$ 21.21	\$ 23.47	24.00%	\$ 30.04	\$ 33.24
General Administrative	Administrative Assistant V	\$ 17.89	\$ 20.15	31.35%	\$ 23.50	\$ 26.47	24.00%	\$ 33.28	\$ 37.49
General Administrative	Administrative Staff Assistant	\$ 19.83	\$ 22.67	31.35%	\$ 26.04	\$ 29.78	24.00%	\$ 36.88	\$ 42.17
General Administrative	Administrative Staff Specialist	\$ 22.68	\$ 28.04	31.35%	\$ 29.79	\$ 36.83	24.00%	\$ 42.18	\$ 52.15
General Administrative	Administrative Staff Specialist Senior	\$ 28.05	\$ 21.90	31.35%	\$ 36.84	\$ 28.77	24.00%	\$ 52.17	\$ 40.74
General Administrative	Agency Management Analyst	\$ 18.29	\$ 24.01	31.35%	\$ 24.03	\$ 31.53	24.00%	\$ 34.02	\$ 44.65
General Administrative	Agency Management Analyst Lead	\$ 24.02	\$ 27.90	31.35%	\$ 31.55	\$ 36.64	24.00%	\$ 44.67	\$ 51.89
General Administrative	Agency Management Analyst Senior	\$ 27.95	\$ 43.50	31.35%	\$ 36.72	\$ 57.13	24.00%	\$ 51.99	\$ 80.90
General Administrative	<u>Clerk</u>	\$ 9.30	\$ 10.75	31.35%	\$ 12.22	\$ 14.12	24.00%	\$ 17.30	\$ 20.00
General Administrative	<u>Clerk Jr</u>	\$ 8.25	\$ 9.25	31.35%	\$ 10.84	\$ 12.15	24.00%	\$ 15.35	\$ 17.21
General Administrative	<u>Clerk Sr</u>	\$ 10.80	\$ 12.50	31.35%	\$ 14.19	\$ 16.42	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.31	\$ 11.67	31.35%	\$ 10.92	\$ 15.33	24.00%	\$ 15.46	\$ 21.71
General Administrative	Data Entry Operator Senior	\$ 11.70	\$ 16.80	31.35%	\$ 15.37	\$ 22.06	24.00%	\$ 21.76	\$ 31.24
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	31.35%	\$ 13.46	\$ 19.70	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 14.74	\$ 18.32	31.35%	\$ 19.36	\$ 24.06	24.00%	\$ 27.41	\$ 34.08
General Administrative	Executive Secretary Senior	\$ 18.35	\$ 27.18	31.35%	\$ 24.10	\$ 35.70	24.00%	\$ 34.13	\$ 50.55
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	31.35%	\$ 22.99	\$ 27.26	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	31.35%	\$ 19.70	\$ 23.64	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 11.65	\$ 13.66	31.35%	\$ 15.31	\$ 17.95	24.00%	\$ 21.67	\$ 25.41
General Administrative	Legal Assistant Senior	\$ 13.69	\$ 34.52	31.35%	\$ 17.98	\$ 45.34	24.00%	\$ 25.47	\$ 64.20
General Administrative	Library Assistant	\$ 8.31	\$ 16.38	31.35%	\$ 10.92	\$ 21.51	24.00%	\$ 15.46	\$ 30.46
General Administrative	Medical Assistant I	\$ 11.17	\$ 13.03	31.35%	\$ 14.67	\$ 17.11	24.00%	\$ 20.77	\$ 24.23
General Administrative	Medical Assistant II	\$ 13.06	\$ 18.57	31.35%	\$ 17.16	\$ 24.40	24.00%	\$ 24.30	\$ 34.55
General Administrative	Medical Biller I	\$ 9.74	\$ 11.95	31.35%	\$ 12.79	\$ 15.70	24.00%	\$ 18.11	\$ 22.23
General Administrative	Medical Biller II	\$ 11.98	\$ 18.61	31.35%	\$ 15.74	\$ 24.45	24.00%	\$ 22.28	\$ 34.62
General Administrative	Medical Records Clerk I	\$ 11.70	\$ 17.04	31.35%	\$ 15.37	\$ 22.38	24.00%	\$ 21.76	\$ 31.69
General Administrative	Medical Records Clerk II	\$ 12.63	\$ 18.27	31.35%	\$ 16.60	\$ 24.00	24.00%	\$ 23.50	\$ 33.99
General Administrative	Office Manager	\$ 19.69	\$ 29.96	31.35%	\$ 25.86	\$ 39.36	24.00%	\$ 36.62	\$ 55.73
General Administrative	Office Services Aide	\$ 10.90	\$ 15.01	31.35%	\$ 14.31	\$ 19.72	24.00%	\$ 20.27	\$ 27.92
General Administrative	Office Services Assistant	\$ 11.68	\$ 15.85	31.35%	\$ 15.34	\$ 20.82	24.00%	\$ 21.73	\$ 29.48
General Administrative	Office Services Specialist	\$ 12.31	\$ 16.59	31.35%	\$ 16.17	\$ 21.79	24.00%	\$ 22.89	\$ 30.86
General Administrative	Office Services Supervisor	\$ 12.88	\$ 16.96	31.35%	\$ 16.92	\$ 22.27	24.00%	\$ 23.95	\$ 31.54
General Administrative	Office Services Supervisor Senior	\$ 14.93	\$ 19.02	31.35%	\$ 19.61	\$ 24.99	24.00%	\$ 27.76	\$ 35.38
General Administrative	Operator I	\$ 8.09	\$ 11.63	31.35%	\$ 10.63	\$ 15.28	24.00%	\$ 15.05	\$ 21.64
General Administrative	Operator II	\$ 11.65	\$ 13.60	31.35%	\$ 15.31	\$ 17.86	24.00%	\$ 21.67	\$ 25.29
General Administrative	Operator III (Key Disc Operator)	\$ 13.64	\$ 15.44	31.35%	\$ 17.91	\$ 20.28	24.00%	\$ 25.36	\$ 28.72
General Administrative	Operator IV (Key Disc Operator)	\$ 15.45	\$ 17.90	31.35%	\$ 20.29	\$ 23.51	24.00%	\$ 28.74	\$ 33.29
General Administrative	<u>Paralegal</u>	\$ 14.00	\$ 23.50	31.35%	\$ 18.39	\$ 30.87	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.37	\$ 13.88	31.35%	\$ 13.62	\$ 18.23	24.00%	\$ 19.29	\$ 25.81

Oklahoma (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 13.89	\$ 14.80	31.35%	\$ 18.24	\$ 19.45	24.00%	\$ 25.83	\$ 27.54
General Administrative	Photocopy Supervisor	\$ 11.21	\$ 15.57	31.35%	\$ 14.73	\$ 20.45	24.00%	\$ 20.86	\$ 28.96
General Administrative	Photocopy Technician	\$ 10.13	\$ 14.32	31.35%	\$ 13.30	\$ 18.81	24.00%	\$ 18.84	\$ 26.63
General Administrative	Photo-Typesetting Specialist	\$ 13.19	\$ 18.98	31.35%	\$ 17.32	\$ 24.94	24.00%	\$ 24.53	\$ 35.31
General Administrative	Photo-Typesetting Supervisor	\$ 14.08	\$ 20.61	31.35%	\$ 18.50	\$ 27.07	24.00%	\$ 26.20	\$ 38.34
General Administrative	Postal Aide	\$ 7.40	\$ 10.13	31.35%	\$ 9.72	\$ 13.30	24.00%	\$ 13.76	\$ 18.84
General Administrative	Postal Aide Senior	\$ 10.18	\$ 16.01	31.35%	\$ 13.37	\$ 21.03	24.00%	\$ 18.93	\$ 29.78
General Administrative	Postal Assistant	\$ 16.07	\$ 17.85	31.35%	\$ 21.10	\$ 23.45	24.00%	\$ 29.88	\$ 33.21
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	31.35%	\$ 39.41	\$ 59.11	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	31.35%	\$ 26.27	\$ 32.84	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 11.89	\$ 15.69	31.35%	\$ 15.61	\$ 20.61	24.00%	\$ 22.11	\$ 29.19
General Administrative	Public Relations Specialist	\$ 16.52	\$ 28.24	31.35%	\$ 21.69	\$ 37.10	24.00%	\$ 30.72	\$ 52.53
General Administrative	Public Relations Specialist Assistant	\$ 11.89	\$ 16.49	31.35%	\$ 15.61	\$ 21.66	24.00%	\$ 22.11	\$ 30.67
General Administrative	Receptionist	\$ 8.30	\$ 10.69	31.35%	\$ 10.91	\$ 14.04	24.00%	\$ 15.45	\$ 19.88
General Administrative	Receptionist Senior	\$ 10.70	\$ 16.87	31.35%	\$ 14.05	\$ 22.16	24.00%	\$ 19.90	\$ 31.38
General Administrative	Secretary	\$ 8.78	\$ 11.74	31.35%	\$ 11.53	\$ 15.42	24.00%	\$ 16.33	\$ 21.83
General Administrative	Secretary Senior	\$ 11.78	\$ 20.80	31.35%	\$ 15.48	\$ 27.32	24.00%	\$ 21.92	\$ 38.69
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	31.35%	\$ 20.03	\$ 23.64	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.21	\$ 24.95	31.35%	\$ 13.41	\$ 32.77	24.00%	\$ 19.00	\$ 46.41
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	31.35%	\$ 26.27	\$ 34.79	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 18.30	\$ 22.58	31.35%	\$ 24.04	\$ 29.65	24.00%	\$ 34.04	\$ 41.99
Human Resources	Classification / Compensation Analyst Senior	\$ 22.62	\$ 29.96	31.35%	\$ 29.72	\$ 39.36	24.00%	\$ 42.08	\$ 55.73
Human Resources	Classification / Compensation Consultant	\$ 29.98	\$ 40.16	31.35%	\$ 39.38	\$ 52.75	24.00%	\$ 55.77	\$ 74.69
Human Resources	EEO Program Analyst	\$ 17.68	\$ 28.22	31.35%	\$ 23.22	\$ 37.06	24.00%	\$ 32.88	\$ 52.48
Human Resources	EEO Program Specialist	\$ 19.49	\$ 30.78	31.35%	\$ 25.60	\$ 40.43	24.00%	\$ 36.25	\$ 57.25
Human Resources	Employee Relations Analyst	\$ 15.92	\$ 20.15	31.35%	\$ 20.91	\$ 26.47	24.00%	\$ 29.61	\$ 37.49
Human Resources	Employee Relations Analyst Senior	\$ 20.20	\$ 35.65	31.35%	\$ 26.53	\$ 46.83	24.00%	\$ 37.57	\$ 66.31
Human Resources	Human Resources Assistant	\$ 12.21	\$ 17.59	31.35%	\$ 16.04	\$ 23.11	24.00%	\$ 22.72	\$ 32.72
Human Resources	Human Resources Generalist	\$ 14.16	\$ 18.01	31.35%	\$ 18.60	\$ 23.66	24.00%	\$ 26.34	\$ 33.50
Human Resources	Human Resources Generalist Senior	\$ 18.12	\$ 31.64	31.35%	\$ 23.79	\$ 41.56	24.00%	\$ 33.69	\$ 58.85
Human Resources	Personnel Analyst	\$ 14.02	\$ 17.83	31.35%	\$ 18.41	\$ 23.41	24.00%	\$ 26.08	\$ 33.15
Human Resources	Personnel Analyst Senior	\$ 17.87	\$ 21.62	31.35%	\$ 23.47	\$ 28.40	24.00%	\$ 33.24	\$ 40.22
Human Resources	Personnel Practices Analyst	\$ 21.68	\$ 25.53	31.35%	\$ 28.47	\$ 33.54	24.00%	\$ 40.32	\$ 47.49
Human Resources	Personnel Practices Analyst Senior	\$ 25.58	\$ 32.56	31.35%	\$ 33.60	\$ 42.77	24.00%	\$ 47.58	\$ 60.57
Human Resources	Personnel Practices Manager	\$ 32.04	\$ 39.86	31.35%	\$ 42.09	\$ 52.35	24.00%	\$ 59.60	\$ 74.14
Human Services	Social Worker	\$ 15.61	\$ 26.44	30.93%	\$ 20.44	\$ 34.62	24.00%	\$ 29.03	\$ 49.18
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	30.93%	\$ 29.46	\$ 40.59	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 11.84	\$ 16.35	30.93%	\$ 15.50	\$ 21.40	24.00%	\$ 22.02	\$ 30.41
Human Services	Support Enforcement Specialist Senior	\$ 16.40	\$ 19.35	30.93%	\$ 21.48	\$ 25.33	24.00%	\$ 30.51	\$ 35.99
Human Services	Utilization Review Analyst	\$ 16.40	\$ 23.53	30.93%	\$ 21.48	\$ 30.81	24.00%	\$ 30.51	\$ 43.77

Oklahoma (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 23.58	\$ 37.82	30.93%	\$ 30.87	\$ 49.52	24.00%	\$ 43.85	\$ 70.35
Insurance	Claims Adjuster I	\$ 13.55	\$ 16.40	30.93%	\$ 17.74	\$ 21.48	24.00%	\$ 25.21	\$ 30.51
Insurance	Claims Adjuster II	\$ 16.45	\$ 23.53	30.93%	\$ 21.54	\$ 30.81	24.00%	\$ 30.60	\$ 43.77
Insurance	Claims Specialist	\$ 23.58	\$ 29.71	30.93%	\$ 30.87	\$ 38.90	24.00%	\$ 43.85	\$ 55.26
Insurance	Worker's Compensation Specialist	\$ 22.28	\$ 33.32	30.93%	\$ 29.17	\$ 43.63	24.00%	\$ 41.43	\$ 61.98
Laborer/Industrial	CDL Driver	\$ 11.89	\$ 17.06	35.12%	\$ 16.06	\$ 23.05	24.00%	\$ 22.11	\$ 31.73
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	35.12%	\$ 29.05	\$ 38.13	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	35.12%	\$ 37.77	\$ 44.87	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	35.12%	\$ 40.87	\$ 47.29	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	35.12%	\$ 33.44	\$ 40.54	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	35.12%	\$ 33.44	\$ 39.86	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	35.12%	\$ 42.56	\$ 51.01	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	35.12%	\$ 35.81	\$ 45.33	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 12.76	\$ 18.28	35.12%	\$ 17.24	\$ 24.70	24.00%	\$ 23.73	\$ 34.01
Laborer/Industrial	Forklift Operator	\$ 9.94	\$ 13.85	35.12%	\$ 13.43	\$ 18.71	24.00%	\$ 18.49	\$ 25.76
Laborer/Industrial	Forklift Operator Senior	\$ 13.88	\$ 20.20	35.12%	\$ 18.75	\$ 27.30	24.00%	\$ 25.81	\$ 37.57
Laborer/Industrial	Grounds Worker	\$ 8.05	\$ 11.17	35.12%	\$ 10.88	\$ 15.09	24.00%	\$ 14.98	\$ 20.77
Laborer/Industrial	Grounds Worker Lead	\$ 11.21	\$ 14.97	35.12%	\$ 15.15	\$ 20.23	24.00%	\$ 20.86	\$ 27.85
Laborer/Industrial	Grounds Worker Senior	\$ 11.97	\$ 14.88	35.12%	\$ 16.17	\$ 20.10	24.00%	\$ 22.27	\$ 27.68
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.31	\$ 11.65	35.12%	\$ 11.23	\$ 15.75	24.00%	\$ 15.46	\$ 21.67
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 11.66	\$ 14.88	35.12%	\$ 15.76	\$ 20.10	24.00%	\$ 21.69	\$ 27.68
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.28	\$ 11.19	35.12%	\$ 9.83	\$ 15.13	24.00%	\$ 13.53	\$ 20.82
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.28	\$ 11.19	35.12%	\$ 9.83	\$ 15.13	24.00%	\$ 13.53	\$ 20.82
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.28	\$ 11.19	35.12%	\$ 9.83	\$ 15.13	24.00%	\$ 13.53	\$ 20.82
Laborer/Industrial	Housekeeping Supervisor	\$ 9.94	\$ 13.80	35.12%	\$ 13.43	\$ 18.65	24.00%	\$ 18.49	\$ 25.67
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 13.83	\$ 21.40	35.12%	\$ 18.69	\$ 28.91	24.00%	\$ 25.73	\$ 39.80
Laborer/Industrial	Housekeeping Worker	\$ 7.37	\$ 11.27	35.12%	\$ 9.96	\$ 15.23	24.00%	\$ 13.71	\$ 20.96
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.32	\$ 14.45	35.12%	\$ 15.29	\$ 19.52	24.00%	\$ 21.05	\$ 26.88
Laborer/Industrial	Inventory Worker Light	\$ 8.80	\$ 13.79	35.12%	\$ 11.89	\$ 18.63	24.00%	\$ 16.37	\$ 25.64
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.05	\$ 15.47	35.12%	\$ 10.88	\$ 20.90	24.00%	\$ 14.98	\$ 28.77
Laborer/Industrial	Motor Vehicle Operator A	\$ 7.85	\$ 10.70	35.12%	\$ 10.60	\$ 14.46	24.00%	\$ 14.59	\$ 19.90
Laborer/Industrial	Motor Vehicle Operator B	\$ 10.75	\$ 17.35	35.12%	\$ 14.52	\$ 23.44	24.00%	\$ 19.99	\$ 32.27
Laborer/Industrial	Packer	\$ 7.28	\$ 11.19	35.12%	\$ 9.83	\$ 15.13	24.00%	\$ 13.53	\$ 20.82
Laborer/Industrial	Warehouse Specialist I	\$ 8.05	\$ 11.19	35.12%	\$ 10.88	\$ 15.13	24.00%	\$ 14.98	\$ 20.82
Laborer/Industrial	Warehouse Specialist II	\$ 11.21	\$ 14.02	35.12%	\$ 15.15	\$ 18.94	24.00%	\$ 20.86	\$ 26.08
Laborer/Industrial	Warehouse Specialist III	\$ 14.07	\$ 17.92	35.12%	\$ 19.01	\$ 24.21	24.00%	\$ 26.16	\$ 33.33
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	35.12%	\$ 12.16	\$ 14.86	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.28	\$ 11.19	35.12%	\$ 9.83	\$ 15.13	24.00%	\$ 13.53	\$ 20.82
Laborer/Industrial	Warehouse Worker II	\$ 11.21	\$ 14.02	35.12%	\$ 15.15	\$ 18.94	24.00%	\$ 20.86	\$ 26.08
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	35.12%	\$ 33.04	\$ 43.24	24.00%	\$ 45.48	\$ 59.52

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	35.12%	\$ 33.04	\$ 39.86	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	35.12%	\$ 33.04	\$ 39.86	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 10.70	\$ 13.80	30.93%	\$ 14.01	\$ 18.07	24.00%	\$ 19.90	\$ 25.67
Media	Audio Visual Technician Senior	\$ 13.83	\$ 22.92	30.93%	\$ 18.11	\$ 30.01	24.00%	\$ 25.73	\$ 42.64
Media	Graphic Artist	\$ 12.60	\$ 15.04	30.93%	\$ 16.49	\$ 19.69	24.00%	\$ 23.43	\$ 27.97
Media	Graphic Artist Senior	\$ 15.04	\$ 21.15	30.93%	\$ 19.69	\$ 27.70	24.00%	\$ 27.97	\$ 39.35
Media	Graphic Designer	\$ 12.60	\$ 15.04	30.93%	\$ 16.49	\$ 19.69	24.00%	\$ 23.43	\$ 27.97
Media	Graphic Designer Senior	\$ 15.07	\$ 21.15	30.93%	\$ 19.73	\$ 27.70	24.00%	\$ 28.02	\$ 39.35
Media	Photographer	\$ 8.31	\$ 11.01	30.93%	\$ 10.89	\$ 14.41	24.00%	\$ 15.46	\$ 20.47
Media	Photographer Senior	\$ 11.03	\$ 17.64	30.93%	\$ 14.44	\$ 23.09	24.00%	\$ 20.51	\$ 32.81
Media	TV / Video Production Specialist	\$ 16.64	\$ 21.41	30.93%	\$ 21.78	\$ 28.03	24.00%	\$ 30.95	\$ 39.82
Media	TV / Video Production Technician	\$ 21.44	\$ 29.00	30.93%	\$ 28.06	\$ 37.97	24.00%	\$ 39.87	\$ 53.94
Security	Armed Security Officer	\$ 13.32	\$ 17.83	43.90%	\$ 19.16	\$ 25.65	24.00%	\$ 24.77	\$ 33.15
Security	<u>Captain</u>	\$ 18.70	\$ 26.65	43.90%	\$ 26.92	\$ 38.35	24.00%	\$ 34.79	\$ 49.58
Security	Dispatcher/Police	\$ 12.91	\$ 22.00	43.90%	\$ 18.57	\$ 31.65	24.00%	\$ 24.01	\$ 40.91
Security	<u>Lieutenant</u>	\$ 16.83	\$ 23.38	43.90%	\$ 24.22	\$ 33.64	24.00%	\$ 31.31	\$ 43.49
Security	<u>Sergeant</u>	\$ 15.43	\$ 21.51	43.90%	\$ 22.21	\$ 30.95	24.00%	\$ 28.70	\$ 40.01
Security	Unarmed Security Guard	\$ 9.00	\$ 17.58	43.90%	\$ 12.95	\$ 25.30	24.00%	\$ 16.73	\$ 32.70
Tax	Data Entry Clerk	\$ 8.31	\$ 10.70	31.35%	\$ 10.92	\$ 14.05	24.00%	\$ 15.46	\$ 19.90
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 10.75	\$ 16.87	31.35%	\$ 14.11	\$ 22.16	24.00%	\$ 19.99	\$ 31.38
Tax	Error Resolution and Document Processor	\$ 13.98	\$ 19.42	31.35%	\$ 18.36	\$ 25.51	24.00%	\$ 26.01	\$ 36.13
Tax	General Clerical	\$ 8.09	\$ 11.96	31.35%	\$ 10.63	\$ 15.71	24.00%	\$ 15.05	\$ 22.25
Tax	On-Site Administrator (Day)	\$ 9.46	\$ 20.44	31.35%	\$ 12.42	\$ 26.85	24.00%	\$ 17.59	\$ 38.03
Tax	On-Site Administrator (Evening)	\$ 9.46	\$ 20.44	31.35%	\$ 12.42	\$ 26.85	24.00%	\$ 17.59	\$ 38.03
Tax	Remittance Processor	\$ 16.81	\$ 24.90	31.35%	\$ 22.07	\$ 32.71	24.00%	\$ 31.26	\$ 46.32
Tax	Taxpayer Information & Assistance Agent	\$ 14.89	\$ 21.39	31.35%	\$ 19.56	\$ 28.09	24.00%	\$ 27.69	\$ 39.78
Technical	Agricultural Technician	\$ 15.31	\$ 24.85	35.26%	\$ 20.71	\$ 33.61	24.00%	\$ 28.48	\$ 46.22
Technical	Agricultural Technician Lead	\$ 17.17	\$ 27.44	35.26%	\$ 23.22	\$ 37.11	24.00%	\$ 31.94	\$ 51.04
Technical	Agricultural Technician Supervisor	\$ 20.62	\$ 33.06	35.26%	\$ 27.89	\$ 44.72	24.00%	\$ 38.36	\$ 61.49
Technical	Analytical Chemist	\$ 16.23	\$ 27.44	35.26%	\$ 21.95	\$ 37.11	24.00%	\$ 30.18	\$ 51.04
Technical	Analytical Chemist Assistant	\$ 18.96	\$ 31.22	35.26%	\$ 25.64	\$ 42.22	24.00%	\$ 35.26	\$ 58.06
Technical	Analytical Chemist Senior	\$ 23.92	\$ 39.05	35.26%	\$ 32.36	\$ 52.81	24.00%	\$ 44.50	\$ 72.62
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	35.26%	\$ 26.77	\$ 41.97	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	35.26%	\$ 39.08	\$ 50.65	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 17.13	\$ 25.77	35.26%	\$ 23.17	\$ 34.85	24.00%	\$ 31.87	\$ 47.92
Technical	Bridge Design Drafter Senior	\$ 18.27	\$ 27.86	35.26%	\$ 24.72	\$ 37.68	24.00%	\$ 33.99	\$ 51.82
Technical	Cartographic Drafter	\$ 21.54	\$ 30.34	35.26%	\$ 29.13	\$ 41.04	24.00%	\$ 40.06	\$ 56.43
Technical	Cartographic Drafter Assistant	\$ 16.88	\$ 25.39	35.26%	\$ 22.83	\$ 34.34	24.00%	\$ 31.40	\$ 47.23
Technical	Cartographic Supervisor	\$ 29.38	\$ 39.50	35.26%	\$ 39.75	\$ 53.43	24.00%	\$ 54.65	\$ 73.48
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	35.26%	\$ 21.64	\$ 26.38	24.00%	\$ 29.76	\$ 36.27

Oklahoma (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	35.26%	\$ 53.55	\$ 65.13	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 25.91	\$ 36.67	35.26%	\$ 35.04	\$ 49.60	24.00%	\$ 48.18	\$ 68.21
Technical	Engineering Design Drafting Supervisor	\$ 30.14	\$ 42.02	35.26%	\$ 40.77	\$ 56.84	24.00%	\$ 56.06	\$ 78.16
Technical	Engineering Design Drafting Technician	\$ 14.55	\$ 19.27	35.26%	\$ 19.68	\$ 26.06	24.00%	\$ 27.07	\$ 35.83
Technical	Engineering Drafting Technician	\$ 14.58	\$ 19.27	35.26%	\$ 19.72	\$ 26.06	24.00%	\$ 27.12	\$ 35.83
Technical	Engineering Drafting Technician Senior	\$ 16.90	\$ 24.57	35.26%	\$ 22.86	\$ 33.23	24.00%	\$ 31.43	\$ 45.70
Technical	Environmental Engineer	\$ 23.93	\$ 37.81	35.26%	\$ 32.37	\$ 51.14	24.00%	\$ 44.51	\$ 70.33
Technical	Environmental Engineer Senior	\$ 25.77	\$ 41.36	35.26%	\$ 34.86	\$ 55.95	24.00%	\$ 47.94	\$ 76.94
Technical	Environmental Program Analyst	\$ 20.30	\$ 30.00	35.26%	\$ 27.46	\$ 40.58	24.00%	\$ 37.76	\$ 55.80
Technical	Environmental Program Planner	\$ 21.70	\$ 32.41	35.26%	\$ 29.35	\$ 43.84	24.00%	\$ 40.36	\$ 60.29
Technical	Environmental Program Specialist	\$ 23.32	\$ 29.29	35.26%	\$ 31.55	\$ 39.62	24.00%	\$ 43.38	\$ 54.48
Technical	Environmental Specialist - Field	\$ 21.70	\$ 31.67	35.26%	\$ 29.35	\$ 42.83	24.00%	\$ 40.36	\$ 58.90
Technical	Environmental Specialist Senior - Field	\$ 22.31	\$ 33.14	35.26%	\$ 30.18	\$ 44.83	24.00%	\$ 41.50	\$ 61.65
Technical	Environmental Technician	\$ 20.30	\$ 30.00	35.26%	\$ 27.46	\$ 40.58	24.00%	\$ 37.76	\$ 55.80
Technical	Environmental Technician Senior	\$ 21.70	\$ 32.41	35.26%	\$ 29.35	\$ 43.84	24.00%	\$ 40.36	\$ 60.29
Technical	Help Desk Support	\$ 15.50	\$ 25.00	35.26%	\$ 20.97	\$ 33.82	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	35.26%	\$ 23.33	\$ 32.46	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 18.50	\$ 22.61	35.26%	\$ 25.02	\$ 30.58	24.00%	\$ 34.41	\$ 42.05
Technical	Laboratory Technician	\$ 15.50	\$ 23.21	35.26%	\$ 20.96	\$ 31.40	24.00%	\$ 28.82	\$ 43.17
Technical	Laboratory Technician Senior	\$ 16.45	\$ 25.03	35.26%	\$ 22.25	\$ 33.85	24.00%	\$ 30.60	\$ 46.55
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	35.26%	\$ 29.76	\$ 35.84	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 24.66	\$ 32.89	35.26%	\$ 33.36	\$ 44.48	24.00%	\$ 45.88	\$ 61.17
Technical	Residential Plan Reviewer	\$ 17.98	\$ 28.09	35.26%	\$ 24.33	\$ 38.00	24.00%	\$ 33.45	\$ 52.25
Technical	Right of Way Technician	\$ 25.52	\$ 40.35	35.26%	\$ 34.52	\$ 54.58	24.00%	\$ 47.47	\$ 75.06
Technical	Right of Way Technician Supervisor	\$ 27.55	\$ 44.30	35.26%	\$ 37.27	\$ 59.92	24.00%	\$ 51.25	\$ 82.40
Technical	Safety Engineer	\$ 25.15	\$ 39.44	35.26%	\$ 34.02	\$ 53.34	24.00%	\$ 46.78	\$ 73.35
Technical	Safety Engineer Senior	\$ 28.59	\$ 45.12	35.26%	\$ 38.67	\$ 61.03	24.00%	\$ 53.18	\$ 83.93
Technical	Title Examiner	\$ 17.52	\$ 24.63	35.26%	\$ 23.69	\$ 33.32	24.00%	\$ 32.58	\$ 45.82
Technical	Traffic Controller	\$ 21.20	\$ 34.28	35.26%	\$ 28.68	\$ 46.36	24.00%	\$ 39.43	\$ 63.75
Technical	Traffic Controller Senior	\$ 25.52	\$ 40.35	35.26%	\$ 34.52	\$ 54.58	24.00%	\$ 47.47	\$ 75.06
Technical	Transportation Data Analyst	\$ 21.20	\$ 34.28	35.26%	\$ 28.68	\$ 46.36	24.00%	\$ 39.43	\$ 63.75
Technical	Transportation Data Analyst Senior	\$ 25.52	\$ 40.35	35.26%	\$ 34.52	\$ 54.58	24.00%	\$ 47.47	\$ 75.06
Technical	Transportation Data Analyst Supervisor	\$ 25.52	\$ 40.35	35.26%	\$ 34.52	\$ 54.58	24.00%	\$ 47.47	\$ 75.06
Technical	Transportation Data Technician	\$ 21.20	\$ 34.28	35.26%	\$ 28.68	\$ 46.36	24.00%	\$ 39.43	\$ 63.75
Technical	Transportation District Utilities Specialist	\$ 25.05	\$ 40.35	35.26%	\$ 33.88	\$ 54.57	24.00%	\$ 46.58	\$ 75.04
Technical	Transportation Engineering Technician -Survey	\$ 26.01	\$ 44.14	35.26%	\$ 35.18	\$ 59.71	24.00%	\$ 48.38	\$ 82.10
Technical	Transportation Engineering Technician -Survey Senior	\$ 28.71	\$ 46.19	35.26%	\$ 38.83	\$ 62.48	24.00%	\$ 53.40	\$ 85.91
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 30.31	\$ 49.34	35.26%	\$ 41.00	\$ 66.74	24.00%	\$ 56.38	\$ 91.78
Technical	Transportation Materials Technician	\$ 12.18	\$ 17.52	35.26%	\$ 16.47	\$ 23.69	24.00%	\$ 22.65	\$ 32.58
Technical	Transportation Materials Technician Senior	\$ 12.99	\$ 18.99	35.26%	\$ 17.57	\$ 25.69	24.00%	\$ 24.16	\$ 35.33

Oklahoma (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 26.01	\$ 43.19	35.26%	\$ 35.18	\$ 58.42	24.00%	\$ 48.38	\$ 80.33
Technical	Transportation Materials Technician Supervisor	\$ 30.31	\$ 49.34	35.26%	\$ 41.00	\$ 66.74	24.00%	\$ 56.38	\$ 91.78
Technical	Transportation Planning Specialist	\$ 25.05	\$ 40.35	35.26%	\$ 33.88	\$ 54.57	24.00%	\$ 46.58	\$ 75.04
Technical	Transportation Planning Specialist Senior	\$ 28.71	\$ 46.19	35.26%	\$ 38.83	\$ 62.48	24.00%	\$ 53.40	\$ 85.91
Technical	Transportation Technical Program Coordinator	\$ 25.05	\$ 40.35	35.26%	\$ 33.88	\$ 54.57	24.00%	\$ 46.58	\$ 75.04
Technical	Transportation Technical Support Coordinator	\$ 25.05	\$ 40.35	35.26%	\$ 33.88	\$ 54.57	24.00%	\$ 46.58	\$ 75.04
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	35.26%	\$ 50.72	\$ 60.87	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 14.49	\$ 17.83	41.89%	\$ 20.55	\$ 25.29	24.00%	\$ 26.94	\$ 33.15
Trades	Boiler Operator II	\$ 17.87	\$ 20.52	41.89%	\$ 25.36	\$ 29.11	24.00%	\$ 33.24	\$ 38.16
Trades	Boiler Operator Senior I	\$ 20.54	\$ 22.42	41.89%	\$ 29.14	\$ 31.81	24.00%	\$ 38.20	\$ 41.70
Trades	Boiler Operator Senior II	\$ 22.44	\$ 30.71	41.89%	\$ 31.83	\$ 43.58	24.00%	\$ 41.73	\$ 57.13
Trades	Carpenter Assistant	\$ 9.65	\$ 13.06	41.89%	\$ 13.69	\$ 18.52	24.00%	\$ 17.95	\$ 24.28
Trades	Carpenter	\$ 13.06	\$ 18.30	41.89%	\$ 18.54	\$ 25.97	24.00%	\$ 24.30	\$ 34.04
Trades	Carpenter Senior	\$ 19.32	\$ 26.10	41.89%	\$ 27.42	\$ 37.04	24.00%	\$ 35.94	\$ 48.55
Trades	Electrician	\$ 20.60	\$ 34.28	41.89%	\$ 29.23	\$ 48.65	24.00%	\$ 38.32	\$ 63.77
Trades	Electrician Assistant	\$ 10.99	\$ 13.56	41.89%	\$ 15.59	\$ 19.24	24.00%	\$ 20.44	\$ 25.22
Trades	Electrician Senior	\$ 15.91	\$ 18.35	41.89%	\$ 22.57	\$ 26.04	24.00%	\$ 29.59	\$ 34.13
Trades	Electrician Supervisor Senior	\$ 18.40	\$ 32.34	41.89%	\$ 26.10	\$ 45.89	24.00%	\$ 34.22	\$ 60.15
Trades	Electronic Equipment Install & Repair Supervisor	\$ 20.07	\$ 29.83	41.89%	\$ 28.48	\$ 42.33	24.00%	\$ 37.33	\$ 55.49
Trades	Electronic Equipment Install & Repair Technician	\$ 15.93	\$ 19.97	41.89%	\$ 22.60	\$ 28.33	24.00%	\$ 29.62	\$ 37.14
Trades	Electronic Technician	\$ 12.12	\$ 15.40	41.89%	\$ 17.20	\$ 21.86	24.00%	\$ 22.54	\$ 28.65
Trades	Electronic Technician Senior	\$ 15.45	\$ 27.33	41.89%	\$ 21.92	\$ 38.77	24.00%	\$ 28.74	\$ 50.83
Trades	Equipment Repair Supervisor	\$ 21.97	\$ 25.72	41.89%	\$ 31.17	\$ 36.49	24.00%	\$ 40.86	\$ 47.84
Trades	Equipment Repair Technician	\$ 12.12	\$ 15.40	41.89%	\$ 17.20	\$ 21.86	24.00%	\$ 22.54	\$ 28.65
Trades	Equipment Repair Technician Senior	\$ 15.45	\$ 21.91	41.89%	\$ 21.92	\$ 31.09	24.00%	\$ 28.74	\$ 40.76
Trades	HVAC Installation & Repair Assistant	\$ 9.46	\$ 15.08	41.89%	\$ 13.42	\$ 21.40	24.00%	\$ 17.59	\$ 28.06
Trades	HVAC Installation & Repair Assistant Senior	\$ 15.08	\$ 25.72	41.89%	\$ 21.40	\$ 36.49	24.00%	\$ 28.06	\$ 47.84
Trades	Laboratory Mechanic	\$ 12.13	\$ 16.45	41.89%	\$ 17.21	\$ 23.34	24.00%	\$ 22.56	\$ 30.60
Trades	Laboratory Mechanic Senior	\$ 16.45	\$ 25.03	41.89%	\$ 23.34	\$ 35.51	24.00%	\$ 30.60	\$ 46.55
Trades	Locksmith	\$ 14.88	\$ 21.88	41.89%	\$ 21.11	\$ 31.05	24.00%	\$ 27.68	\$ 40.70
Trades	Maintenance Field Worker	\$ 12.12	\$ 15.50	41.89%	\$ 17.20	\$ 21.99	24.00%	\$ 22.54	\$ 28.82
Trades	Mason Plasterer	\$ 14.97	\$ 17.25	41.89%	\$ 21.24	\$ 24.48	24.00%	\$ 27.85	\$ 32.09
Trades	Mason Plasterer Assistant	\$ 17.29	\$ 25.58	41.89%	\$ 24.54	\$ 36.29	24.00%	\$ 32.16	\$ 47.58
Trades	Mechanic	\$ 9.74	\$ 21.93	41.89%	\$ 13.83	\$ 31.12	24.00%	\$ 18.13	\$ 40.79
Trades	Painter	\$ 9.37	\$ 20.80	41.89%	\$ 13.30	\$ 29.51	24.00%	\$ 17.43	\$ 38.69
Trades	Plumber / Steamfitter	\$ 20.32	\$ 30.90	41.89%	\$ 28.84	\$ 43.84	24.00%	\$ 37.80	\$ 57.47
Trades	Plumber / Steamfitter Assistant	\$ 12.12	\$ 20.26	41.89%	\$ 17.20	\$ 28.74	24.00%	\$ 22.54	\$ 37.68
Trades	Printing Press Operator B	\$ 19.84	\$ 29.13	41.89%	\$ 28.15	\$ 41.34	24.00%	\$ 36.89	\$ 54.19
Trades	Production Supervisor	\$ 23.52	\$ 36.02	41.89%	\$ 33.37	\$ 51.12	24.00%	\$ 43.75	\$ 67.01
Trades	Radio Specialist	\$ 14.02	\$ 17.97	41.89%	\$ 19.89	\$ 25.50	24.00%	\$ 26.08	\$ 33.43

Oklahoma (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 18.00	\$ 23.53	41.89%	\$ 25.54	\$ 33.39	24.00%	\$ 33.49	\$ 43.77
Trades	Sheet Metal Worker	\$ 13.34	\$ 17.16	41.89%	\$ 18.92	\$ 24.35	24.00%	\$ 24.81	\$ 31.92
Trades	Sheet Metal Worker Assistant	\$ 10.13	\$ 13.55	41.89%	\$ 14.37	\$ 19.23	24.00%	\$ 18.84	\$ 25.21
Trades	Sheet Metal Worker Lead	\$ 17.21	\$ 23.54	41.89%	\$ 24.42	\$ 33.40	24.00%	\$ 32.01	\$ 43.78
Trades	Shipping / Receiving Clerk	\$ 13.41	\$ 18.39	41.89%	\$ 19.03	\$ 26.09	24.00%	\$ 24.94	\$ 34.20
Trades	Storekeeper Assistant I	\$ 9.97	\$ 14.59	41.89%	\$ 14.15	\$ 20.70	24.00%	\$ 18.54	\$ 27.14
Trades	Storekeeper Assistant II	\$ 10.85	\$ 15.68	41.89%	\$ 15.39	\$ 22.25	24.00%	\$ 20.18	\$ 29.17
Trades	Storekeeper I	\$ 7.25	\$ 9.74	41.89%	\$ 10.29	\$ 13.83	24.00%	\$ 13.49	\$ 18.13
Trades	Storekeeper II	\$ 9.80	\$ 11.89	41.89%	\$ 13.91	\$ 16.87	24.00%	\$ 18.23	\$ 22.11
Trades	Storekeeper III	\$ 11.92	\$ 14.59	41.89%	\$ 16.92	\$ 20.70	24.00%	\$ 22.18	\$ 27.14
Trades	Storekeeper Senior	\$ 14.61	\$ 17.04	41.89%	\$ 20.73	\$ 24.18	24.00%	\$ 27.17	\$ 31.69
Trades	Tool Room Assistant	\$ 7.85	\$ 11.89	41.89%	\$ 11.13	\$ 16.87	24.00%	\$ 14.59	\$ 22.11
Trades	Tool Room Assistant Senior	\$ 11.89	\$ 16.59	41.89%	\$ 16.87	\$ 23.54	24.00%	\$ 22.11	\$ 30.86
Trades	Trades Utilities Worker Senior	\$ 12.13	\$ 17.77	41.89%	\$ 17.21	\$ 25.21	24.00%	\$ 22.56	\$ 33.05
Trades	Trades Utility Worker	\$ 9.27	\$ 12.08	41.89%	\$ 13.15	\$ 17.14	24.00%	\$ 17.24	\$ 22.47
Trades	Tradesman Helper	\$ 9.27	\$ 14.93	41.89%	\$ 13.15	\$ 21.18	24.00%	\$ 17.24	\$ 27.76
Trades	Tradesman Helper Senior	\$ 14.93	\$ 18.60	41.89%	\$ 21.18	\$ 26.39	24.00%	\$ 27.76	\$ 34.60
Trades	Welder	\$ 10.21	\$ 16.92	41.89%	\$ 14.49	\$ 24.00	24.00%	\$ 19.00	\$ 31.47
Trades	Welder Senior	\$ 16.96	\$ 20.34	41.89%	\$ 24.07	\$ 28.86	24.00%	\$ 31.55	\$ 37.83
Trades	Work Zone Safety Officer	\$ 21.20	\$ 34.28	41.89%	\$ 30.08	\$ 48.63	24.00%	\$ 39.43	\$ 63.75

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	30.91%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	31.35%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	46.19%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	31.35%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	30.93%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	35.12%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	30.93%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	43.90%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	31.35%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.26%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	41.89%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Oregon (2017 HOURLY MINIMUM WAGE = \$9.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 15.66	\$ 22.24	34.05%	\$ 20.99	\$ 29.81	24.00%	\$ 29.13	\$ 41.36
Accounting/Finance	Accountant JR	\$ 9.75	\$ 13.97	34.05%	\$ 13.07	\$ 18.73	24.00%	\$ 18.14	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 22.25	\$ 30.88	34.05%	\$ 29.82	\$ 41.39	24.00%	\$ 41.38	\$ 57.43
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	34.05%	\$ 27.75	\$ 34.69	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	34.05%	\$ 20.81	\$ 26.71	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	34.05%	\$ 13.18	\$ 16.65	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 20.39	\$ 23.33	34.05%	\$ 27.33	\$ 31.27	24.00%	\$ 37.92	\$ 43.39
Accounting/Finance	Accounting Manager B	\$ 23.26	\$ 28.55	34.05%	\$ 31.18	\$ 38.27	24.00%	\$ 43.27	\$ 53.10
Accounting/Finance	Accounting Manager C	\$ 28.60	\$ 36.15	34.05%	\$ 38.34	\$ 48.46	24.00%	\$ 53.20	\$ 67.24
Accounting/Finance	Auditing - External Auditor	\$ 20.12	\$ 25.45	34.05%	\$ 26.97	\$ 34.11	24.00%	\$ 37.42	\$ 47.33
Accounting/Finance	Auditing - External Auditor Senior	\$ 25.47	\$ 36.15	34.05%	\$ 34.14	\$ 48.46	24.00%	\$ 47.37	\$ 67.24
Accounting/Finance	Auditing - Internal Auditor	\$ 20.12	\$ 25.45	34.05%	\$ 26.97	\$ 34.11	24.00%	\$ 37.42	\$ 47.33
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 25.50	\$ 36.15	34.05%	\$ 34.18	\$ 48.46	24.00%	\$ 47.43	\$ 67.24
Accounting/Finance	Bookkeeper	\$ 10.59	\$ 16.02	34.05%	\$ 14.19	\$ 21.48	24.00%	\$ 19.69	\$ 29.80
Accounting/Finance	Budget Analyst	\$ 19.73	\$ 25.82	34.05%	\$ 26.45	\$ 34.61	24.00%	\$ 36.70	\$ 48.02
Accounting/Finance	Budget Analyst Senior	\$ 25.83	\$ 40.09	34.05%	\$ 34.63	\$ 53.74	24.00%	\$ 48.04	\$ 74.56
Accounting/Finance	Closure/Disbursement Specialists	\$ 32.90	\$ 36.62	34.05%	\$ 44.11	\$ 49.09	24.00%	\$ 61.20	\$ 68.12
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 30.90	\$ 40.06	34.05%	\$ 41.42	\$ 53.70	24.00%	\$ 57.47	\$ 74.50
Accounting/Finance	CPA	\$ 32.05	\$ 42.35	34.05%	\$ 42.96	\$ 56.76	24.00%	\$ 59.60	\$ 78.76
Accounting/Finance	Fiscal Assistant	\$ 11.15	\$ 17.12	34.05%	\$ 14.94	\$ 22.95	24.00%	\$ 20.73	\$ 31.85
Accounting/Finance	Fiscal Technical Senior	\$ 14.93	\$ 21.30	34.05%	\$ 20.02	\$ 28.55	24.00%	\$ 27.77	\$ 39.61
Accounting/Finance	Fiscal Technician	\$ 17.18	\$ 21.00	34.05%	\$ 23.03	\$ 28.15	24.00%	\$ 31.95	\$ 39.05
Accounting/Finance	Payroll Assistant	\$ 16.31	\$ 20.60	34.05%	\$ 21.86	\$ 27.62	24.00%	\$ 30.33	\$ 38.32
Accounting/Finance	Purchasing / Procurement	\$ 20.60	\$ 30.61	34.05%	\$ 27.62	\$ 41.04	24.00%	\$ 38.32	\$ 56.94
Accounting/Finance	Sr. Compliance Officer	\$ 39.77	\$ 45.21	34.05%	\$ 53.31	\$ 60.60	24.00%	\$ 73.97	\$ 84.09
Accounting/Finance	Supervising Auditor	\$ 39.77	\$ 45.78	34.05%	\$ 53.31	\$ 61.37	24.00%	\$ 73.97	\$ 85.15
Call Center/Customer Service	Customer Service Inbound I	\$ 10.49	\$ 15.43	34.82%	\$ 14.15	\$ 20.81	24.00%	\$ 19.52	\$ 28.71
Call Center/Customer Service	Customer Service Inbound II	\$ 15.50	\$ 24.95	34.82%	\$ 20.89	\$ 33.64	24.00%	\$ 28.83	\$ 46.41

Oregon (2017 HOURLY MINIMUM WAGE = \$9.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 10.49	\$ 15.43	34.82%	\$ 14.15	\$ 20.81	24.00%	\$ 19.52	\$ 28.71
Call Center/Customer Service	Customer Service Outbound II	\$ 15.50	\$ 24.95	34.82%	\$ 20.89	\$ 33.64	24.00%	\$ 28.83	\$ 46.41
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.30	\$ 17.45	34.82%	\$ 13.89	\$ 23.53	24.00%	\$ 19.16	\$ 32.46
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	34.82%	\$ 27.91	\$ 34.88	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 10.70	\$ 16.36	34.82%	\$ 14.42	\$ 22.06	24.00%	\$ 19.89	\$ 30.44
Call Center/Customer Service	Detailing Representative II	\$ 11.64	\$ 18.82	34.82%	\$ 15.69	\$ 25.38	24.00%	\$ 21.64	\$ 35.01
Call Center/Customer Service	Help Desk Analyst	\$ 13.86	\$ 30.77	34.82%	\$ 18.69	\$ 41.49	24.00%	\$ 25.78	\$ 57.24
Call Center/Customer Service	Market Research Inbound	\$ 20.33	\$ 24.42	34.82%	\$ 27.41	\$ 32.92	24.00%	\$ 37.82	\$ 45.42
Call Center/Customer Service	Market Research Outbound	\$ 24.44	\$ 37.21	34.82%	\$ 32.95	\$ 50.17	24.00%	\$ 45.46	\$ 69.21
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.75	\$ 13.59	34.82%	\$ 13.14	\$ 18.33	24.00%	\$ 18.14	\$ 25.29
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 13.77	\$ 19.67	34.82%	\$ 18.56	\$ 26.52	24.00%	\$ 25.60	\$ 36.59
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.75	\$ 13.59	34.82%	\$ 13.14	\$ 18.33	24.00%	\$ 18.14	\$ 25.29
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 13.77	\$ 19.67	34.82%	\$ 18.56	\$ 26.52	24.00%	\$ 25.60	\$ 36.59
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.75	\$ 13.33	34.82%	\$ 13.14	\$ 17.97	24.00%	\$ 18.14	\$ 24.79
Call Center/Customer Service	Sales Inbound I	\$ 10.06	\$ 17.39	34.82%	\$ 13.57	\$ 23.45	24.00%	\$ 18.72	\$ 32.35
Call Center/Customer Service	Sales Inbound II	\$ 13.77	\$ 19.67	34.82%	\$ 18.56	\$ 26.52	24.00%	\$ 25.60	\$ 36.59
Call Center/Customer Service	Sales Outbound I	\$ 12.47	\$ 17.50	34.82%	\$ 16.81	\$ 23.59	24.00%	\$ 23.20	\$ 32.55
Call Center/Customer Service	Sales Outbound II	\$ 13.77	\$ 19.67	34.82%	\$ 18.56	\$ 26.52	24.00%	\$ 25.60	\$ 36.59
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 9.75	\$ 13.63	34.82%	\$ 13.14	\$ 18.37	24.00%	\$ 18.14	\$ 25.35
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 13.64	\$ 17.67	34.82%	\$ 18.39	\$ 23.82	24.00%	\$ 25.37	\$ 32.87
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 10.04	\$ 13.42	34.82%	\$ 13.54	\$ 18.10	24.00%	\$ 18.68	\$ 24.97
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 13.48	\$ 23.72	34.82%	\$ 18.17	\$ 31.98	24.00%	\$ 25.07	\$ 44.13
Food Related Services	Barista (misc)	\$ 11.77	\$ 17.35	50.42%	\$ 17.70	\$ 26.10	24.00%	\$ 21.88	\$ 32.27
Food Related Services	Building Attendant (misc)	\$ 11.77	\$ 17.35	38.34%	\$ 16.28	\$ 24.00	24.00%	\$ 21.88	\$ 32.27
Food Related Services	Busser	\$ 11.77	\$ 17.35	38.34%	\$ 16.28	\$ 24.00	24.00%	\$ 21.88	\$ 32.27
Food Related Services	Cashiers	\$ 11.77	\$ 17.35	38.34%	\$ 16.28	\$ 24.00	24.00%	\$ 21.88	\$ 32.27
Food Related Services	Dishwasher	\$ 10.70	\$ 13.90	38.34%	\$ 14.80	\$ 19.24	24.00%	\$ 19.89	\$ 25.86
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	38.34%	\$ 19.92	\$ 24.35	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	38.34%	\$ 13.70	\$ 16.74	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 10.60	\$ 15.51	38.34%	\$ 14.66	\$ 21.46	24.00%	\$ 19.72	\$ 28.85
Food Related Services	Food Operations Manager Assistant	\$ 15.55	\$ 18.20	38.34%	\$ 21.51	\$ 25.18	24.00%	\$ 28.93	\$ 33.86
Food Related Services	Food Production Worker	\$ 9.75	\$ 13.97	38.34%	\$ 13.49	\$ 19.32	24.00%	\$ 18.14	\$ 25.98
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	38.34%	\$ 19.30	\$ 23.59	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	38.34%	\$ 14.94	\$ 18.26	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	38.34%	\$ 17.43	\$ 21.30	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 9.75	\$ 13.70	38.34%	\$ 13.49	\$ 18.95	24.00%	\$ 18.14	\$ 25.48
Food Related Services	Second Cook Senior	\$ 13.59	\$ 17.88	50.42%	\$ 20.45	\$ 26.90	24.00%	\$ 25.29	\$ 33.26
Food Related Services	Server	\$ 9.75	\$ 11.15	38.34%	\$ 13.49	\$ 15.42	24.00%	\$ 18.14	\$ 20.73
General Administrative	Administrative Assistant I	\$ 11.68	\$ 15.71	34.82%	\$ 15.75	\$ 21.18	24.00%	\$ 21.72	\$ 29.22
General Administrative	Administrative Assistant II	\$ 15.72	\$ 17.01	34.82%	\$ 21.20	\$ 22.93	24.00%	\$ 29.24	\$ 31.63

Oregon (2017 HOURLY MINIMUM WAGE = \$9.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 17.02	\$ 18.46	34.82%	\$ 22.94	\$ 24.89	24.00%	\$ 31.65	\$ 34.34
General Administrative	Administrative Assistant IV	\$ 18.47	\$ 20.44	34.82%	\$ 24.90	\$ 27.56	24.00%	\$ 34.36	\$ 38.02
General Administrative	Administrative Assistant V	\$ 20.46	\$ 23.05	34.82%	\$ 27.59	\$ 31.08	24.00%	\$ 38.06	\$ 42.87
General Administrative	Administrative Staff Assistant	\$ 22.68	\$ 25.93	34.82%	\$ 30.57	\$ 34.95	24.00%	\$ 42.18	\$ 48.22
General Administrative	Administrative Staff Specialist	\$ 25.94	\$ 32.07	34.82%	\$ 34.97	\$ 43.23	24.00%	\$ 48.24	\$ 59.64
General Administrative	Administrative Staff Specialist Senior	\$ 32.08	\$ 25.05	34.82%	\$ 43.25	\$ 33.77	24.00%	\$ 59.66	\$ 46.59
General Administrative	Agency Management Analyst	\$ 20.92	\$ 27.46	34.82%	\$ 28.21	\$ 37.02	24.00%	\$ 38.91	\$ 51.07
General Administrative	Agency Management Analyst Lead	\$ 27.47	\$ 31.91	34.82%	\$ 37.03	\$ 43.02	24.00%	\$ 51.09	\$ 59.34
General Administrative	Agency Management Analyst Senior	\$ 31.97	\$ 49.75	34.82%	\$ 43.10	\$ 67.07	24.00%	\$ 59.46	\$ 92.53
General Administrative	Clerk	\$ 10.98	\$ 12.69	34.82%	\$ 14.81	\$ 17.11	24.00%	\$ 20.43	\$ 23.61
General Administrative	Clerk Jr	\$ 9.75	\$ 10.93	34.82%	\$ 13.14	\$ 14.74	24.00%	\$ 18.14	\$ 20.33
General Administrative	Clerk Sr	\$ 12.74	\$ 14.75	34.82%	\$ 17.18	\$ 19.89	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.75	\$ 13.35	34.82%	\$ 13.14	\$ 18.00	24.00%	\$ 18.14	\$ 24.83
General Administrative	Data Entry Operator Senior	\$ 13.38	\$ 19.21	34.82%	\$ 18.04	\$ 25.90	24.00%	\$ 24.89	\$ 35.73
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	34.82%	\$ 13.82	\$ 20.22	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 16.86	\$ 20.95	34.82%	\$ 22.73	\$ 28.25	24.00%	\$ 31.35	\$ 38.97
General Administrative	Executive Secretary Senior	\$ 20.99	\$ 31.08	34.82%	\$ 28.29	\$ 41.90	24.00%	\$ 39.03	\$ 57.81
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	34.82%	\$ 23.59	\$ 27.98	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	34.82%	\$ 20.22	\$ 24.27	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 13.33	\$ 15.63	34.82%	\$ 17.97	\$ 21.07	24.00%	\$ 24.79	\$ 29.07
General Administrative	Legal Assistant Senior	\$ 15.66	\$ 39.48	34.82%	\$ 21.11	\$ 53.22	24.00%	\$ 29.13	\$ 73.43
General Administrative	Library Assistant	\$ 9.75	\$ 18.73	34.82%	\$ 13.14	\$ 25.25	24.00%	\$ 18.14	\$ 34.83
General Administrative	Medical Assistant I	\$ 12.77	\$ 14.90	34.82%	\$ 17.22	\$ 20.09	24.00%	\$ 23.75	\$ 27.71
General Administrative	Medical Assistant II	\$ 14.94	\$ 21.24	34.82%	\$ 20.14	\$ 28.64	24.00%	\$ 27.79	\$ 39.51
General Administrative	Medical Biller I	\$ 11.13	\$ 13.67	34.82%	\$ 15.01	\$ 18.43	24.00%	\$ 20.71	\$ 25.42
General Administrative	Medical Biller II	\$ 13.70	\$ 21.28	34.82%	\$ 18.47	\$ 28.70	24.00%	\$ 25.48	\$ 39.59
General Administrative	Medical Records Clerk I	\$ 13.38	\$ 19.49	34.82%	\$ 18.04	\$ 26.27	24.00%	\$ 24.89	\$ 36.25
General Administrative	Medical Records Clerk II	\$ 14.45	\$ 20.90	34.82%	\$ 19.48	\$ 28.18	24.00%	\$ 26.88	\$ 38.87
General Administrative	Office Manager	\$ 22.51	\$ 34.27	34.82%	\$ 30.35	\$ 46.20	24.00%	\$ 41.88	\$ 63.74
General Administrative	Office Services Aide	\$ 12.46	\$ 17.17	34.82%	\$ 16.80	\$ 23.14	24.00%	\$ 23.18	\$ 31.93
General Administrative	Office Services Assistant	\$ 13.36	\$ 18.13	34.82%	\$ 18.01	\$ 24.44	24.00%	\$ 24.85	\$ 33.72
General Administrative	Office Services Specialist	\$ 14.08	\$ 18.97	34.82%	\$ 18.98	\$ 25.58	24.00%	\$ 26.18	\$ 35.29
General Administrative	Office Services Supervisor	\$ 14.73	\$ 19.39	34.82%	\$ 19.86	\$ 26.14	24.00%	\$ 27.39	\$ 36.07
General Administrative	Office Services Supervisor Senior	\$ 17.07	\$ 21.76	34.82%	\$ 23.01	\$ 29.33	24.00%	\$ 31.75	\$ 40.47
General Administrative	Operator I	\$ 9.75	\$ 13.31	34.82%	\$ 13.14	\$ 17.94	24.00%	\$ 18.14	\$ 24.75
General Administrative	Operator II	\$ 13.33	\$ 15.55	34.82%	\$ 17.97	\$ 20.97	24.00%	\$ 24.79	\$ 28.93
General Administrative	Operator III (Key Disc Operator)	\$ 15.59	\$ 17.66	34.82%	\$ 21.02	\$ 23.81	24.00%	\$ 29.01	\$ 32.85
General Administrative	Operator IV (Key Disc Operator)	\$ 17.67	\$ 20.47	34.82%	\$ 23.82	\$ 27.60	24.00%	\$ 32.87	\$ 38.08
General Administrative	Paralegal	\$ 14.00	\$ 23.50	34.82%	\$ 18.87	\$ 31.68	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 11.86	\$ 15.87	34.82%	\$ 15.99	\$ 21.40	24.00%	\$ 22.06	\$ 29.52

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 15.88	\$ 16.93	34.82%	\$ 21.41	\$ 22.83	24.00%	\$ 29.54	\$ 31.49
General Administrative	Photocopy Supervisor	\$ 12.82	\$ 17.81	34.82%	\$ 17.29	\$ 24.01	24.00%	\$ 23.85	\$ 33.12
General Administrative	Photocopy Technician	\$ 11.58	\$ 16.38	34.82%	\$ 15.62	\$ 22.08	24.00%	\$ 21.55	\$ 30.46
General Administrative	Photo-Typesetting Specialist	\$ 15.08	\$ 21.71	34.82%	\$ 20.33	\$ 29.27	24.00%	\$ 28.05	\$ 40.39
General Administrative	Photo-Typesetting Supervisor	\$ 16.11	\$ 23.57	34.82%	\$ 21.72	\$ 31.78	24.00%	\$ 29.96	\$ 43.85
General Administrative	Postal Aide	\$ 9.75	\$ 11.58	34.82%	\$ 13.14	\$ 15.62	24.00%	\$ 18.14	\$ 21.55
General Administrative	Postal Aide Senior	\$ 11.64	\$ 18.31	34.82%	\$ 15.69	\$ 24.69	24.00%	\$ 21.64	\$ 34.06
General Administrative	Postal Assistant	\$ 18.38	\$ 20.42	34.82%	\$ 24.77	\$ 27.53	24.00%	\$ 34.18	\$ 37.98
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	34.82%	\$ 40.45	\$ 60.67	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	34.82%	\$ 26.96	\$ 33.71	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 13.59	\$ 17.95	34.82%	\$ 18.33	\$ 24.20	24.00%	\$ 25.29	\$ 33.38
General Administrative	Public Relations Specialist	\$ 18.89	\$ 32.30	34.82%	\$ 25.47	\$ 43.55	24.00%	\$ 35.13	\$ 60.08
General Administrative	Public Relations Specialist Assistant	\$ 13.59	\$ 18.86	34.82%	\$ 18.33	\$ 25.42	24.00%	\$ 25.29	\$ 35.07
General Administrative	Receptionist	\$ 9.75	\$ 12.23	34.82%	\$ 13.14	\$ 16.48	24.00%	\$ 18.14	\$ 22.74
General Administrative	Receptionist Senior	\$ 12.24	\$ 19.30	34.82%	\$ 16.50	\$ 26.01	24.00%	\$ 22.76	\$ 35.89
General Administrative	Secretary	\$ 10.04	\$ 13.42	34.82%	\$ 13.54	\$ 18.10	24.00%	\$ 18.68	\$ 24.97
General Administrative	Secretary Senior	\$ 13.48	\$ 23.79	34.82%	\$ 18.17	\$ 32.07	24.00%	\$ 25.07	\$ 44.24
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00	34.82%	\$ 20.56	\$ 24.27	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 11.68	\$ 28.54	34.82%	\$ 15.75	\$ 38.47	24.00%	\$ 21.72	\$ 53.08
Human Resources	Claims Representative	\$ 20.00	\$ 26.49	34.82%	\$ 26.96	\$ 35.71	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 20.93	\$ 25.82	34.82%	\$ 28.22	\$ 34.81	24.00%	\$ 38.93	\$ 48.02
Human Resources	Classification / Compensation Analyst Senior	\$ 25.87	\$ 34.27	34.82%	\$ 34.88	\$ 46.20	24.00%	\$ 48.12	\$ 63.74
Human Resources	Classification / Compensation Consultant	\$ 34.29	\$ 45.93	34.82%	\$ 46.23	\$ 61.92	24.00%	\$ 63.78	\$ 85.43
Human Resources	EEO Program Analyst	\$ 20.22	\$ 32.27	34.82%	\$ 27.25	\$ 43.51	24.00%	\$ 37.60	\$ 60.02
Human Resources	EEO Program Specialist	\$ 22.29	\$ 35.20	34.82%	\$ 30.05	\$ 47.46	24.00%	\$ 41.46	\$ 65.47
Human Resources	Employee Relations Analyst	\$ 18.20	\$ 23.05	34.82%	\$ 24.54	\$ 31.08	24.00%	\$ 33.86	\$ 42.87
Human Resources	Employee Relations Analyst Senior	\$ 23.10	\$ 40.77	34.82%	\$ 31.15	\$ 54.97	24.00%	\$ 42.97	\$ 75.84
Human Resources	Human Resources Assistant	\$ 13.97	\$ 20.12	34.82%	\$ 18.83	\$ 27.12	24.00%	\$ 25.98	\$ 37.42
Human Resources	Human Resources Generalist	\$ 16.19	\$ 20.60	34.82%	\$ 21.83	\$ 27.77	24.00%	\$ 30.12	\$ 38.32
Human Resources	Human Resources Generalist Senior	\$ 20.72	\$ 36.18	34.82%	\$ 27.93	\$ 48.78	24.00%	\$ 38.54	\$ 67.30
Human Resources	Personnel Analyst	\$ 16.03	\$ 20.39	34.82%	\$ 21.62	\$ 27.48	24.00%	\$ 29.82	\$ 37.92
Human Resources	Personnel Analyst Senior	\$ 20.44	\$ 24.73	34.82%	\$ 27.56	\$ 33.34	24.00%	\$ 38.02	\$ 46.00
Human Resources	Personnel Practices Analyst	\$ 24.79	\$ 29.20	34.82%	\$ 33.43	\$ 39.37	24.00%	\$ 46.11	\$ 54.31
Human Resources	Personnel Practices Analyst Senior	\$ 29.25	\$ 37.24	34.82%	\$ 39.44	\$ 50.21	24.00%	\$ 54.41	\$ 69.27
Human Resources	Personnel Practices Manager	\$ 36.64	\$ 45.59	34.82%	\$ 49.40	\$ 61.46	24.00%	\$ 68.16	\$ 84.79
Human Services	Social Worker	\$ 17.85	\$ 30.24	34.16%	\$ 23.95	\$ 40.57	24.00%	\$ 33.20	\$ 56.24
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	34.16%	\$ 30.19	\$ 41.59	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 13.54	\$ 18.70	34.16%	\$ 18.17	\$ 25.08	24.00%	\$ 25.19	\$ 34.78
Human Services	Support Enforcement Specialist Senior	\$ 18.76	\$ 22.13	34.16%	\$ 25.17	\$ 29.69	24.00%	\$ 34.89	\$ 41.16
Human Services	Utilization Review Analyst	\$ 18.76	\$ 26.91	34.16%	\$ 25.17	\$ 36.10	24.00%	\$ 34.89	\$ 50.05

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 26.96	\$ 43.25	34.16%	\$ 36.18	\$ 58.03	24.00%	\$ 50.15	\$ 80.45
Insurance	Claims Adjuster I	\$ 15.50	\$ 18.76	34.16%	\$ 20.79	\$ 25.17	24.00%	\$ 28.83	\$ 34.89
Insurance	Claims Adjuster II	\$ 18.81	\$ 26.91	34.16%	\$ 25.24	\$ 36.10	24.00%	\$ 34.99	\$ 50.05
Insurance	Claims Specialist	\$ 26.96	\$ 33.98	34.16%	\$ 36.18	\$ 45.59	24.00%	\$ 50.15	\$ 63.20
Insurance	Worker's Compensation Specialist	\$ 25.48	\$ 38.11	34.16%	\$ 34.18	\$ 51.13	24.00%	\$ 47.39	\$ 70.88
Laborer/Industrial	CDL Driver	\$ 13.59	\$ 19.51	38.34%	\$ 18.81	\$ 26.99	24.00%	\$ 25.29	\$ 36.29
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	38.34%	\$ 29.74	\$ 39.04	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	38.34%	\$ 38.67	\$ 45.94	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	38.34%	\$ 41.85	\$ 48.42	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	38.34%	\$ 34.24	\$ 41.50	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	38.34%	\$ 34.24	\$ 40.81	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	38.34%	\$ 43.58	\$ 52.22	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	38.34%	\$ 36.66	\$ 46.41	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 14.59	\$ 20.91	38.34%	\$ 20.18	\$ 28.93	24.00%	\$ 27.14	\$ 38.89
Laborer/Industrial	Forklift Operator	\$ 11.37	\$ 15.84	38.34%	\$ 15.73	\$ 21.91	24.00%	\$ 21.15	\$ 29.46
Laborer/Industrial	Forklift Operator Senior	\$ 15.87	\$ 23.10	38.34%	\$ 21.96	\$ 31.96	24.00%	\$ 29.52	\$ 42.97
Laborer/Industrial	Grounds Worker	\$ 9.75	\$ 12.77	38.34%	\$ 13.49	\$ 17.67	24.00%	\$ 18.14	\$ 23.75
Laborer/Industrial	Grounds Worker Lead	\$ 12.82	\$ 17.12	38.34%	\$ 17.74	\$ 23.69	24.00%	\$ 23.85	\$ 31.85
Laborer/Industrial	Grounds Worker Senior	\$ 13.69	\$ 17.02	38.34%	\$ 18.94	\$ 23.54	24.00%	\$ 25.46	\$ 31.65
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.75	\$ 13.33	38.34%	\$ 13.49	\$ 18.44	24.00%	\$ 18.14	\$ 24.79
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 13.34	\$ 17.02	38.34%	\$ 18.45	\$ 23.54	24.00%	\$ 24.81	\$ 31.65
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 9.75	\$ 12.80	38.34%	\$ 13.49	\$ 17.71	24.00%	\$ 18.14	\$ 23.81
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 9.75	\$ 12.80	38.34%	\$ 13.49	\$ 17.71	24.00%	\$ 18.14	\$ 23.81
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 9.75	\$ 12.80	38.34%	\$ 13.49	\$ 17.71	24.00%	\$ 18.14	\$ 23.81
Laborer/Industrial	Housekeeping Supervisor	\$ 11.37	\$ 15.79	38.34%	\$ 15.73	\$ 21.84	24.00%	\$ 21.15	\$ 29.36
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 15.82	\$ 24.47	38.34%	\$ 21.88	\$ 33.85	24.00%	\$ 29.42	\$ 45.52
Laborer/Industrial	Housekeeping Worker	\$ 9.75	\$ 12.89	38.34%	\$ 13.49	\$ 17.83	24.00%	\$ 18.14	\$ 23.97
Laborer/Industrial	Housekeeping Worker Senior	\$ 12.94	\$ 16.53	38.34%	\$ 17.90	\$ 22.86	24.00%	\$ 24.07	\$ 30.74
Laborer/Industrial	Inventory Worker Light	\$ 10.06	\$ 15.77	38.34%	\$ 13.92	\$ 21.81	24.00%	\$ 18.72	\$ 29.32
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 9.75	\$ 17.69	38.34%	\$ 13.49	\$ 24.47	24.00%	\$ 18.14	\$ 32.91
Laborer/Industrial	Motor Vehicle Operator A	\$ 9.75	\$ 12.24	38.34%	\$ 13.49	\$ 16.93	24.00%	\$ 18.14	\$ 22.76
Laborer/Industrial	Motor Vehicle Operator B	\$ 12.29	\$ 19.84	38.34%	\$ 17.00	\$ 27.45	24.00%	\$ 22.86	\$ 36.90
Laborer/Industrial	Packer	\$ 9.75	\$ 12.80	38.34%	\$ 13.49	\$ 17.71	24.00%	\$ 18.14	\$ 23.81
Laborer/Industrial	Warehouse Specialist I	\$ 9.75	\$ 12.80	38.34%	\$ 13.49	\$ 17.71	24.00%	\$ 18.14	\$ 23.81
Laborer/Industrial	Warehouse Specialist II	\$ 12.82	\$ 16.03	38.34%	\$ 17.74	\$ 22.18	24.00%	\$ 23.85	\$ 29.82
Laborer/Industrial	Warehouse Specialist III	\$ 16.09	\$ 20.49	38.34%	\$ 22.25	\$ 28.35	24.00%	\$ 29.92	\$ 38.12
Laborer/Industrial	Warehouse worker (included)	\$ 9.75	\$ 11.00	38.34%	\$ 13.49	\$ 15.22	24.00%	\$ 18.14	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 9.75	\$ 12.80	38.34%	\$ 13.49	\$ 17.71	24.00%	\$ 18.14	\$ 23.81
Laborer/Industrial	Warehouse Worker II	\$ 12.82	\$ 16.03	38.34%	\$ 17.74	\$ 22.18	24.00%	\$ 23.85	\$ 29.82
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	38.34%	\$ 33.82	\$ 44.27	24.00%	\$ 45.48	\$ 59.52

Oregon (2017 HOURLY MINIMUM WAGE = \$9.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	38.34%	\$ 33.82	\$ 40.81	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	38.34%	\$ 33.82	\$ 40.81	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 12.24	\$ 15.79	34.16%	\$ 16.42	\$ 21.18	24.00%	\$ 22.76	\$ 29.36
Media	Audio Visual Technician Senior	\$ 15.82	\$ 26.22	34.16%	\$ 21.22	\$ 35.17	24.00%	\$ 29.42	\$ 48.76
Media	Graphic Artist	\$ 14.41	\$ 17.20	34.16%	\$ 19.33	\$ 23.07	24.00%	\$ 26.80	\$ 31.99
Media	Graphic Artist Senior	\$ 17.20	\$ 24.19	34.16%	\$ 23.07	\$ 32.46	24.00%	\$ 31.99	\$ 45.00
Media	Graphic Designer	\$ 14.41	\$ 17.20	34.16%	\$ 19.33	\$ 23.07	24.00%	\$ 26.80	\$ 31.99
Media	Graphic Designer Senior	\$ 17.23	\$ 24.19	34.16%	\$ 23.12	\$ 32.46	24.00%	\$ 32.05	\$ 45.00
Media	Photographer	\$ 9.75	\$ 12.59	34.16%	\$ 13.08	\$ 16.89	24.00%	\$ 18.14	\$ 23.42
Media	Photographer Senior	\$ 12.61	\$ 20.17	34.16%	\$ 16.92	\$ 27.06	24.00%	\$ 23.46	\$ 37.52
Media	TV / Video Production Specialist	\$ 19.03	\$ 24.48	34.16%	\$ 25.53	\$ 32.85	24.00%	\$ 35.39	\$ 45.54
Media	TV / Video Production Technician	\$ 24.51	\$ 33.17	34.16%	\$ 32.89	\$ 44.50	24.00%	\$ 45.60	\$ 61.69
Security	Armed Security Officer	\$ 15.23	\$ 20.39	47.92%	\$ 22.53	\$ 30.16	24.00%	\$ 28.33	\$ 37.92
Security	<u>Captain</u>	\$ 21.39	\$ 30.48	47.92%	\$ 31.64	\$ 45.09	24.00%	\$ 39.79	\$ 56.70
Security	Dispatcher/Police	\$ 14.76	\$ 25.16	47.92%	\$ 21.83	\$ 37.21	24.00%	\$ 27.45	\$ 46.79
Security	<u>Lieutenant</u>	\$ 19.25	\$ 26.74	47.92%	\$ 28.48	\$ 39.55	24.00%	\$ 35.81	\$ 49.74
Security	<u>Sergeant</u>	\$ 17.65	\$ 24.60	47.92%	\$ 26.11	\$ 36.39	24.00%	\$ 32.83	\$ 45.76
Security	Unarmed Security Guard	\$ 10.29	\$ 20.11	47.92%	\$ 15.22	\$ 29.74	24.00%	\$ 19.14	\$ 37.40
Tax	Data Entry Clerk	\$ 9.75	\$ 12.24	34.82%	\$ 13.14	\$ 16.50	24.00%	\$ 18.14	\$ 22.76
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 12.29	\$ 19.30	34.82%	\$ 16.57	\$ 26.01	24.00%	\$ 22.86	\$ 35.89
Tax	Error Resolution and Document Processor	\$ 15.99	\$ 22.22	34.82%	\$ 21.56	\$ 29.95	24.00%	\$ 29.74	\$ 41.32
Tax	General Clerical	\$ 9.75	\$ 13.68	34.82%	\$ 13.14	\$ 18.44	24.00%	\$ 18.14	\$ 25.44
Tax	On-Site Administrator (Day)	\$ 10.81	\$ 23.38	34.82%	\$ 14.58	\$ 31.52	24.00%	\$ 20.11	\$ 43.49
Tax	On-Site Administrator (Evening)	\$ 10.81	\$ 23.38	34.82%	\$ 14.58	\$ 31.52	24.00%	\$ 20.11	\$ 43.49
Tax	Remittance Processor	\$ 19.22	\$ 28.48	34.82%	\$ 25.91	\$ 38.40	24.00%	\$ 35.75	\$ 52.98
Tax	Taxpayer Information & Assistance Agent	\$ 17.03	\$ 24.46	34.82%	\$ 22.96	\$ 32.98	24.00%	\$ 31.67	\$ 45.50
Technical	Agricultural Technician	\$ 17.51	\$ 28.42	37.63%	\$ 24.10	\$ 39.11	24.00%	\$ 32.57	\$ 52.86
Technical	Agricultural Technician Lead	\$ 19.64	\$ 31.38	37.63%	\$ 27.03	\$ 43.19	24.00%	\$ 36.53	\$ 58.37
Technical	Agricultural Technician Supervisor	\$ 23.58	\$ 37.81	37.63%	\$ 32.46	\$ 52.04	24.00%	\$ 43.87	\$ 70.33
Technical	Analytical Chemist	\$ 18.56	\$ 31.38	37.63%	\$ 25.54	\$ 43.19	24.00%	\$ 34.52	\$ 58.37
Technical	Analytical Chemist Assistant	\$ 21.68	\$ 35.70	37.63%	\$ 29.84	\$ 49.14	24.00%	\$ 40.33	\$ 66.41
Technical	Analytical Chemist Senior	\$ 27.36	\$ 44.66	37.63%	\$ 37.66	\$ 61.46	24.00%	\$ 50.89	\$ 83.06
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	37.63%	\$ 27.24	\$ 42.71	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	37.63%	\$ 39.76	\$ 51.54	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 19.59	\$ 29.47	37.63%	\$ 26.97	\$ 40.56	24.00%	\$ 36.45	\$ 54.81
Technical	Bridge Design Drafter Senior	\$ 20.90	\$ 31.86	37.63%	\$ 28.76	\$ 43.85	24.00%	\$ 38.87	\$ 59.27
Technical	Cartographic Drafter	\$ 24.63	\$ 34.70	37.63%	\$ 33.90	\$ 47.75	24.00%	\$ 45.82	\$ 64.54
Technical	Cartographic Drafter Assistant	\$ 19.31	\$ 29.04	37.63%	\$ 26.57	\$ 39.97	24.00%	\$ 35.91	\$ 54.01
Technical	Cartographic Supervisor	\$ 33.61	\$ 45.18	37.63%	\$ 46.25	\$ 62.18	24.00%	\$ 62.51	\$ 84.03
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	37.63%	\$ 22.02	\$ 26.84	24.00%	\$ 29.76	\$ 36.27

Oregon (2017 HOURLY MINIMUM WAGE = \$9.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	37.63%	\$ 54.49	\$ 66.27	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 29.63	\$ 41.94	37.63%	\$ 40.78	\$ 57.72	24.00%	\$ 55.11	\$ 78.01
Technical	Engineering Design Drafting Supervisor	\$ 34.47	\$ 48.06	37.63%	\$ 47.44	\$ 66.14	24.00%	\$ 64.12	\$ 89.39
Technical	Engineering Design Drafting Technician	\$ 16.64	\$ 22.03	37.63%	\$ 22.91	\$ 30.32	24.00%	\$ 30.96	\$ 40.98
Technical	Engineering Drafting Technician	\$ 16.67	\$ 22.03	37.63%	\$ 22.95	\$ 30.32	24.00%	\$ 31.02	\$ 40.98
Technical	Engineering Drafting Technician Senior	\$ 19.33	\$ 28.10	37.63%	\$ 26.60	\$ 38.67	24.00%	\$ 35.95	\$ 52.26
Technical	Environmental Engineer	\$ 27.37	\$ 43.24	37.63%	\$ 37.67	\$ 59.52	24.00%	\$ 50.91	\$ 80.43
Technical	Environmental Engineer Senior	\$ 29.48	\$ 47.31	37.63%	\$ 40.57	\$ 65.11	24.00%	\$ 54.83	\$ 87.99
Technical	Environmental Program Analyst	\$ 23.22	\$ 34.31	37.63%	\$ 31.96	\$ 47.22	24.00%	\$ 43.19	\$ 63.82
Technical	Environmental Program Planner	\$ 24.81	\$ 37.07	37.63%	\$ 34.15	\$ 51.02	24.00%	\$ 46.15	\$ 68.95
Technical	Environmental Program Specialist	\$ 26.68	\$ 33.50	37.63%	\$ 36.71	\$ 46.11	24.00%	\$ 49.62	\$ 62.31
Technical	Environmental Specialist - Field	\$ 24.81	\$ 36.22	37.63%	\$ 34.15	\$ 49.84	24.00%	\$ 46.15	\$ 67.36
Technical	Environmental Specialist Senior - Field	\$ 25.52	\$ 37.91	37.63%	\$ 35.12	\$ 52.17	24.00%	\$ 47.47	\$ 70.51
Technical	Environmental Technician	\$ 23.22	\$ 34.31	37.63%	\$ 31.96	\$ 47.22	24.00%	\$ 43.19	\$ 63.82
Technical	Environmental Technician Senior	\$ 24.81	\$ 37.07	37.63%	\$ 34.15	\$ 51.02	24.00%	\$ 46.15	\$ 68.95
Technical	Help Desk Support	\$ 15.50	\$ 25.00	37.63%	\$ 21.33	\$ 34.41	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	37.63%	\$ 23.74	\$ 33.03	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 21.16	\$ 25.86	37.63%	\$ 29.12	\$ 35.59	24.00%	\$ 39.35	\$ 48.10
Technical	Laboratory Technician	\$ 17.72	\$ 26.55	37.63%	\$ 24.39	\$ 36.54	24.00%	\$ 32.96	\$ 49.38
Technical	Laboratory Technician Senior	\$ 18.81	\$ 28.62	37.63%	\$ 25.89	\$ 39.39	24.00%	\$ 34.99	\$ 53.24
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	37.63%	\$ 30.28	\$ 36.47	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 28.21	\$ 37.61	37.63%	\$ 38.82	\$ 51.76	24.00%	\$ 52.47	\$ 69.96
Technical	Residential Plan Reviewer	\$ 20.57	\$ 32.13	37.63%	\$ 28.31	\$ 44.22	24.00%	\$ 38.26	\$ 59.76
Technical	Right of Way Technician	\$ 29.19	\$ 46.15	37.63%	\$ 40.17	\$ 63.52	24.00%	\$ 54.29	\$ 85.84
Technical	Right of Way Technician Supervisor	\$ 31.51	\$ 50.67	37.63%	\$ 43.37	\$ 69.73	24.00%	\$ 58.61	\$ 94.24
Technical	Safety Engineer	\$ 28.76	\$ 45.10	37.63%	\$ 39.58	\$ 62.08	24.00%	\$ 53.50	\$ 83.89
Technical	Safety Engineer Senior	\$ 32.70	\$ 51.61	37.63%	\$ 45.00	\$ 71.03	24.00%	\$ 60.82	\$ 95.99
Technical	Title Examiner	\$ 20.03	\$ 28.17	37.63%	\$ 27.57	\$ 38.77	24.00%	\$ 37.26	\$ 52.40
Technical	Traffic Controller	\$ 24.25	\$ 39.20	37.63%	\$ 33.37	\$ 53.95	24.00%	\$ 45.10	\$ 72.91
Technical	Traffic Controller Senior	\$ 29.19	\$ 46.15	37.63%	\$ 40.17	\$ 63.52	24.00%	\$ 54.29	\$ 85.84
Technical	Transportation Data Analyst	\$ 24.25	\$ 39.20	37.63%	\$ 33.37	\$ 53.95	24.00%	\$ 45.10	\$ 72.91
Technical	Transportation Data Analyst Senior	\$ 29.19	\$ 46.15	37.63%	\$ 40.17	\$ 63.52	24.00%	\$ 54.29	\$ 85.84
Technical	Transportation Data Analyst Supervisor	\$ 29.19	\$ 46.15	37.63%	\$ 40.17	\$ 63.52	24.00%	\$ 54.29	\$ 85.84
Technical	Transportation Data Technician	\$ 24.25	\$ 39.20	37.63%	\$ 33.37	\$ 53.95	24.00%	\$ 45.10	\$ 72.91
Technical	Transportation District Utilities Specialist	\$ 28.64	\$ 46.14	37.63%	\$ 39.42	\$ 63.51	24.00%	\$ 53.28	\$ 85.82
Technical	Transportation Engineering Technician -Survey	\$ 29.75	\$ 50.48	37.63%	\$ 40.94	\$ 69.48	24.00%	\$ 55.33	\$ 93.90
Technical	Transportation Engineering Technician -Survey Senior	\$ 32.84	\$ 52.83	37.63%	\$ 45.19	\$ 72.71	24.00%	\$ 61.08	\$ 98.26
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 34.67	\$ 56.43	37.63%	\$ 47.71	\$ 77.67	24.00%	\$ 64.48	\$ 104.96
Technical	Transportation Materials Technician	\$ 13.93	\$ 20.03	37.63%	\$ 19.17	\$ 27.57	24.00%	\$ 25.90	\$ 37.26
Technical	Transportation Materials Technician Senior	\$ 14.86	\$ 21.72	37.63%	\$ 20.45	\$ 29.90	24.00%	\$ 27.63	\$ 40.41

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 29.75	\$ 49.39	37.63%	\$ 40.94	\$ 67.98	24.00%	\$ 55.33	\$ 91.87
Technical	Transportation Materials Technician Supervisor	\$ 34.67	\$ 56.43	37.63%	\$ 47.71	\$ 77.67	24.00%	\$ 64.48	\$ 104.96
Technical	Transportation Planning Specialist	\$ 28.64	\$ 46.14	37.63%	\$ 39.42	\$ 63.51	24.00%	\$ 53.28	\$ 85.82
Technical	Transportation Planning Specialist Senior	\$ 32.84	\$ 52.83	37.63%	\$ 45.19	\$ 72.71	24.00%	\$ 61.08	\$ 98.26
Technical	Transportation Technical Program Coordinator	\$ 28.64	\$ 46.14	37.63%	\$ 39.42	\$ 63.51	24.00%	\$ 53.28	\$ 85.82
Technical	Transportation Technical Support Coordinator	\$ 28.64	\$ 46.14	37.63%	\$ 39.42	\$ 63.51	24.00%	\$ 53.28	\$ 85.82
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	37.63%	\$ 51.61	\$ 61.93	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 16.57	\$ 20.39	45.45%	\$ 24.10	\$ 29.65	24.00%	\$ 30.82	\$ 37.92
Trades	Boiler Operator II	\$ 20.44	\$ 23.47	45.45%	\$ 29.73	\$ 34.13	24.00%	\$ 38.02	\$ 43.65
Trades	Boiler Operator Senior I	\$ 23.49	\$ 25.64	45.45%	\$ 34.16	\$ 37.29	24.00%	\$ 43.69	\$ 47.69
Trades	Boiler Operator Senior II	\$ 25.66	\$ 35.13	45.45%	\$ 37.32	\$ 51.09	24.00%	\$ 47.73	\$ 65.33
Trades	Carpenter Assistant	\$ 11.04	\$ 14.93	45.45%	\$ 16.05	\$ 21.72	24.00%	\$ 20.53	\$ 27.77
Trades	Carpenter	\$ 14.94	\$ 20.93	45.45%	\$ 21.73	\$ 30.45	24.00%	\$ 27.79	\$ 38.93
Trades	Carpenter Senior	\$ 22.10	\$ 29.85	45.45%	\$ 32.14	\$ 43.42	24.00%	\$ 41.10	\$ 55.52
Trades	Electrician	\$ 23.56	\$ 39.21	45.45%	\$ 34.27	\$ 57.03	24.00%	\$ 43.83	\$ 72.93
Trades	Electrician Assistant	\$ 12.57	\$ 15.51	45.45%	\$ 18.28	\$ 22.56	24.00%	\$ 23.38	\$ 28.85
Trades	Electrician Senior	\$ 18.19	\$ 20.99	45.45%	\$ 26.46	\$ 30.52	24.00%	\$ 33.84	\$ 39.03
Trades	Electrician Supervisor Senior	\$ 21.04	\$ 36.99	45.45%	\$ 30.60	\$ 53.80	24.00%	\$ 39.13	\$ 68.79
Trades	Electronic Equipment Install & Repair Supervisor	\$ 22.95	\$ 34.12	45.45%	\$ 33.39	\$ 49.63	24.00%	\$ 42.69	\$ 63.46
Trades	Electronic Equipment Install & Repair Technician	\$ 18.22	\$ 22.84	45.45%	\$ 26.49	\$ 33.21	24.00%	\$ 33.88	\$ 42.47
Trades	Electronic Technician	\$ 13.86	\$ 17.62	45.45%	\$ 20.16	\$ 25.62	24.00%	\$ 25.78	\$ 32.77
Trades	Electronic Technician Senior	\$ 17.67	\$ 31.25	45.45%	\$ 25.70	\$ 45.46	24.00%	\$ 32.87	\$ 58.13
Trades	Equipment Repair Supervisor	\$ 25.12	\$ 29.41	45.45%	\$ 36.54	\$ 42.78	24.00%	\$ 46.73	\$ 54.71
Trades	Equipment Repair Technician	\$ 13.86	\$ 17.62	45.45%	\$ 20.16	\$ 25.62	24.00%	\$ 25.78	\$ 32.77
Trades	Equipment Repair Technician Senior	\$ 17.67	\$ 25.06	45.45%	\$ 25.70	\$ 36.45	24.00%	\$ 32.87	\$ 46.61
Trades	HVAC Installation & Repair Assistant	\$ 10.81	\$ 17.25	45.45%	\$ 15.73	\$ 25.09	24.00%	\$ 20.11	\$ 32.09
Trades	HVAC Installation & Repair Assistant Senior	\$ 17.25	\$ 29.41	45.45%	\$ 25.09	\$ 42.78	24.00%	\$ 32.09	\$ 54.71
Trades	Laboratory Mechanic	\$ 13.87	\$ 18.81	45.45%	\$ 20.18	\$ 27.36	24.00%	\$ 25.80	\$ 34.99
Trades	Laboratory Mechanic Senior	\$ 18.81	\$ 28.62	45.45%	\$ 27.36	\$ 41.63	24.00%	\$ 34.99	\$ 53.24
Trades	Locksmith	\$ 17.02	\$ 25.03	45.45%	\$ 24.75	\$ 36.40	24.00%	\$ 31.65	\$ 46.55
Trades	Maintenance Field Worker	\$ 13.86	\$ 17.72	45.45%	\$ 20.16	\$ 25.78	24.00%	\$ 25.78	\$ 32.96
Trades	Mason Plasterer	\$ 17.12	\$ 19.73	45.45%	\$ 24.91	\$ 28.70	24.00%	\$ 31.85	\$ 36.70
Trades	Mason Plasterer Assistant	\$ 19.78	\$ 29.25	45.45%	\$ 28.77	\$ 42.55	24.00%	\$ 36.78	\$ 54.41
Trades	Mechanic	\$ 11.15	\$ 25.08	45.45%	\$ 16.21	\$ 36.48	24.00%	\$ 20.73	\$ 46.65
Trades	Painter	\$ 10.72	\$ 23.79	45.45%	\$ 15.59	\$ 34.60	24.00%	\$ 19.93	\$ 44.24
Trades	Plumber / Steamfitter	\$ 23.24	\$ 35.34	45.45%	\$ 33.81	\$ 51.40	24.00%	\$ 43.23	\$ 65.73
Trades	Plumber / Steamfitter Assistant	\$ 13.86	\$ 23.17	45.45%	\$ 20.16	\$ 33.70	24.00%	\$ 25.78	\$ 43.09
Trades	Printing Press Operator B	\$ 22.69	\$ 33.32	45.45%	\$ 33.00	\$ 48.46	24.00%	\$ 42.20	\$ 61.97
Trades	Production Supervisor	\$ 26.90	\$ 41.20	45.45%	\$ 39.13	\$ 59.93	24.00%	\$ 50.03	\$ 76.63
Trades	Radio Specialist	\$ 16.03	\$ 20.56	45.45%	\$ 23.32	\$ 29.90	24.00%	\$ 29.82	\$ 38.24

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 20.59	\$ 26.91	45.45%	\$ 29.95	\$ 39.14	24.00%	\$ 38.30	\$ 50.05
Trades	Sheet Metal Worker	\$ 15.25	\$ 19.63	45.45%	\$ 22.18	\$ 28.55	24.00%	\$ 28.37	\$ 36.51
Trades	Sheet Metal Worker Assistant	\$ 11.58	\$ 15.50	45.45%	\$ 16.85	\$ 22.54	24.00%	\$ 21.55	\$ 28.83
Trades	Sheet Metal Worker Lead	\$ 19.68	\$ 26.92	45.45%	\$ 28.63	\$ 39.16	24.00%	\$ 36.61	\$ 50.07
Trades	Shipping / Receiving Clerk	\$ 15.34	\$ 21.03	45.45%	\$ 22.31	\$ 30.59	24.00%	\$ 28.53	\$ 39.11
Trades	Storekeeper Assistant I	\$ 11.40	\$ 16.69	45.45%	\$ 16.58	\$ 24.27	24.00%	\$ 21.21	\$ 31.04
Trades	Storekeeper Assistant II	\$ 12.41	\$ 17.94	45.45%	\$ 18.05	\$ 26.09	24.00%	\$ 23.08	\$ 33.36
Trades	Storekeeper I	\$ 9.75	\$ 11.15	45.45%	\$ 14.18	\$ 16.21	24.00%	\$ 18.14	\$ 20.73
Trades	Storekeeper II	\$ 11.21	\$ 13.59	45.45%	\$ 16.30	\$ 19.77	24.00%	\$ 20.85	\$ 25.29
Trades	Storekeeper III	\$ 13.64	\$ 16.69	45.45%	\$ 19.84	\$ 24.27	24.00%	\$ 25.37	\$ 31.04
Trades	Storekeeper Senior	\$ 16.71	\$ 19.49	45.45%	\$ 24.30	\$ 28.35	24.00%	\$ 31.07	\$ 36.25
Trades	Tool Room Assistant	\$ 9.75	\$ 13.59	45.45%	\$ 14.18	\$ 19.77	24.00%	\$ 18.14	\$ 25.29
Trades	Tool Room Assistant Senior	\$ 13.59	\$ 18.97	45.45%	\$ 19.77	\$ 27.60	24.00%	\$ 25.29	\$ 35.29
Trades	Trades Utilities Worker Senior	\$ 13.87	\$ 20.32	45.45%	\$ 20.18	\$ 29.56	24.00%	\$ 25.80	\$ 37.80
Trades	Trades Utility Worker	\$ 10.60	\$ 13.82	45.45%	\$ 15.42	\$ 20.10	24.00%	\$ 19.72	\$ 25.70
Trades	Tradesman Helper	\$ 10.60	\$ 17.07	45.45%	\$ 15.42	\$ 24.83	24.00%	\$ 19.72	\$ 31.75
Trades	Tradesman Helper Senior	\$ 17.07	\$ 21.27	45.45%	\$ 24.83	\$ 30.94	24.00%	\$ 31.75	\$ 39.57
Trades	Welder	\$ 11.68	\$ 19.35	45.45%	\$ 16.99	\$ 28.14	24.00%	\$ 21.72	\$ 35.99
Trades	Welder Senior	\$ 19.40	\$ 23.26	45.45%	\$ 28.22	\$ 33.84	24.00%	\$ 36.09	\$ 43.27
Trades	Work Zone Safety Officer	\$ 24.25	\$ 39.20	45.45%	\$ 35.27	\$ 57.02	24.00%	\$ 45.10	\$ 72.91

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	34.05%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	34.82%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	50.42%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	34.82%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	34.16%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	38.34%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	34.16%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	47.92%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	34.82%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	37.63%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	45.45%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Pennsylvania (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 15.26	\$ 21.68	34.44%	\$ 20.52	\$ 29.14	24.00%	\$ 28.39	\$ 40.32
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	34.44%	\$ 11.48	\$ 18.78	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 21.69	\$ 30.10	34.44%	\$ 29.15	\$ 40.47	24.00%	\$ 40.34	\$ 55.99
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	34.44%	\$ 27.83	\$ 34.79	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	34.44%	\$ 20.87	\$ 26.79	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	34.44%	\$ 13.22	\$ 16.70	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 19.87	\$ 22.74	34.44%	\$ 26.72	\$ 30.57	24.00%	\$ 36.96	\$ 42.29
Accounting/Finance	Accounting Manager B	\$ 22.68	\$ 27.83	34.44%	\$ 30.49	\$ 37.41	24.00%	\$ 42.18	\$ 51.76
Accounting/Finance	Accounting Manager C	\$ 27.88	\$ 35.24	34.44%	\$ 37.48	\$ 47.38	24.00%	\$ 51.85	\$ 65.55
Accounting/Finance	Auditing - External Auditor	\$ 19.61	\$ 24.80	34.44%	\$ 26.37	\$ 33.35	24.00%	\$ 36.48	\$ 46.13
Accounting/Finance	Auditing - External Auditor Senior	\$ 24.82	\$ 35.24	34.44%	\$ 33.37	\$ 47.38	24.00%	\$ 46.17	\$ 65.55
Accounting/Finance	Auditing - Internal Auditor	\$ 19.61	\$ 24.80	34.44%	\$ 26.37	\$ 33.35	24.00%	\$ 36.48	\$ 46.13
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 24.86	\$ 35.24	34.44%	\$ 33.42	\$ 47.38	24.00%	\$ 46.23	\$ 65.55
Accounting/Finance	Bookkeeper	\$ 10.32	\$ 15.62	34.44%	\$ 13.87	\$ 21.00	24.00%	\$ 19.19	\$ 29.05
Accounting/Finance	Budget Analyst	\$ 19.24	\$ 25.17	34.44%	\$ 25.86	\$ 33.84	24.00%	\$ 35.78	\$ 46.81
Accounting/Finance	Budget Analyst Senior	\$ 25.18	\$ 39.08	34.44%	\$ 33.85	\$ 52.53	24.00%	\$ 46.83	\$ 72.68
Accounting/Finance	Closure/Disbursement Specialists	\$ 32.07	\$ 35.70	34.44%	\$ 43.12	\$ 47.99	24.00%	\$ 59.66	\$ 66.40
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 30.12	\$ 39.05	34.44%	\$ 40.49	\$ 52.49	24.00%	\$ 56.02	\$ 72.62
Accounting/Finance	CPA	\$ 31.24	\$ 41.28	34.44%	\$ 41.99	\$ 55.49	24.00%	\$ 58.10	\$ 76.78
Accounting/Finance	Fiscal Assistant	\$ 10.86	\$ 16.69	34.44%	\$ 14.61	\$ 22.44	24.00%	\$ 20.21	\$ 31.05
Accounting/Finance	Fiscal Technical Senior	\$ 14.55	\$ 20.76	34.44%	\$ 19.57	\$ 27.91	24.00%	\$ 27.07	\$ 38.61
Accounting/Finance	Fiscal Technician	\$ 16.74	\$ 20.47	34.44%	\$ 22.51	\$ 27.51	24.00%	\$ 31.14	\$ 38.07
Accounting/Finance	Payroll Assistant	\$ 15.90	\$ 20.08	34.44%	\$ 21.37	\$ 27.00	24.00%	\$ 29.57	\$ 37.35
Accounting/Finance	Purchasing / Procurement	\$ 20.08	\$ 29.84	34.44%	\$ 27.00	\$ 40.12	24.00%	\$ 37.35	\$ 55.51
Accounting/Finance	Sr. Compliance Officer	\$ 38.77	\$ 44.07	34.44%	\$ 52.12	\$ 59.24	24.00%	\$ 72.11	\$ 81.96
Accounting/Finance	Supervising Auditor	\$ 38.77	\$ 44.62	34.44%	\$ 52.12	\$ 59.99	24.00%	\$ 72.11	\$ 83.00
Call Center/Customer Service	Customer Service Inbound I	\$ 10.23	\$ 15.04	36.60%	\$ 13.97	\$ 20.55	24.00%	\$ 19.02	\$ 27.98
Call Center/Customer Service	Customer Service Inbound II	\$ 15.11	\$ 24.32	36.60%	\$ 20.64	\$ 33.23	24.00%	\$ 28.10	\$ 45.24

Pennsylvania (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 10.23	\$ 15.04	36.60%	\$ 13.97	\$ 20.55	24.00%	\$ 19.02	\$ 27.98
Call Center/Customer Service	Customer Service Outbound II	\$ 15.11	\$ 24.32	36.60%	\$ 20.64	\$ 33.23	24.00%	\$ 28.10	\$ 45.24
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.04	\$ 17.01	36.60%	\$ 13.72	\$ 23.24	24.00%	\$ 18.68	\$ 31.64
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	36.60%	\$ 28.28	\$ 35.35	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 10.43	\$ 15.95	36.60%	\$ 14.24	\$ 21.79	24.00%	\$ 19.39	\$ 29.67
Call Center/Customer Service	Detailing Representative II	\$ 11.34	\$ 18.35	36.60%	\$ 15.50	\$ 25.07	24.00%	\$ 21.10	\$ 34.13
Call Center/Customer Service	Help Desk Analyst	\$ 13.51	\$ 30.00	36.60%	\$ 18.46	\$ 40.97	24.00%	\$ 25.13	\$ 55.79
Call Center/Customer Service	Market Research Inbound	\$ 19.82	\$ 23.80	36.60%	\$ 27.07	\$ 32.51	24.00%	\$ 36.86	\$ 44.27
Call Center/Customer Service	Market Research Outbound	\$ 23.82	\$ 36.27	36.60%	\$ 32.54	\$ 49.55	24.00%	\$ 44.31	\$ 67.47
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.27	\$ 13.25	36.60%	\$ 12.66	\$ 18.10	24.00%	\$ 17.24	\$ 24.65
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 13.42	\$ 19.17	36.60%	\$ 18.33	\$ 26.19	24.00%	\$ 24.96	\$ 35.66
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.27	\$ 13.25	36.60%	\$ 12.66	\$ 18.10	24.00%	\$ 17.24	\$ 24.65
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 13.42	\$ 19.17	36.60%	\$ 18.33	\$ 26.19	24.00%	\$ 24.96	\$ 35.66
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.27	\$ 12.99	36.60%	\$ 12.66	\$ 17.75	24.00%	\$ 17.24	\$ 24.16
Call Center/Customer Service	Sales Inbound I	\$ 9.81	\$ 16.95	36.60%	\$ 13.40	\$ 23.16	24.00%	\$ 18.25	\$ 31.53
Call Center/Customer Service	Sales Inbound II	\$ 13.42	\$ 19.17	36.60%	\$ 18.33	\$ 26.19	24.00%	\$ 24.96	\$ 35.66
Call Center/Customer Service	Sales Outbound I	\$ 12.16	\$ 17.06	36.60%	\$ 16.61	\$ 23.30	24.00%	\$ 22.61	\$ 31.73
Call Center/Customer Service	Sales Outbound II	\$ 13.42	\$ 19.17	36.60%	\$ 18.33	\$ 26.19	24.00%	\$ 24.96	\$ 35.66
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.22	\$ 13.28	36.60%	\$ 11.22	\$ 18.14	24.00%	\$ 15.28	\$ 24.71
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 13.29	\$ 17.22	36.60%	\$ 18.16	\$ 23.53	24.00%	\$ 24.73	\$ 32.04
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 9.79	\$ 13.08	36.60%	\$ 13.37	\$ 17.87	24.00%	\$ 18.21	\$ 24.34
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 13.14	\$ 23.12	36.60%	\$ 17.94	\$ 31.59	24.00%	\$ 24.43	\$ 43.01
Food Related Services	Barista (misc)	\$ 11.47	\$ 16.91	54.79%	\$ 17.75	\$ 26.18	24.00%	\$ 21.33	\$ 31.45
Food Related Services	Building Attendant (misc)	\$ 11.47	\$ 16.91	41.66%	\$ 16.25	\$ 23.96	24.00%	\$ 21.33	\$ 31.45
Food Related Services	Busser	\$ 11.47	\$ 16.91	41.66%	\$ 16.25	\$ 23.96	24.00%	\$ 21.33	\$ 31.45
Food Related Services	Cashiers	\$ 11.47	\$ 16.91	41.66%	\$ 16.25	\$ 23.96	24.00%	\$ 21.33	\$ 31.45
Food Related Services	Dishwasher	\$ 10.43	\$ 13.55	41.66%	\$ 14.77	\$ 19.20	24.00%	\$ 19.39	\$ 25.21
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	41.66%	\$ 20.40	\$ 24.93	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	41.66%	\$ 14.02	\$ 17.14	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 10.33	\$ 15.12	41.66%	\$ 14.64	\$ 21.42	24.00%	\$ 19.22	\$ 28.12
Food Related Services	Food Operations Manager Assistant	\$ 15.16	\$ 17.74	41.66%	\$ 21.47	\$ 25.14	24.00%	\$ 28.20	\$ 33.01
Food Related Services	Food Production Worker	\$ 8.32	\$ 13.62	41.66%	\$ 11.79	\$ 19.29	24.00%	\$ 15.47	\$ 25.33
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	41.66%	\$ 19.76	\$ 24.15	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	41.66%	\$ 15.30	\$ 18.70	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	41.66%	\$ 17.85	\$ 21.82	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.29	\$ 13.36	41.66%	\$ 11.74	\$ 18.92	24.00%	\$ 15.42	\$ 24.84
Food Related Services	Second Cook Senior	\$ 13.25	\$ 17.43	54.79%	\$ 20.51	\$ 26.98	24.00%	\$ 24.65	\$ 32.42
Food Related Services	Server	\$ 7.95	\$ 10.86	41.66%	\$ 11.27	\$ 15.39	24.00%	\$ 14.80	\$ 20.21
General Administrative	Administrative Assistant I	\$ 11.39	\$ 15.32	36.60%	\$ 15.55	\$ 20.92	24.00%	\$ 21.18	\$ 28.49
General Administrative	Administrative Assistant II	\$ 15.33	\$ 16.58	36.60%	\$ 20.94	\$ 22.64	24.00%	\$ 28.51	\$ 30.83

Pennsylvania (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 16.59	\$ 18.00	36.60%	\$ 22.66	\$ 24.58	24.00%	\$ 30.85	\$ 33.47
General Administrative	Administrative Assistant IV	\$ 18.01	\$ 19.92	36.60%	\$ 24.60	\$ 27.22	24.00%	\$ 33.49	\$ 37.06
General Administrative	Administrative Assistant V	\$ 19.94	\$ 22.47	36.60%	\$ 27.24	\$ 30.69	24.00%	\$ 37.10	\$ 41.79
General Administrative	Administrative Staff Assistant	\$ 22.10	\$ 25.27	36.60%	\$ 30.19	\$ 34.52	24.00%	\$ 41.11	\$ 47.01
General Administrative	Administrative Staff Specialist	\$ 25.28	\$ 31.26	36.60%	\$ 34.54	\$ 42.70	24.00%	\$ 47.03	\$ 58.14
General Administrative	Administrative Staff Specialist Senior	\$ 31.27	\$ 24.42	36.60%	\$ 42.71	\$ 33.35	24.00%	\$ 58.16	\$ 45.42
General Administrative	Agency Management Analyst	\$ 20.39	\$ 26.76	36.60%	\$ 27.86	\$ 36.56	24.00%	\$ 37.93	\$ 49.78
General Administrative	Agency Management Analyst Lead	\$ 26.77	\$ 31.10	36.60%	\$ 36.57	\$ 42.48	24.00%	\$ 49.80	\$ 57.85
General Administrative	Agency Management Analyst Senior	\$ 31.16	\$ 48.49	36.60%	\$ 42.57	\$ 66.24	24.00%	\$ 57.96	\$ 90.19
General Administrative	Clerk	\$ 9.30	\$ 10.75	36.60%	\$ 12.70	\$ 14.68	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	36.60%	\$ 11.27	\$ 12.64	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	36.60%	\$ 14.75	\$ 17.08	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.27	\$ 13.01	36.60%	\$ 12.66	\$ 17.77	24.00%	\$ 17.24	\$ 24.20
General Administrative	Data Entry Operator Senior	\$ 13.04	\$ 18.72	36.60%	\$ 17.82	\$ 25.58	24.00%	\$ 24.26	\$ 34.83
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	36.60%	\$ 14.00	\$ 20.49	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 16.43	\$ 20.42	36.60%	\$ 22.45	\$ 27.90	24.00%	\$ 30.56	\$ 37.99
General Administrative	Executive Secretary Senior	\$ 20.46	\$ 30.30	36.60%	\$ 27.94	\$ 41.39	24.00%	\$ 38.05	\$ 56.35
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	36.60%	\$ 23.91	\$ 28.34	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	36.60%	\$ 20.49	\$ 24.59	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.99	\$ 15.23	36.60%	\$ 17.75	\$ 20.81	24.00%	\$ 24.16	\$ 28.33
General Administrative	Legal Assistant Senior	\$ 15.26	\$ 38.48	36.60%	\$ 20.85	\$ 52.57	24.00%	\$ 28.39	\$ 71.58
General Administrative	Library Assistant	\$ 9.27	\$ 18.26	36.60%	\$ 12.66	\$ 24.94	24.00%	\$ 17.24	\$ 33.96
General Administrative	Medical Assistant I	\$ 12.45	\$ 14.52	36.60%	\$ 17.00	\$ 19.84	24.00%	\$ 23.15	\$ 27.01
General Administrative	Medical Assistant II	\$ 14.57	\$ 20.71	36.60%	\$ 19.90	\$ 28.28	24.00%	\$ 27.09	\$ 38.51
General Administrative	Medical Biller I	\$ 10.85	\$ 13.32	36.60%	\$ 14.83	\$ 18.20	24.00%	\$ 20.19	\$ 24.78
General Administrative	Medical Biller II	\$ 13.36	\$ 20.75	36.60%	\$ 18.24	\$ 28.34	24.00%	\$ 24.84	\$ 38.59
General Administrative	Medical Records Clerk I	\$ 13.04	\$ 19.00	36.60%	\$ 17.82	\$ 25.95	24.00%	\$ 24.26	\$ 35.33
General Administrative	Medical Records Clerk II	\$ 14.09	\$ 20.37	36.60%	\$ 19.24	\$ 27.83	24.00%	\$ 26.20	\$ 37.89
General Administrative	Office Manager	\$ 21.95	\$ 33.40	36.60%	\$ 29.98	\$ 45.63	24.00%	\$ 40.82	\$ 62.13
General Administrative	Office Services Aide	\$ 12.15	\$ 16.73	36.60%	\$ 16.59	\$ 22.86	24.00%	\$ 22.59	\$ 31.12
General Administrative	Office Services Assistant	\$ 13.02	\$ 17.67	36.60%	\$ 17.79	\$ 24.14	24.00%	\$ 24.22	\$ 32.87
General Administrative	Office Services Specialist	\$ 13.72	\$ 18.50	36.60%	\$ 18.74	\$ 25.26	24.00%	\$ 25.52	\$ 34.40
General Administrative	Office Services Supervisor	\$ 14.36	\$ 18.90	36.60%	\$ 19.61	\$ 25.82	24.00%	\$ 26.70	\$ 35.16
General Administrative	Office Services Supervisor Senior	\$ 16.64	\$ 21.21	36.60%	\$ 22.73	\$ 28.97	24.00%	\$ 30.95	\$ 39.44
General Administrative	Operator I	\$ 9.02	\$ 12.97	36.60%	\$ 12.32	\$ 17.72	24.00%	\$ 16.77	\$ 24.12
General Administrative	Operator II	\$ 12.99	\$ 15.16	36.60%	\$ 17.75	\$ 20.71	24.00%	\$ 24.16	\$ 28.20
General Administrative	Operator III (Key Disc Operator)	\$ 15.20	\$ 17.21	36.60%	\$ 20.76	\$ 23.51	24.00%	\$ 28.27	\$ 32.02
General Administrative	Operator IV (Key Disc Operator)	\$ 17.22	\$ 19.96	36.60%	\$ 23.53	\$ 27.26	24.00%	\$ 32.04	\$ 37.12
General Administrative	Paralegal	\$ 14.00	\$ 23.50	36.60%	\$ 19.12	\$ 32.10	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 11.56	\$ 15.47	36.60%	\$ 15.79	\$ 21.13	24.00%	\$ 21.51	\$ 28.78

Pennsylvania (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 15.48	\$ 16.50	36.60%	\$ 21.15	\$ 22.54	24.00%	\$ 28.80	\$ 30.70
General Administrative	Photocopy Supervisor	\$ 12.50	\$ 17.36	36.60%	\$ 17.08	\$ 23.71	24.00%	\$ 23.25	\$ 32.29
General Administrative	Photocopy Technician	\$ 11.29	\$ 15.96	36.60%	\$ 15.42	\$ 21.80	24.00%	\$ 21.00	\$ 29.69
General Administrative	Photo-Typesetting Specialist	\$ 14.70	\$ 21.16	36.60%	\$ 20.08	\$ 28.91	24.00%	\$ 27.34	\$ 39.37
General Administrative	Photo-Typesetting Supervisor	\$ 15.70	\$ 22.98	36.60%	\$ 21.45	\$ 31.39	24.00%	\$ 29.20	\$ 42.74
General Administrative	Postal Aide	\$ 8.25	\$ 11.29	36.60%	\$ 11.27	\$ 15.42	24.00%	\$ 15.34	\$ 21.00
General Administrative	Postal Aide Senior	\$ 11.34	\$ 17.85	36.60%	\$ 15.50	\$ 24.38	24.00%	\$ 21.10	\$ 33.20
General Administrative	Postal Assistant	\$ 17.91	\$ 19.90	36.60%	\$ 24.47	\$ 27.19	24.00%	\$ 33.32	\$ 37.02
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	36.60%	\$ 40.98	\$ 61.47	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	36.60%	\$ 27.32	\$ 34.15	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 13.25	\$ 17.49	36.60%	\$ 18.10	\$ 23.90	24.00%	\$ 24.65	\$ 32.54
General Administrative	Public Relations Specialist	\$ 18.41	\$ 31.49	36.60%	\$ 25.15	\$ 43.01	24.00%	\$ 34.25	\$ 58.56
General Administrative	Public Relations Specialist Assistant	\$ 13.25	\$ 18.38	36.60%	\$ 18.10	\$ 25.11	24.00%	\$ 24.65	\$ 34.19
General Administrative	Receptionist	\$ 9.26	\$ 11.92	36.60%	\$ 12.65	\$ 16.28	24.00%	\$ 17.22	\$ 22.17
General Administrative	Receptionist Senior	\$ 11.93	\$ 18.81	36.60%	\$ 16.29	\$ 25.69	24.00%	\$ 22.18	\$ 34.98
General Administrative	Secretary	\$ 9.79	\$ 13.08	36.60%	\$ 13.37	\$ 17.87	24.00%	\$ 18.21	\$ 24.34
General Administrative	Secretary Senior	\$ 13.14	\$ 23.19	36.60%	\$ 17.94	\$ 31.67	24.00%	\$ 24.43	\$ 43.13
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00	36.60%	\$ 20.83	\$ 24.59	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 11.39	\$ 27.82	36.60%	\$ 15.55	\$ 38.00	24.00%	\$ 21.18	\$ 51.74
Human Resources	Claims Representative	\$ 20.00	\$ 26.49	36.60%	\$ 27.32	\$ 36.19	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 20.40	\$ 25.17	36.60%	\$ 27.87	\$ 34.38	24.00%	\$ 37.95	\$ 46.81
Human Resources	Classification / Compensation Analyst Senior	\$ 25.22	\$ 33.40	36.60%	\$ 34.45	\$ 45.63	24.00%	\$ 46.91	\$ 62.13
Human Resources	Classification / Compensation Consultant	\$ 33.43	\$ 44.77	36.60%	\$ 45.66	\$ 61.15	24.00%	\$ 62.17	\$ 83.27
Human Resources	EEO Program Analyst	\$ 19.70	\$ 31.45	36.60%	\$ 26.92	\$ 42.97	24.00%	\$ 36.65	\$ 58.51
Human Resources	EEO Program Specialist	\$ 21.73	\$ 34.31	36.60%	\$ 29.68	\$ 46.87	24.00%	\$ 40.41	\$ 63.82
Human Resources	Employee Relations Analyst	\$ 17.74	\$ 22.47	36.60%	\$ 24.24	\$ 30.69	24.00%	\$ 33.01	\$ 41.79
Human Resources	Employee Relations Analyst Senior	\$ 22.52	\$ 39.74	36.60%	\$ 30.76	\$ 54.29	24.00%	\$ 41.89	\$ 73.92
Human Resources	Human Resources Assistant	\$ 13.62	\$ 19.61	36.60%	\$ 18.60	\$ 26.79	24.00%	\$ 25.33	\$ 36.48
Human Resources	Human Resources Generalist	\$ 15.78	\$ 20.08	36.60%	\$ 21.56	\$ 27.43	24.00%	\$ 29.36	\$ 37.35
Human Resources	Human Resources Generalist Senior	\$ 20.19	\$ 35.27	36.60%	\$ 27.59	\$ 48.18	24.00%	\$ 37.56	\$ 65.60
Human Resources	Personnel Analyst	\$ 15.63	\$ 19.87	36.60%	\$ 21.35	\$ 27.14	24.00%	\$ 29.07	\$ 36.96
Human Resources	Personnel Analyst Senior	\$ 19.92	\$ 24.10	36.60%	\$ 27.22	\$ 32.93	24.00%	\$ 37.06	\$ 44.83
Human Resources	Personnel Practices Analyst	\$ 24.17	\$ 28.46	36.60%	\$ 33.01	\$ 38.88	24.00%	\$ 44.95	\$ 52.94
Human Resources	Personnel Practices Analyst Senior	\$ 28.51	\$ 36.30	36.60%	\$ 38.95	\$ 49.59	24.00%	\$ 53.04	\$ 67.52
Human Resources	Personnel Practices Manager	\$ 35.72	\$ 44.44	36.60%	\$ 48.79	\$ 60.70	24.00%	\$ 66.44	\$ 82.65
Human Services	Social Worker	\$ 17.40	\$ 29.47	34.54%	\$ 23.41	\$ 39.65	24.00%	\$ 32.37	\$ 54.82
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	34.54%	\$ 30.27	\$ 41.71	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 13.20	\$ 18.22	34.54%	\$ 17.76	\$ 24.52	24.00%	\$ 24.55	\$ 33.90
Human Services	Support Enforcement Specialist Senior	\$ 18.29	\$ 21.57	34.54%	\$ 24.60	\$ 29.02	24.00%	\$ 34.01	\$ 40.12
Human Services	Utilization Review Analyst	\$ 18.29	\$ 26.23	34.54%	\$ 24.60	\$ 35.29	24.00%	\$ 34.01	\$ 48.79

Pennsylvania (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 26.28	\$ 42.16	34.54%	\$ 35.36	\$ 56.73	24.00%	\$ 48.89	\$ 78.42
Insurance	Claims Adjuster I	\$ 15.11	\$ 18.29	34.54%	\$ 20.33	\$ 24.60	24.00%	\$ 28.10	\$ 34.01
Insurance	Claims Adjuster II	\$ 18.34	\$ 26.23	34.54%	\$ 24.67	\$ 35.29	24.00%	\$ 34.11	\$ 48.79
Insurance	Claims Specialist	\$ 26.28	\$ 33.12	34.54%	\$ 35.36	\$ 44.56	24.00%	\$ 48.89	\$ 61.61
Insurance	Worker's Compensation Specialist	\$ 24.83	\$ 37.15	34.54%	\$ 33.41	\$ 49.98	24.00%	\$ 46.19	\$ 69.09
Laborer/Industrial	CDL Driver	\$ 13.25	\$ 19.02	41.66%	\$ 18.77	\$ 26.94	24.00%	\$ 24.65	\$ 35.37
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	41.66%	\$ 30.46	\$ 39.98	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	41.66%	\$ 39.59	\$ 47.05	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	41.66%	\$ 42.85	\$ 49.58	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	41.66%	\$ 35.06	\$ 42.50	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	41.66%	\$ 35.06	\$ 41.79	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	41.66%	\$ 44.62	\$ 53.48	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	41.66%	\$ 37.54	\$ 47.53	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 14.22	\$ 20.38	41.66%	\$ 20.15	\$ 28.87	24.00%	\$ 26.45	\$ 37.91
Laborer/Industrial	Forklift Operator	\$ 11.08	\$ 15.44	41.66%	\$ 15.70	\$ 21.87	24.00%	\$ 20.61	\$ 28.72
Laborer/Industrial	Forklift Operator Senior	\$ 15.47	\$ 22.52	41.66%	\$ 21.92	\$ 31.90	24.00%	\$ 28.78	\$ 41.89
Laborer/Industrial	Grounds Worker	\$ 8.98	\$ 12.45	41.66%	\$ 12.72	\$ 17.63	24.00%	\$ 16.70	\$ 23.15
Laborer/Industrial	Grounds Worker Lead	\$ 12.50	\$ 16.69	41.66%	\$ 17.71	\$ 23.65	24.00%	\$ 23.25	\$ 31.05
Laborer/Industrial	Grounds Worker Senior	\$ 13.35	\$ 16.59	41.66%	\$ 18.90	\$ 23.50	24.00%	\$ 24.82	\$ 30.85
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.27	\$ 12.99	41.66%	\$ 13.13	\$ 18.40	24.00%	\$ 17.24	\$ 24.16
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 13.00	\$ 16.59	41.66%	\$ 18.42	\$ 23.50	24.00%	\$ 24.18	\$ 30.85
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.11	\$ 12.48	41.66%	\$ 11.49	\$ 17.68	24.00%	\$ 15.09	\$ 23.21
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.11	\$ 12.48	41.66%	\$ 11.49	\$ 17.68	24.00%	\$ 15.09	\$ 23.21
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.11	\$ 12.48	41.66%	\$ 11.49	\$ 17.68	24.00%	\$ 15.09	\$ 23.21
Laborer/Industrial	Housekeeping Supervisor	\$ 11.08	\$ 15.39	41.66%	\$ 15.70	\$ 21.80	24.00%	\$ 20.61	\$ 28.62
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 15.42	\$ 23.85	41.66%	\$ 21.84	\$ 33.79	24.00%	\$ 28.68	\$ 44.37
Laborer/Industrial	Housekeeping Worker	\$ 8.22	\$ 12.56	41.66%	\$ 11.64	\$ 17.80	24.00%	\$ 15.28	\$ 23.37
Laborer/Industrial	Housekeeping Worker Senior	\$ 12.62	\$ 16.11	41.66%	\$ 17.87	\$ 22.82	24.00%	\$ 23.46	\$ 29.96
Laborer/Industrial	Inventory Worker Light	\$ 9.81	\$ 15.37	41.66%	\$ 13.90	\$ 21.77	24.00%	\$ 18.25	\$ 28.58
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.98	\$ 17.24	41.66%	\$ 12.72	\$ 24.43	24.00%	\$ 16.70	\$ 32.07
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.75	\$ 11.93	41.66%	\$ 12.39	\$ 16.90	24.00%	\$ 16.27	\$ 22.18
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.98	\$ 19.34	41.66%	\$ 16.97	\$ 27.40	24.00%	\$ 22.28	\$ 35.97
Laborer/Industrial	Packer	\$ 8.11	\$ 12.48	41.66%	\$ 11.49	\$ 17.68	24.00%	\$ 15.09	\$ 23.21
Laborer/Industrial	Warehouse Specialist I	\$ 8.98	\$ 12.48	41.66%	\$ 12.72	\$ 17.68	24.00%	\$ 16.70	\$ 23.21
Laborer/Industrial	Warehouse Specialist II	\$ 12.50	\$ 15.63	41.66%	\$ 17.71	\$ 22.14	24.00%	\$ 23.25	\$ 29.07
Laborer/Industrial	Warehouse Specialist III	\$ 15.68	\$ 19.98	41.66%	\$ 22.21	\$ 28.30	24.00%	\$ 29.17	\$ 37.16
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	41.66%	\$ 12.75	\$ 15.58	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.11	\$ 12.48	41.66%	\$ 11.49	\$ 17.68	24.00%	\$ 15.09	\$ 23.21
Laborer/Industrial	Warehouse Worker II	\$ 12.50	\$ 15.63	41.66%	\$ 17.71	\$ 22.14	24.00%	\$ 23.25	\$ 29.07
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	41.66%	\$ 34.64	\$ 45.33	24.00%	\$ 45.48	\$ 59.52

Pennsylvania (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	41.66%	\$ 34.64	\$ 41.79	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	41.66%	\$ 34.64	\$ 41.79	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.93	\$ 15.39	34.54%	\$ 16.05	\$ 20.70	24.00%	\$ 22.18	\$ 28.62
Media	Audio Visual Technician Senior	\$ 15.42	\$ 25.55	34.54%	\$ 20.75	\$ 34.38	24.00%	\$ 28.68	\$ 47.53
Media	Graphic Artist	\$ 14.04	\$ 16.76	34.54%	\$ 18.89	\$ 22.56	24.00%	\$ 26.12	\$ 31.18
Media	Graphic Artist Senior	\$ 16.76	\$ 23.58	34.54%	\$ 22.56	\$ 31.73	24.00%	\$ 31.18	\$ 43.87
Media	Graphic Designer	\$ 14.04	\$ 16.76	34.54%	\$ 18.89	\$ 22.56	24.00%	\$ 26.12	\$ 31.18
Media	Graphic Designer Senior	\$ 16.80	\$ 23.58	34.54%	\$ 22.60	\$ 31.73	24.00%	\$ 31.24	\$ 43.87
Media	Photographer	\$ 9.27	\$ 12.27	34.54%	\$ 12.47	\$ 16.51	24.00%	\$ 17.24	\$ 22.82
Media	Photographer Senior	\$ 12.29	\$ 19.66	34.54%	\$ 16.54	\$ 26.45	24.00%	\$ 22.86	\$ 36.57
Media	TV / Video Production Specialist	\$ 18.55	\$ 23.86	34.54%	\$ 24.95	\$ 32.11	24.00%	\$ 34.50	\$ 44.39
Media	TV / Video Production Technician	\$ 23.90	\$ 32.33	34.54%	\$ 32.15	\$ 43.50	24.00%	\$ 44.45	\$ 60.14
Security	Armed Security Officer	\$ 14.85	\$ 19.87	52.07%	\$ 22.58	\$ 30.22	24.00%	\$ 27.61	\$ 36.96
Security	<u>Captain</u>	\$ 20.85	\$ 29.71	52.07%	\$ 31.71	\$ 45.19	24.00%	\$ 38.78	\$ 55.27
Security	Dispatcher/Police	\$ 14.39	\$ 24.52	52.07%	\$ 21.88	\$ 37.29	24.00%	\$ 26.76	\$ 45.61
Security	<u>Lieutenant</u>	\$ 18.77	\$ 26.06	52.07%	\$ 28.54	\$ 39.64	24.00%	\$ 34.91	\$ 48.48
Security	<u>Sergeant</u>	\$ 17.20	\$ 23.98	52.07%	\$ 26.16	\$ 36.47	24.00%	\$ 32.00	\$ 44.60
Security	Unarmed Security Guard	\$ 10.03	\$ 19.60	52.07%	\$ 15.25	\$ 29.81	24.00%	\$ 18.66	\$ 36.46
Tax	Data Entry Clerk	\$ 9.27	\$ 11.93	36.60%	\$ 12.66	\$ 16.29	24.00%	\$ 17.24	\$ 22.18
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.98	\$ 18.81	36.60%	\$ 16.36	\$ 25.69	24.00%	\$ 22.28	\$ 34.98
Tax	Error Resolution and Document Processor	\$ 15.59	\$ 21.65	36.60%	\$ 21.29	\$ 29.58	24.00%	\$ 28.99	\$ 40.28
Tax	General Clerical	\$ 9.02	\$ 13.33	36.60%	\$ 12.32	\$ 18.22	24.00%	\$ 16.77	\$ 24.80
Tax	On-Site Administrator (Day)	\$ 10.54	\$ 22.79	36.60%	\$ 14.40	\$ 31.13	24.00%	\$ 19.61	\$ 42.39
Tax	On-Site Administrator (Evening)	\$ 10.54	\$ 22.79	36.60%	\$ 14.40	\$ 31.13	24.00%	\$ 19.61	\$ 42.39
Tax	Remittance Processor	\$ 18.74	\$ 27.76	36.60%	\$ 25.59	\$ 37.93	24.00%	\$ 34.85	\$ 51.64
Tax	Taxpayer Information & Assistance Agent	\$ 16.60	\$ 23.84	36.60%	\$ 22.67	\$ 32.57	24.00%	\$ 30.87	\$ 44.35
Technical	Agricultural Technician	\$ 17.07	\$ 27.70	38.19%	\$ 23.59	\$ 38.28	24.00%	\$ 31.75	\$ 51.53
Technical	Agricultural Technician Lead	\$ 19.14	\$ 30.59	38.19%	\$ 26.45	\$ 42.27	24.00%	\$ 35.60	\$ 56.90
Technical	Agricultural Technician Supervisor	\$ 22.99	\$ 36.86	38.19%	\$ 31.77	\$ 50.93	24.00%	\$ 42.76	\$ 68.55
Technical	Analytical Chemist	\$ 18.09	\$ 30.59	38.19%	\$ 25.00	\$ 42.27	24.00%	\$ 33.65	\$ 56.90
Technical	Analytical Chemist Assistant	\$ 21.13	\$ 34.80	38.19%	\$ 29.20	\$ 48.09	24.00%	\$ 39.31	\$ 64.73
Technical	Analytical Chemist Senior	\$ 26.67	\$ 43.53	38.19%	\$ 36.85	\$ 60.15	24.00%	\$ 49.61	\$ 80.96
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	38.19%	\$ 27.35	\$ 42.88	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	38.19%	\$ 39.92	\$ 51.75	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 19.10	\$ 28.72	38.19%	\$ 26.39	\$ 39.69	24.00%	\$ 35.53	\$ 53.43
Technical	Bridge Design Drafter Senior	\$ 20.37	\$ 31.06	38.19%	\$ 28.15	\$ 42.92	24.00%	\$ 37.89	\$ 57.77
Technical	Cartographic Drafter	\$ 24.01	\$ 33.82	38.19%	\$ 33.18	\$ 46.74	24.00%	\$ 44.66	\$ 62.91
Technical	Cartographic Drafter Assistant	\$ 18.82	\$ 28.31	38.19%	\$ 26.01	\$ 39.12	24.00%	\$ 35.00	\$ 52.65
Technical	Cartographic Supervisor	\$ 32.76	\$ 44.04	38.19%	\$ 45.27	\$ 60.86	24.00%	\$ 60.93	\$ 81.91
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	38.19%	\$ 22.11	\$ 26.95	24.00%	\$ 29.76	\$ 36.27

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Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	38.19%	\$ 54.71	\$ 66.54	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 28.88	\$ 40.88	38.19%	\$ 39.91	\$ 56.49	24.00%	\$ 53.72	\$ 76.04
Technical	Engineering Design Drafting Supervisor	\$ 33.60	\$ 46.84	38.19%	\$ 46.44	\$ 64.73	24.00%	\$ 62.50	\$ 87.13
Technical	Engineering Design Drafting Technician	\$ 16.22	\$ 21.48	38.19%	\$ 22.42	\$ 29.68	24.00%	\$ 30.17	\$ 39.95
Technical	Engineering Drafting Technician	\$ 16.25	\$ 21.48	38.19%	\$ 22.46	\$ 29.68	24.00%	\$ 30.23	\$ 39.95
Technical	Engineering Drafting Technician Senior	\$ 18.84	\$ 27.39	38.19%	\$ 26.03	\$ 37.85	24.00%	\$ 35.04	\$ 50.94
Technical	Environmental Engineer	\$ 26.68	\$ 42.15	38.19%	\$ 36.87	\$ 58.25	24.00%	\$ 49.62	\$ 78.40
Technical	Environmental Engineer Senior	\$ 28.73	\$ 46.11	38.19%	\$ 39.71	\$ 63.72	24.00%	\$ 53.44	\$ 85.77
Technical	Environmental Program Analyst	\$ 22.63	\$ 33.45	38.19%	\$ 31.28	\$ 46.22	24.00%	\$ 42.10	\$ 62.21
Technical	Environmental Program Planner	\$ 24.19	\$ 36.14	38.19%	\$ 33.43	\$ 49.94	24.00%	\$ 44.99	\$ 67.21
Technical	Environmental Program Specialist	\$ 26.00	\$ 32.65	38.19%	\$ 35.93	\$ 45.12	24.00%	\$ 48.36	\$ 60.74
Technical	Environmental Specialist - Field	\$ 24.19	\$ 35.30	38.19%	\$ 33.43	\$ 48.78	24.00%	\$ 44.99	\$ 65.66
Technical	Environmental Specialist Senior - Field	\$ 24.88	\$ 36.95	38.19%	\$ 34.38	\$ 51.06	24.00%	\$ 46.27	\$ 68.73
Technical	Environmental Technician	\$ 22.63	\$ 33.45	38.19%	\$ 31.28	\$ 46.22	24.00%	\$ 42.10	\$ 62.21
Technical	Environmental Technician Senior	\$ 24.19	\$ 36.14	38.19%	\$ 33.43	\$ 49.94	24.00%	\$ 44.99	\$ 67.21
Technical	Help Desk Support	\$ 15.50	\$ 25.00	38.19%	\$ 21.42	\$ 34.55	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	38.19%	\$ 23.84	\$ 33.17	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 20.62	\$ 25.21	38.19%	\$ 28.50	\$ 34.83	24.00%	\$ 38.36	\$ 46.88
Technical	Laboratory Technician	\$ 17.28	\$ 25.88	38.19%	\$ 23.87	\$ 35.76	24.00%	\$ 32.13	\$ 48.13
Technical	Laboratory Technician Senior	\$ 18.34	\$ 27.90	38.19%	\$ 25.34	\$ 38.55	24.00%	\$ 34.11	\$ 51.89
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	38.19%	\$ 30.40	\$ 36.62	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 27.50	\$ 36.66	38.19%	\$ 38.00	\$ 50.66	24.00%	\$ 51.14	\$ 68.19
Technical	Residential Plan Reviewer	\$ 20.05	\$ 31.32	38.19%	\$ 27.71	\$ 43.28	24.00%	\$ 37.29	\$ 58.25
Technical	Right of Way Technician	\$ 28.45	\$ 44.99	38.19%	\$ 39.32	\$ 62.17	24.00%	\$ 52.92	\$ 83.68
Technical	Right of Way Technician Supervisor	\$ 30.71	\$ 49.39	38.19%	\$ 42.44	\$ 68.25	24.00%	\$ 57.13	\$ 91.86
Technical	Safety Engineer	\$ 28.04	\$ 43.97	38.19%	\$ 38.74	\$ 60.76	24.00%	\$ 52.15	\$ 81.78
Technical	Safety Engineer Senior	\$ 31.87	\$ 50.31	38.19%	\$ 44.04	\$ 69.52	24.00%	\$ 59.28	\$ 93.57
Technical	Title Examiner	\$ 19.53	\$ 27.46	38.19%	\$ 26.99	\$ 37.95	24.00%	\$ 36.32	\$ 51.08
Technical	Traffic Controller	\$ 23.64	\$ 38.21	38.19%	\$ 32.66	\$ 52.80	24.00%	\$ 43.96	\$ 71.07
Technical	Traffic Controller Senior	\$ 28.45	\$ 44.99	38.19%	\$ 39.32	\$ 62.17	24.00%	\$ 52.92	\$ 83.68
Technical	Transportation Data Analyst	\$ 23.64	\$ 38.21	38.19%	\$ 32.66	\$ 52.80	24.00%	\$ 43.96	\$ 71.07
Technical	Transportation Data Analyst Senior	\$ 28.45	\$ 44.99	38.19%	\$ 39.32	\$ 62.17	24.00%	\$ 52.92	\$ 83.68
Technical	Transportation Data Analyst Supervisor	\$ 28.45	\$ 44.99	38.19%	\$ 39.32	\$ 62.17	24.00%	\$ 52.92	\$ 83.68
Technical	Transportation Data Technician	\$ 23.64	\$ 38.21	38.19%	\$ 32.66	\$ 52.80	24.00%	\$ 43.96	\$ 71.07
Technical	Transportation District Utilities Specialist	\$ 27.92	\$ 44.98	38.19%	\$ 38.58	\$ 62.15	24.00%	\$ 51.93	\$ 83.66
Technical	Transportation Engineering Technician -Survey	\$ 28.99	\$ 49.21	38.19%	\$ 40.07	\$ 68.00	24.00%	\$ 53.93	\$ 91.53
Technical	Transportation Engineering Technician -Survey Senior	\$ 32.01	\$ 51.49	38.19%	\$ 44.23	\$ 71.16	24.00%	\$ 59.53	\$ 95.78
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 33.79	\$ 55.01	38.19%	\$ 46.69	\$ 76.01	24.00%	\$ 62.85	\$ 102.31
Technical	Transportation Materials Technician	\$ 13.57	\$ 19.53	38.19%	\$ 18.76	\$ 26.99	24.00%	\$ 25.25	\$ 36.32
Technical	Transportation Materials Technician Senior	\$ 14.48	\$ 21.18	38.19%	\$ 20.01	\$ 29.26	24.00%	\$ 26.94	\$ 39.39

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 28.99	\$ 48.15	38.19%	\$ 40.07	\$ 66.53	24.00%	\$ 53.93	\$ 89.55
Technical	Transportation Materials Technician Supervisor	\$ 33.79	\$ 55.01	38.19%	\$ 46.69	\$ 76.01	24.00%	\$ 62.85	\$ 102.31
Technical	Transportation Planning Specialist	\$ 27.92	\$ 44.98	38.19%	\$ 38.58	\$ 62.15	24.00%	\$ 51.93	\$ 83.66
Technical	Transportation Planning Specialist Senior	\$ 32.01	\$ 51.49	38.19%	\$ 44.23	\$ 71.16	24.00%	\$ 59.53	\$ 95.78
Technical	Transportation Technical Program Coordinator	\$ 27.92	\$ 44.98	38.19%	\$ 38.58	\$ 62.15	24.00%	\$ 51.93	\$ 83.66
Technical	Transportation Technical Support Coordinator	\$ 27.92	\$ 44.98	38.19%	\$ 38.58	\$ 62.15	24.00%	\$ 51.93	\$ 83.66
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	38.19%	\$ 51.82	\$ 62.19	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 16.15	\$ 19.87	46.77%	\$ 23.70	\$ 29.17	24.00%	\$ 30.04	\$ 36.96
Trades	Boiler Operator II	\$ 19.92	\$ 22.87	46.77%	\$ 29.24	\$ 33.57	24.00%	\$ 37.06	\$ 42.55
Trades	Boiler Operator Senior I	\$ 22.90	\$ 24.99	46.77%	\$ 33.60	\$ 36.68	24.00%	\$ 42.59	\$ 46.48
Trades	Boiler Operator Senior II	\$ 25.01	\$ 34.24	46.77%	\$ 36.71	\$ 50.25	24.00%	\$ 46.52	\$ 63.68
Trades	Carpenter Assistant	\$ 10.76	\$ 14.55	46.77%	\$ 15.79	\$ 21.36	24.00%	\$ 20.01	\$ 27.07
Trades	Carpenter	\$ 14.57	\$ 20.40	46.77%	\$ 21.38	\$ 29.95	24.00%	\$ 27.09	\$ 37.95
Trades	Carpenter Senior	\$ 21.54	\$ 29.10	46.77%	\$ 31.61	\$ 42.71	24.00%	\$ 40.06	\$ 54.12
Trades	Electrician	\$ 22.97	\$ 38.22	46.77%	\$ 33.71	\$ 56.10	24.00%	\$ 42.72	\$ 71.09
Trades	Electrician Assistant	\$ 12.25	\$ 15.12	46.77%	\$ 17.98	\$ 22.19	24.00%	\$ 22.79	\$ 28.12
Trades	Electrician Senior	\$ 17.73	\$ 20.46	46.77%	\$ 26.03	\$ 30.02	24.00%	\$ 32.99	\$ 38.05
Trades	Electrician Supervisor Senior	\$ 20.51	\$ 36.05	46.77%	\$ 30.10	\$ 52.91	24.00%	\$ 38.14	\$ 67.06
Trades	Electronic Equipment Install & Repair Supervisor	\$ 22.37	\$ 33.26	46.77%	\$ 32.84	\$ 48.81	24.00%	\$ 41.62	\$ 61.86
Trades	Electronic Equipment Install & Repair Technician	\$ 17.76	\$ 22.26	46.77%	\$ 26.06	\$ 32.67	24.00%	\$ 33.02	\$ 41.40
Trades	Electronic Technician	\$ 13.51	\$ 17.17	46.77%	\$ 19.83	\$ 25.20	24.00%	\$ 25.13	\$ 31.94
Trades	Electronic Technician Senior	\$ 17.22	\$ 30.46	46.77%	\$ 25.28	\$ 44.71	24.00%	\$ 32.04	\$ 56.66
Trades	Equipment Repair Supervisor	\$ 24.49	\$ 28.67	46.77%	\$ 35.94	\$ 42.08	24.00%	\$ 45.55	\$ 53.33
Trades	Equipment Repair Technician	\$ 13.51	\$ 17.17	46.77%	\$ 19.83	\$ 25.20	24.00%	\$ 25.13	\$ 31.94
Trades	Equipment Repair Technician Senior	\$ 17.22	\$ 24.43	46.77%	\$ 25.28	\$ 35.85	24.00%	\$ 32.04	\$ 45.44
Trades	HVAC Installation & Repair Assistant	\$ 10.54	\$ 16.82	46.77%	\$ 15.47	\$ 24.68	24.00%	\$ 19.61	\$ 31.28
Trades	HVAC Installation & Repair Assistant Senior	\$ 16.82	\$ 28.67	46.77%	\$ 24.68	\$ 42.08	24.00%	\$ 31.28	\$ 53.33
Trades	Laboratory Mechanic	\$ 13.52	\$ 18.34	46.77%	\$ 19.85	\$ 26.92	24.00%	\$ 25.15	\$ 34.11
Trades	Laboratory Mechanic Senior	\$ 18.34	\$ 27.90	46.77%	\$ 26.92	\$ 40.95	24.00%	\$ 34.11	\$ 51.89
Trades	Locksmith	\$ 16.59	\$ 24.40	46.77%	\$ 24.35	\$ 35.81	24.00%	\$ 30.85	\$ 45.38
Trades	Maintenance Field Worker	\$ 13.51	\$ 17.28	46.77%	\$ 19.83	\$ 25.36	24.00%	\$ 25.13	\$ 32.13
Trades	Mason Plasterer	\$ 16.69	\$ 19.24	46.77%	\$ 24.50	\$ 28.23	24.00%	\$ 31.05	\$ 35.78
Trades	Mason Plasterer Assistant	\$ 19.28	\$ 28.51	46.77%	\$ 28.29	\$ 41.85	24.00%	\$ 35.86	\$ 53.04
Trades	Mechanic	\$ 10.86	\$ 24.45	46.77%	\$ 15.94	\$ 35.88	24.00%	\$ 20.21	\$ 45.47
Trades	Painter	\$ 10.45	\$ 23.19	46.77%	\$ 15.33	\$ 34.03	24.00%	\$ 19.43	\$ 43.13
Trades	Plumber / Steamfitter	\$ 22.66	\$ 34.45	46.77%	\$ 33.25	\$ 50.56	24.00%	\$ 42.14	\$ 64.07
Trades	Plumber / Steamfitter Assistant	\$ 13.51	\$ 22.58	46.77%	\$ 19.83	\$ 33.14	24.00%	\$ 25.13	\$ 42.00
Trades	Printing Press Operator B	\$ 22.11	\$ 32.48	46.77%	\$ 32.46	\$ 47.67	24.00%	\$ 41.13	\$ 60.41
Trades	Production Supervisor	\$ 26.22	\$ 40.16	46.77%	\$ 38.48	\$ 58.94	24.00%	\$ 48.77	\$ 74.70
Trades	Radio Specialist	\$ 15.63	\$ 20.04	46.77%	\$ 22.94	\$ 29.41	24.00%	\$ 29.07	\$ 37.27

Pennsylvania (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 20.07	\$ 26.23	46.77%	\$ 29.46	\$ 38.50	24.00%	\$ 37.33	\$ 48.79
Trades	Sheet Metal Worker	\$ 14.87	\$ 19.13	46.77%	\$ 21.82	\$ 28.08	24.00%	\$ 27.65	\$ 35.58
Trades	Sheet Metal Worker Assistant	\$ 11.29	\$ 15.11	46.77%	\$ 16.57	\$ 22.17	24.00%	\$ 21.00	\$ 28.10
Trades	Sheet Metal Worker Lead	\$ 19.18	\$ 26.24	46.77%	\$ 28.16	\$ 38.52	24.00%	\$ 35.68	\$ 48.81
Trades	Shipping / Receiving Clerk	\$ 14.95	\$ 20.50	46.77%	\$ 21.94	\$ 30.08	24.00%	\$ 27.81	\$ 38.13
Trades	Storekeeper Assistant I	\$ 11.11	\$ 16.26	46.77%	\$ 16.31	\$ 23.87	24.00%	\$ 20.67	\$ 30.25
Trades	Storekeeper Assistant II	\$ 12.09	\$ 17.48	46.77%	\$ 17.75	\$ 25.66	24.00%	\$ 22.49	\$ 32.52
Trades	Storekeeper I	\$ 7.90	\$ 10.86	46.77%	\$ 11.60	\$ 15.94	24.00%	\$ 14.70	\$ 20.21
Trades	Storekeeper II	\$ 10.93	\$ 13.25	46.77%	\$ 16.04	\$ 19.45	24.00%	\$ 20.32	\$ 24.65
Trades	Storekeeper III	\$ 13.29	\$ 16.26	46.77%	\$ 19.51	\$ 23.87	24.00%	\$ 24.73	\$ 30.25
Trades	Storekeeper Senior	\$ 16.29	\$ 19.00	46.77%	\$ 23.90	\$ 27.88	24.00%	\$ 30.29	\$ 35.33
Trades	Tool Room Assistant	\$ 8.75	\$ 13.25	46.77%	\$ 12.84	\$ 19.45	24.00%	\$ 16.27	\$ 24.65
Trades	Tool Room Assistant Senior	\$ 13.25	\$ 18.50	46.77%	\$ 19.45	\$ 27.15	24.00%	\$ 24.65	\$ 34.40
Trades	Trades Utilities Worker Senior	\$ 13.52	\$ 19.81	46.77%	\$ 19.85	\$ 29.07	24.00%	\$ 25.15	\$ 36.85
Trades	Trades Utility Worker	\$ 10.33	\$ 13.47	46.77%	\$ 15.16	\$ 19.77	24.00%	\$ 19.22	\$ 25.05
Trades	Tradesman Helper	\$ 10.33	\$ 16.64	46.77%	\$ 15.16	\$ 24.42	24.00%	\$ 19.22	\$ 30.95
Trades	Tradesman Helper Senior	\$ 16.64	\$ 20.74	46.77%	\$ 24.42	\$ 30.44	24.00%	\$ 30.95	\$ 38.57
Trades	Welder	\$ 11.39	\$ 18.86	46.77%	\$ 16.71	\$ 27.68	24.00%	\$ 21.18	\$ 35.08
Trades	Welder Senior	\$ 18.91	\$ 22.68	46.77%	\$ 27.76	\$ 33.28	24.00%	\$ 35.18	\$ 42.18
Trades	Work Zone Safety Officer	\$ 23.64	\$ 38.21	46.77%	\$ 34.69	\$ 56.08	24.00%	\$ 43.96	\$ 71.07

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	34.44%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	36.60%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	54.79%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	36.60%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	34.54%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	41.66%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	34.54%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	52.07%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	36.60%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	38.19%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	46.77%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Rhode Island (2017 HOURLY MINIMUM WAGE = \$9.60)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 16.48	\$ 23.41	37.76%	\$ 22.71	\$ 32.25	24.00%	\$ 30.66	\$ 43.54
Accounting/Finance	Accountant JR	\$ 9.60	\$ 13.97	37.76%	\$ 13.22	\$ 19.25	24.00%	\$ 17.86	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 23.42	\$ 32.51	37.76%	\$ 32.26	\$ 44.78	24.00%	\$ 43.56	\$ 60.46
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	37.76%	\$ 28.52	\$ 35.65	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	37.76%	\$ 21.39	\$ 27.45	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	37.76%	\$ 13.55	\$ 17.11	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 21.46	\$ 24.56	37.76%	\$ 29.56	\$ 33.83	24.00%	\$ 39.92	\$ 45.68
Accounting/Finance	Accounting Manager B	\$ 24.49	\$ 30.05	37.76%	\$ 33.74	\$ 41.40	24.00%	\$ 45.55	\$ 55.90
Accounting/Finance	Accounting Manager C	\$ 30.11	\$ 38.06	37.76%	\$ 41.48	\$ 52.43	24.00%	\$ 56.00	\$ 70.79
Accounting/Finance	Auditing - External Auditor	\$ 21.18	\$ 26.79	37.76%	\$ 29.18	\$ 36.90	24.00%	\$ 39.39	\$ 49.82
Accounting/Finance	Auditing - External Auditor Senior	\$ 26.81	\$ 38.06	37.76%	\$ 36.93	\$ 52.43	24.00%	\$ 49.87	\$ 70.79
Accounting/Finance	Auditing - Internal Auditor	\$ 21.18	\$ 26.79	37.76%	\$ 29.18	\$ 36.90	24.00%	\$ 39.39	\$ 49.82
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 26.84	\$ 38.06	37.76%	\$ 36.98	\$ 52.43	24.00%	\$ 49.93	\$ 70.79
Accounting/Finance	Bookkeeper	\$ 11.14	\$ 16.87	37.76%	\$ 15.35	\$ 23.24	24.00%	\$ 20.73	\$ 31.37
Accounting/Finance	Budget Analyst	\$ 20.77	\$ 27.18	37.76%	\$ 28.62	\$ 37.44	24.00%	\$ 38.64	\$ 50.56
Accounting/Finance	Budget Analyst Senior	\$ 27.19	\$ 42.20	37.76%	\$ 37.46	\$ 58.14	24.00%	\$ 50.58	\$ 78.49
Accounting/Finance	Closure/Disbursement Specialists	\$ 34.64	\$ 38.55	37.76%	\$ 47.72	\$ 53.11	24.00%	\$ 64.43	\$ 71.71
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 32.53	\$ 42.17	37.76%	\$ 44.81	\$ 58.09	24.00%	\$ 60.50	\$ 78.43
Accounting/Finance	CPA	\$ 33.73	\$ 44.58	37.76%	\$ 46.47	\$ 61.41	24.00%	\$ 62.75	\$ 82.92
Accounting/Finance	Fiscal Assistant	\$ 11.73	\$ 18.03	37.76%	\$ 16.16	\$ 24.83	24.00%	\$ 21.82	\$ 33.53
Accounting/Finance	Fiscal Technical Senior	\$ 15.72	\$ 22.42	37.76%	\$ 21.65	\$ 30.88	24.00%	\$ 29.24	\$ 41.70
Accounting/Finance	Fiscal Technician	\$ 18.08	\$ 22.10	37.76%	\$ 24.91	\$ 30.45	24.00%	\$ 33.63	\$ 41.11
Accounting/Finance	Payroll Assistant	\$ 17.17	\$ 21.69	37.76%	\$ 23.65	\$ 29.88	24.00%	\$ 31.93	\$ 40.34
Accounting/Finance	Purchasing / Procurement	\$ 21.69	\$ 32.23	37.76%	\$ 29.88	\$ 44.40	24.00%	\$ 40.34	\$ 59.95
Accounting/Finance	Sr. Compliance Officer	\$ 41.87	\$ 47.59	37.76%	\$ 57.68	\$ 65.56	24.00%	\$ 77.87	\$ 88.52
Accounting/Finance	Supervising Auditor	\$ 41.87	\$ 48.19	37.76%	\$ 57.68	\$ 66.39	24.00%	\$ 77.87	\$ 89.64
Call Center/Customer Service	Customer Service Inbound I	\$ 11.05	\$ 16.25	42.26%	\$ 15.71	\$ 23.11	24.00%	\$ 20.55	\$ 30.22
Call Center/Customer Service	Customer Service Inbound II	\$ 16.32	\$ 26.27	42.26%	\$ 23.21	\$ 37.37	24.00%	\$ 30.35	\$ 48.86

Rhode Island (2017 HOURLY MINIMUM WAGE = \$9.60)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 11.05	\$ 16.25	42.26%	\$ 15.71	\$ 23.11	24.00%	\$ 20.55	\$ 30.22
Call Center/Customer Service	Customer Service Outbound II	\$ 16.32	\$ 26.27	42.26%	\$ 23.21	\$ 37.37	24.00%	\$ 30.35	\$ 48.86
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.84	\$ 18.37	42.26%	\$ 15.43	\$ 26.14	24.00%	\$ 20.17	\$ 34.17
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	42.26%	\$ 29.45	\$ 36.81	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 11.26	\$ 17.23	42.26%	\$ 16.02	\$ 24.51	24.00%	\$ 20.94	\$ 32.04
Call Center/Customer Service	Detailing Representative II	\$ 12.25	\$ 19.82	42.26%	\$ 17.43	\$ 28.19	24.00%	\$ 22.79	\$ 36.86
Call Center/Customer Service	Help Desk Analyst	\$ 14.59	\$ 32.39	42.26%	\$ 20.76	\$ 46.08	24.00%	\$ 27.14	\$ 60.25
Call Center/Customer Service	Market Research Inbound	\$ 21.40	\$ 25.71	42.26%	\$ 30.45	\$ 36.57	24.00%	\$ 39.81	\$ 47.81
Call Center/Customer Service	Market Research Outbound	\$ 25.73	\$ 39.17	42.26%	\$ 36.60	\$ 55.73	24.00%	\$ 47.86	\$ 72.86
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 10.01	\$ 14.31	42.26%	\$ 14.24	\$ 20.36	24.00%	\$ 18.62	\$ 26.62
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 14.49	\$ 20.71	42.26%	\$ 20.62	\$ 29.46	24.00%	\$ 26.95	\$ 38.51
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 10.01	\$ 14.31	42.26%	\$ 14.24	\$ 20.36	24.00%	\$ 18.62	\$ 26.62
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 14.49	\$ 20.71	42.26%	\$ 20.62	\$ 29.46	24.00%	\$ 26.95	\$ 38.51
Call Center/Customer Service	Sales & Promotion Sampler	\$ 10.01	\$ 14.03	42.26%	\$ 14.24	\$ 19.96	24.00%	\$ 18.62	\$ 26.10
Call Center/Customer Service	Sales Inbound I	\$ 10.60	\$ 18.31	42.26%	\$ 15.07	\$ 26.05	24.00%	\$ 19.71	\$ 34.05
Call Center/Customer Service	Sales Inbound II	\$ 14.49	\$ 20.71	42.26%	\$ 20.62	\$ 29.46	24.00%	\$ 26.95	\$ 38.51
Call Center/Customer Service	Sales Outbound I	\$ 13.13	\$ 18.42	42.26%	\$ 18.68	\$ 26.21	24.00%	\$ 24.42	\$ 34.26
Call Center/Customer Service	Sales Outbound II	\$ 14.49	\$ 20.71	42.26%	\$ 20.62	\$ 29.46	24.00%	\$ 26.95	\$ 38.51
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 9.60	\$ 14.34	42.26%	\$ 13.66	\$ 20.41	24.00%	\$ 17.86	\$ 26.68
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 14.36	\$ 18.60	42.26%	\$ 20.42	\$ 26.46	24.00%	\$ 26.70	\$ 34.60
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 10.57	\$ 14.13	42.26%	\$ 15.04	\$ 20.10	24.00%	\$ 19.67	\$ 26.28
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 14.19	\$ 24.97	42.26%	\$ 20.18	\$ 35.53	24.00%	\$ 26.39	\$ 46.45
Food Related Services	Barista (misc)	\$ 12.39	\$ 18.26	64.44%	\$ 20.37	\$ 30.03	24.00%	\$ 23.04	\$ 33.97
Food Related Services	Building Attendant (misc)	\$ 12.39	\$ 18.26	49.00%	\$ 18.45	\$ 27.21	24.00%	\$ 23.04	\$ 33.97
Food Related Services	Busser	\$ 12.39	\$ 18.26	49.00%	\$ 18.45	\$ 27.21	24.00%	\$ 23.04	\$ 33.97
Food Related Services	Cashiers	\$ 12.39	\$ 18.26	49.00%	\$ 18.45	\$ 27.21	24.00%	\$ 23.04	\$ 33.97
Food Related Services	Dishwasher	\$ 11.26	\$ 14.64	49.00%	\$ 16.78	\$ 21.81	24.00%	\$ 20.94	\$ 27.23
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	49.00%	\$ 21.46	\$ 26.22	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	49.00%	\$ 14.75	\$ 18.03	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 11.16	\$ 16.33	49.00%	\$ 16.63	\$ 24.33	24.00%	\$ 20.75	\$ 30.37
Food Related Services	Food Operations Manager Assistant	\$ 16.37	\$ 19.16	49.00%	\$ 24.39	\$ 28.55	24.00%	\$ 30.45	\$ 35.65
Food Related Services	Food Production Worker	\$ 9.60	\$ 14.71	49.00%	\$ 14.30	\$ 21.91	24.00%	\$ 17.86	\$ 27.35
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	49.00%	\$ 20.79	\$ 25.40	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	49.00%	\$ 16.09	\$ 19.67	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	49.00%	\$ 18.77	\$ 22.95	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 9.60	\$ 14.42	49.00%	\$ 14.30	\$ 21.49	24.00%	\$ 17.86	\$ 26.83
Food Related Services	Second Cook Senior	\$ 14.31	\$ 18.83	64.44%	\$ 23.53	\$ 30.96	24.00%	\$ 26.62	\$ 35.02
Food Related Services	Server	\$ 9.60	\$ 11.73	49.00%	\$ 14.30	\$ 17.48	24.00%	\$ 17.86	\$ 21.82
General Administrative	Administrative Assistant I	\$ 12.30	\$ 16.54	42.26%	\$ 17.49	\$ 23.53	24.00%	\$ 22.87	\$ 30.77
General Administrative	Administrative Assistant II	\$ 16.55	\$ 17.90	42.26%	\$ 23.55	\$ 25.47	24.00%	\$ 30.79	\$ 33.30

Rhode Island (2017 HOURLY MINIMUM WAGE = \$9.60)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 17.91	\$ 19.43	42.26%	\$ 25.48	\$ 27.65	24.00%	\$ 33.32	\$ 36.15
General Administrative	Administrative Assistant IV	\$ 19.45	\$ 21.52	42.26%	\$ 27.66	\$ 30.61	24.00%	\$ 36.17	\$ 40.02
General Administrative	Administrative Assistant V	\$ 21.54	\$ 24.26	42.26%	\$ 30.64	\$ 34.52	24.00%	\$ 40.06	\$ 45.13
General Administrative	Administrative Staff Assistant	\$ 23.87	\$ 27.29	42.26%	\$ 33.96	\$ 38.83	24.00%	\$ 44.40	\$ 50.77
General Administrative	Administrative Staff Specialist	\$ 27.30	\$ 33.76	42.26%	\$ 38.84	\$ 48.02	24.00%	\$ 50.79	\$ 62.79
General Administrative	Administrative Staff Specialist Senior	\$ 33.77	\$ 26.37	42.26%	\$ 48.04	\$ 37.51	24.00%	\$ 62.81	\$ 49.05
General Administrative	Agency Management Analyst	\$ 22.02	\$ 28.90	42.26%	\$ 31.33	\$ 41.12	24.00%	\$ 40.96	\$ 53.76
General Administrative	Agency Management Analyst Lead	\$ 28.92	\$ 33.59	42.26%	\$ 41.13	\$ 47.78	24.00%	\$ 53.78	\$ 62.47
General Administrative	Agency Management Analyst Senior	\$ 33.66	\$ 52.37	42.26%	\$ 47.88	\$ 74.50	24.00%	\$ 62.60	\$ 97.41
General Administrative	Clerk	\$ 10.81	\$ 12.50	42.26%	\$ 15.38	\$ 17.78	24.00%	\$ 20.11	\$ 23.25
General Administrative	Clerk Jr	\$ 9.60	\$ 10.76	42.26%	\$ 13.66	\$ 15.31	24.00%	\$ 17.86	\$ 20.02
General Administrative	Clerk Sr	\$ 12.55	\$ 14.53	42.26%	\$ 17.85	\$ 20.66	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 10.01	\$ 14.05	42.26%	\$ 14.24	\$ 19.99	24.00%	\$ 18.62	\$ 26.14
General Administrative	Data Entry Operator Senior	\$ 14.09	\$ 20.22	42.26%	\$ 20.04	\$ 28.77	24.00%	\$ 26.20	\$ 37.61
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	42.26%	\$ 14.58	\$ 21.34	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 17.75	\$ 22.06	42.26%	\$ 25.24	\$ 31.38	24.00%	\$ 33.01	\$ 41.03
General Administrative	Executive Secretary Senior	\$ 22.09	\$ 32.72	42.26%	\$ 31.43	\$ 46.55	24.00%	\$ 41.09	\$ 60.86
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	42.26%	\$ 24.90	\$ 29.52	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	42.26%	\$ 21.34	\$ 25.61	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 14.03	\$ 16.45	42.26%	\$ 19.96	\$ 23.40	24.00%	\$ 26.10	\$ 30.60
General Administrative	Legal Assistant Senior	\$ 16.48	\$ 41.56	42.26%	\$ 23.45	\$ 59.12	24.00%	\$ 30.66	\$ 77.30
General Administrative	Library Assistant	\$ 10.01	\$ 19.72	42.26%	\$ 14.24	\$ 28.05	24.00%	\$ 18.62	\$ 36.67
General Administrative	Medical Assistant I	\$ 13.44	\$ 15.68	42.26%	\$ 19.13	\$ 22.31	24.00%	\$ 25.01	\$ 29.17
General Administrative	Medical Assistant II	\$ 15.73	\$ 22.36	42.26%	\$ 22.38	\$ 31.81	24.00%	\$ 29.26	\$ 41.59
General Administrative	Medical Biller I	\$ 11.72	\$ 14.39	42.26%	\$ 16.67	\$ 20.47	24.00%	\$ 21.80	\$ 26.77
General Administrative	Medical Biller II	\$ 14.42	\$ 22.41	42.26%	\$ 20.52	\$ 31.88	24.00%	\$ 26.83	\$ 41.68
General Administrative	Medical Records Clerk I	\$ 14.09	\$ 20.52	42.26%	\$ 20.04	\$ 29.19	24.00%	\$ 26.20	\$ 38.16
General Administrative	Medical Records Clerk II	\$ 15.21	\$ 22.00	42.26%	\$ 21.64	\$ 31.30	24.00%	\$ 28.29	\$ 40.92
General Administrative	Office Manager	\$ 23.70	\$ 36.08	42.26%	\$ 33.72	\$ 51.32	24.00%	\$ 44.09	\$ 67.10
General Administrative	Office Services Aide	\$ 13.12	\$ 18.07	42.26%	\$ 18.66	\$ 25.71	24.00%	\$ 24.40	\$ 33.61
General Administrative	Office Services Assistant	\$ 14.06	\$ 19.09	42.26%	\$ 20.01	\$ 27.15	24.00%	\$ 26.16	\$ 35.50
General Administrative	Office Services Specialist	\$ 14.82	\$ 19.97	42.26%	\$ 21.08	\$ 28.42	24.00%	\$ 27.56	\$ 37.15
General Administrative	Office Services Supervisor	\$ 15.50	\$ 20.41	42.26%	\$ 22.06	\$ 29.04	24.00%	\$ 28.84	\$ 37.97
General Administrative	Office Services Supervisor Senior	\$ 17.97	\$ 22.90	42.26%	\$ 25.56	\$ 32.58	24.00%	\$ 33.43	\$ 42.60
General Administrative	Operator I	\$ 9.74	\$ 14.01	42.26%	\$ 13.86	\$ 19.93	24.00%	\$ 18.12	\$ 26.05
General Administrative	Operator II	\$ 14.03	\$ 16.37	42.26%	\$ 19.96	\$ 23.29	24.00%	\$ 26.10	\$ 30.45
General Administrative	Operator III (Key Disc Operator)	\$ 16.42	\$ 18.59	42.26%	\$ 23.35	\$ 26.45	24.00%	\$ 30.54	\$ 34.58
General Administrative	Operator IV (Key Disc Operator)	\$ 18.60	\$ 21.55	42.26%	\$ 26.46	\$ 30.66	24.00%	\$ 34.60	\$ 40.09
General Administrative	Paralegal	\$ 14.00	\$ 23.50	42.26%	\$ 19.92	\$ 33.43	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 12.49	\$ 16.71	42.26%	\$ 17.76	\$ 23.77	24.00%	\$ 23.23	\$ 31.08

Rhode Island (2017 HOURLY MINIMUM WAGE = \$9.60)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 16.72	\$ 17.82	42.26%	\$ 23.79	\$ 25.36	24.00%	\$ 31.10	\$ 33.15
General Administrative	Photocopy Supervisor	\$ 13.50	\$ 18.75	42.26%	\$ 19.21	\$ 26.67	24.00%	\$ 25.11	\$ 34.87
General Administrative	Photocopy Technician	\$ 12.19	\$ 17.24	42.26%	\$ 17.35	\$ 24.52	24.00%	\$ 22.68	\$ 32.06
General Administrative	Photo-Typesetting Specialist	\$ 15.88	\$ 22.86	42.26%	\$ 22.59	\$ 32.52	24.00%	\$ 29.53	\$ 42.51
General Administrative	Photo-Typesetting Supervisor	\$ 16.96	\$ 24.82	42.26%	\$ 24.12	\$ 35.30	24.00%	\$ 31.54	\$ 46.16
General Administrative	Postal Aide	\$ 9.60	\$ 12.19	42.26%	\$ 13.66	\$ 17.35	24.00%	\$ 17.86	\$ 22.68
General Administrative	Postal Aide Senior	\$ 12.25	\$ 19.28	42.26%	\$ 17.43	\$ 27.42	24.00%	\$ 22.79	\$ 35.85
General Administrative	Postal Assistant	\$ 19.34	\$ 21.49	42.26%	\$ 27.52	\$ 30.58	24.00%	\$ 35.98	\$ 39.98
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	42.26%	\$ 42.68	\$ 64.02	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	42.26%	\$ 28.45	\$ 35.57	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 14.31	\$ 18.89	42.26%	\$ 20.36	\$ 26.88	24.00%	\$ 26.62	\$ 35.14
General Administrative	Public Relations Specialist	\$ 19.88	\$ 34.00	42.26%	\$ 28.29	\$ 48.37	24.00%	\$ 36.99	\$ 63.25
General Administrative	Public Relations Specialist Assistant	\$ 14.31	\$ 19.85	42.26%	\$ 20.36	\$ 28.24	24.00%	\$ 26.62	\$ 36.92
General Administrative	Receptionist	\$ 10.00	\$ 12.87	42.26%	\$ 14.22	\$ 18.31	24.00%	\$ 18.60	\$ 23.94
General Administrative	Receptionist Senior	\$ 12.88	\$ 20.31	42.26%	\$ 18.32	\$ 28.90	24.00%	\$ 23.96	\$ 37.78
General Administrative	Secretary	\$ 10.57	\$ 14.13	42.26%	\$ 15.04	\$ 20.10	24.00%	\$ 19.67	\$ 26.28
General Administrative	Secretary Senior	\$ 14.19	\$ 25.04	42.26%	\$ 20.18	\$ 35.62	24.00%	\$ 26.39	\$ 46.58
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	42.26%	\$ 21.69	\$ 25.61	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 12.30	\$ 30.04	42.26%	\$ 17.49	\$ 42.74	24.00%	\$ 22.87	\$ 55.88
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	42.26%	\$ 28.45	\$ 37.68	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 22.04	\$ 27.18	42.26%	\$ 31.35	\$ 38.67	24.00%	\$ 40.99	\$ 50.56
Human Resources	Classification / Compensation Analyst Senior	\$ 27.24	\$ 36.08	42.26%	\$ 38.75	\$ 51.32	24.00%	\$ 50.66	\$ 67.10
Human Resources	Classification / Compensation Consultant	\$ 36.10	\$ 48.35	42.26%	\$ 51.35	\$ 68.78	24.00%	\$ 67.14	\$ 89.93
Human Resources	EEO Program Analyst	\$ 21.28	\$ 33.97	42.26%	\$ 30.27	\$ 48.33	24.00%	\$ 39.58	\$ 63.19
Human Resources	EEO Program Specialist	\$ 23.47	\$ 37.06	42.26%	\$ 33.38	\$ 52.72	24.00%	\$ 43.65	\$ 68.92
Human Resources	Employee Relations Analyst	\$ 19.16	\$ 24.26	42.26%	\$ 27.26	\$ 34.52	24.00%	\$ 35.65	\$ 45.13
Human Resources	Employee Relations Analyst Senior	\$ 24.32	\$ 42.92	42.26%	\$ 34.60	\$ 61.06	24.00%	\$ 45.24	\$ 79.84
Human Resources	Human Resources Assistant	\$ 14.71	\$ 21.18	42.26%	\$ 20.92	\$ 30.13	24.00%	\$ 27.35	\$ 39.39
Human Resources	Human Resources Generalist	\$ 17.05	\$ 21.69	42.26%	\$ 24.25	\$ 30.85	24.00%	\$ 31.71	\$ 40.34
Human Resources	Human Resources Generalist Senior	\$ 21.81	\$ 38.09	42.26%	\$ 31.03	\$ 54.19	24.00%	\$ 40.57	\$ 70.85
Human Resources	Personnel Analyst	\$ 16.88	\$ 21.46	42.26%	\$ 24.01	\$ 30.53	24.00%	\$ 31.39	\$ 39.92
Human Resources	Personnel Analyst Senior	\$ 21.52	\$ 26.03	42.26%	\$ 30.61	\$ 37.03	24.00%	\$ 40.02	\$ 48.42
Human Resources	Personnel Practices Analyst	\$ 26.10	\$ 30.74	42.26%	\$ 37.13	\$ 43.73	24.00%	\$ 48.55	\$ 57.17
Human Resources	Personnel Practices Analyst Senior	\$ 30.80	\$ 39.21	42.26%	\$ 43.81	\$ 55.78	24.00%	\$ 57.28	\$ 72.92
Human Resources	Personnel Practices Manager	\$ 38.58	\$ 47.99	42.26%	\$ 54.88	\$ 68.27	24.00%	\$ 71.75	\$ 89.26
Human Services	Social Worker	\$ 18.79	\$ 31.83	37.96%	\$ 25.93	\$ 43.91	24.00%	\$ 34.95	\$ 59.21
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	37.96%	\$ 31.04	\$ 42.77	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 14.25	\$ 19.68	37.96%	\$ 19.67	\$ 27.15	24.00%	\$ 26.51	\$ 36.61
Human Services	Support Enforcement Specialist Senior	\$ 19.75	\$ 23.30	37.96%	\$ 27.25	\$ 32.14	24.00%	\$ 36.73	\$ 43.33
Human Services	Utilization Review Analyst	\$ 19.75	\$ 28.33	37.96%	\$ 27.25	\$ 39.08	24.00%	\$ 36.73	\$ 52.69

Rhode Island (2017 HOURLY MINIMUM WAGE = \$9.60)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 28.39	\$ 45.53	37.96%	\$ 39.16	\$ 62.82	24.00%	\$ 52.80	\$ 84.69
Insurance	Claims Adjuster I	\$ 16.32	\$ 19.75	37.96%	\$ 22.51	\$ 27.25	24.00%	\$ 30.35	\$ 36.73
Insurance	Claims Adjuster II	\$ 19.81	\$ 28.33	37.96%	\$ 27.32	\$ 39.08	24.00%	\$ 36.84	\$ 52.69
Insurance	Claims Specialist	\$ 28.39	\$ 35.77	37.96%	\$ 39.16	\$ 49.35	24.00%	\$ 52.80	\$ 66.54
Insurance	Worker's Compensation Specialist	\$ 26.82	\$ 40.12	37.96%	\$ 37.00	\$ 55.35	24.00%	\$ 49.89	\$ 74.62
Laborer/Industrial	CDL Driver	\$ 14.31	\$ 20.54	49.00%	\$ 21.32	\$ 30.60	24.00%	\$ 26.62	\$ 38.20
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	49.00%	\$ 32.04	\$ 42.05	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	49.00%	\$ 41.65	\$ 49.48	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	49.00%	\$ 45.07	\$ 52.15	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	49.00%	\$ 36.88	\$ 44.70	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	49.00%	\$ 36.88	\$ 43.96	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	49.00%	\$ 46.94	\$ 56.25	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	49.00%	\$ 39.49	\$ 49.99	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 15.36	\$ 22.01	49.00%	\$ 22.88	\$ 32.80	24.00%	\$ 28.57	\$ 40.94
Laborer/Industrial	Forklift Operator	\$ 11.97	\$ 16.68	49.00%	\$ 17.83	\$ 24.85	24.00%	\$ 22.26	\$ 31.02
Laborer/Industrial	Forklift Operator Senior	\$ 16.71	\$ 24.32	49.00%	\$ 24.90	\$ 36.24	24.00%	\$ 31.08	\$ 45.24
Laborer/Industrial	Grounds Worker	\$ 9.69	\$ 13.44	49.00%	\$ 14.45	\$ 20.03	24.00%	\$ 18.03	\$ 25.01
Laborer/Industrial	Grounds Worker Lead	\$ 13.50	\$ 18.03	49.00%	\$ 20.12	\$ 26.86	24.00%	\$ 25.11	\$ 33.53
Laborer/Industrial	Grounds Worker Senior	\$ 14.41	\$ 17.91	49.00%	\$ 21.47	\$ 26.69	24.00%	\$ 26.81	\$ 33.32
Laborer/Industrial	Groundskeeper / Landscaper	\$ 10.01	\$ 14.03	49.00%	\$ 14.91	\$ 20.90	24.00%	\$ 18.62	\$ 26.10
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 14.04	\$ 17.91	49.00%	\$ 20.92	\$ 26.69	24.00%	\$ 26.12	\$ 33.32
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 9.60	\$ 13.48	49.00%	\$ 14.30	\$ 20.08	24.00%	\$ 17.86	\$ 25.07
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 9.60	\$ 13.48	49.00%	\$ 14.30	\$ 20.08	24.00%	\$ 17.86	\$ 25.07
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 9.60	\$ 13.48	49.00%	\$ 14.30	\$ 20.08	24.00%	\$ 17.86	\$ 25.07
Laborer/Industrial	Housekeeping Supervisor	\$ 11.97	\$ 16.62	49.00%	\$ 17.83	\$ 24.76	24.00%	\$ 22.26	\$ 30.91
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 16.65	\$ 25.76	49.00%	\$ 24.81	\$ 38.39	24.00%	\$ 30.97	\$ 47.92
Laborer/Industrial	Housekeeping Worker	\$ 9.60	\$ 13.57	49.00%	\$ 14.30	\$ 20.22	24.00%	\$ 17.86	\$ 25.24
Laborer/Industrial	Housekeeping Worker Senior	\$ 13.62	\$ 17.40	49.00%	\$ 20.30	\$ 25.92	24.00%	\$ 25.34	\$ 32.36
Laborer/Industrial	Inventory Worker Light	\$ 10.60	\$ 16.60	49.00%	\$ 15.79	\$ 24.73	24.00%	\$ 19.71	\$ 30.87
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 9.69	\$ 18.62	49.00%	\$ 14.45	\$ 27.75	24.00%	\$ 18.03	\$ 34.64
Laborer/Industrial	Motor Vehicle Operator A	\$ 9.60	\$ 12.88	49.00%	\$ 14.30	\$ 19.19	24.00%	\$ 17.86	\$ 23.96
Laborer/Industrial	Motor Vehicle Operator B	\$ 12.94	\$ 20.89	49.00%	\$ 19.28	\$ 31.12	24.00%	\$ 24.06	\$ 38.85
Laborer/Industrial	Packer	\$ 9.60	\$ 13.48	49.00%	\$ 14.30	\$ 20.08	24.00%	\$ 17.86	\$ 25.07
Laborer/Industrial	Warehouse Specialist I	\$ 9.69	\$ 13.48	49.00%	\$ 14.45	\$ 20.08	24.00%	\$ 18.03	\$ 25.07
Laborer/Industrial	Warehouse Specialist II	\$ 13.50	\$ 16.88	49.00%	\$ 20.12	\$ 25.15	24.00%	\$ 25.11	\$ 31.39
Laborer/Industrial	Warehouse Specialist III	\$ 16.93	\$ 21.57	49.00%	\$ 25.23	\$ 32.14	24.00%	\$ 31.50	\$ 40.13
Laborer/Industrial	Warehouse worker (included)	\$ 9.60	\$ 11.00	49.00%	\$ 14.30	\$ 16.39	24.00%	\$ 17.86	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 9.60	\$ 13.48	49.00%	\$ 14.30	\$ 20.08	24.00%	\$ 17.86	\$ 25.07
Laborer/Industrial	Warehouse Worker II	\$ 13.50	\$ 16.88	49.00%	\$ 20.12	\$ 25.15	24.00%	\$ 25.11	\$ 31.39
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	49.00%	\$ 36.43	\$ 47.68	24.00%	\$ 45.48	\$ 59.52

Rhode Island (2017 HOURLY MINIMUM WAGE = \$9.60)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	49.00%	\$ 36.43	\$ 43.96	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	49.00%	\$ 36.43	\$ 43.96	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 12.88	\$ 16.62	37.96%	\$ 17.77	\$ 22.93	24.00%	\$ 23.96	\$ 30.91
Media	Audio Visual Technician Senior	\$ 16.65	\$ 27.60	37.96%	\$ 22.97	\$ 38.07	24.00%	\$ 30.97	\$ 51.33
Media	Graphic Artist	\$ 15.17	\$ 18.11	37.96%	\$ 20.92	\$ 24.98	24.00%	\$ 28.21	\$ 33.68
Media	Graphic Artist Senior	\$ 18.11	\$ 25.47	37.96%	\$ 24.98	\$ 35.14	24.00%	\$ 33.68	\$ 47.37
Media	Graphic Designer	\$ 15.17	\$ 18.11	37.96%	\$ 20.92	\$ 24.98	24.00%	\$ 28.21	\$ 33.68
Media	Graphic Designer Senior	\$ 18.14	\$ 25.47	37.96%	\$ 25.03	\$ 35.14	24.00%	\$ 33.74	\$ 47.37
Media	Photographer	\$ 10.01	\$ 13.25	37.96%	\$ 13.81	\$ 18.28	24.00%	\$ 18.62	\$ 24.65
Media	Photographer Senior	\$ 13.28	\$ 21.24	37.96%	\$ 18.31	\$ 29.30	24.00%	\$ 24.69	\$ 39.50
Media	TV / Video Production Specialist	\$ 20.03	\$ 25.77	37.96%	\$ 27.63	\$ 35.56	24.00%	\$ 37.26	\$ 47.94
Media	TV / Video Production Technician	\$ 25.81	\$ 34.92	37.96%	\$ 35.60	\$ 48.17	24.00%	\$ 48.00	\$ 64.94
Security	Armed Security Officer	\$ 16.03	\$ 21.46	61.26%	\$ 25.86	\$ 34.61	24.00%	\$ 29.82	\$ 39.92
Security	<u>Captain</u>	\$ 22.52	\$ 32.09	61.26%	\$ 36.31	\$ 51.75	24.00%	\$ 41.89	\$ 59.69
Security	Dispatcher/Police	\$ 15.54	\$ 26.48	61.26%	\$ 25.06	\$ 42.71	24.00%	\$ 28.90	\$ 49.26
Security	<u>Lieutenant</u>	\$ 20.27	\$ 28.15	61.26%	\$ 32.68	\$ 45.39	24.00%	\$ 37.70	\$ 52.36
Security	<u>Sergeant</u>	\$ 18.58	\$ 25.90	61.26%	\$ 29.96	\$ 41.76	24.00%	\$ 34.56	\$ 48.17
Security	Unarmed Security Guard	\$ 10.83	\$ 21.17	61.26%	\$ 17.47	\$ 34.14	24.00%	\$ 20.15	\$ 39.37
Tax	Data Entry Clerk	\$ 10.01	\$ 12.88	42.26%	\$ 14.24	\$ 18.32	24.00%	\$ 18.62	\$ 23.96
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 12.94	\$ 20.31	42.26%	\$ 18.40	\$ 28.90	24.00%	\$ 24.06	\$ 37.78
Tax	Error Resolution and Document Processor	\$ 16.83	\$ 23.39	42.26%	\$ 23.95	\$ 33.27	24.00%	\$ 31.31	\$ 43.50
Tax	General Clerical	\$ 9.74	\$ 14.40	42.26%	\$ 13.86	\$ 20.49	24.00%	\$ 18.12	\$ 26.79
Tax	On-Site Administrator (Day)	\$ 11.38	\$ 24.61	42.26%	\$ 16.19	\$ 35.02	24.00%	\$ 21.17	\$ 45.78
Tax	On-Site Administrator (Evening)	\$ 11.38	\$ 24.61	42.26%	\$ 16.19	\$ 35.02	24.00%	\$ 21.17	\$ 45.78
Tax	Remittance Processor	\$ 20.23	\$ 29.98	42.26%	\$ 28.78	\$ 42.66	24.00%	\$ 37.63	\$ 55.77
Tax	Taxpayer Information & Assistance Agent	\$ 17.93	\$ 25.75	42.26%	\$ 25.50	\$ 36.63	24.00%	\$ 33.34	\$ 47.90
Technical	Agricultural Technician	\$ 18.43	\$ 29.92	40.69%	\$ 25.93	\$ 42.09	24.00%	\$ 34.28	\$ 55.65
Technical	Agricultural Technician Lead	\$ 20.67	\$ 33.04	40.69%	\$ 29.08	\$ 46.48	24.00%	\$ 38.45	\$ 61.45
Technical	Agricultural Technician Supervisor	\$ 24.83	\$ 39.80	40.69%	\$ 34.93	\$ 56.00	24.00%	\$ 46.18	\$ 74.03
Technical	Analytical Chemist	\$ 19.54	\$ 33.04	40.69%	\$ 27.48	\$ 46.48	24.00%	\$ 36.34	\$ 61.45
Technical	Analytical Chemist Assistant	\$ 22.82	\$ 37.59	40.69%	\$ 32.11	\$ 52.88	24.00%	\$ 42.45	\$ 69.91
Technical	Analytical Chemist Senior	\$ 28.80	\$ 47.01	40.69%	\$ 40.52	\$ 66.14	24.00%	\$ 53.57	\$ 87.44
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	40.69%	\$ 27.85	\$ 43.66	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	40.69%	\$ 40.65	\$ 52.69	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 20.63	\$ 31.02	40.69%	\$ 29.02	\$ 43.64	24.00%	\$ 38.37	\$ 57.70
Technical	Bridge Design Drafter Senior	\$ 22.00	\$ 33.54	40.69%	\$ 30.95	\$ 47.19	24.00%	\$ 40.92	\$ 62.39
Technical	Cartographic Drafter	\$ 25.93	\$ 36.53	40.69%	\$ 36.48	\$ 51.39	24.00%	\$ 48.23	\$ 67.94
Technical	Cartographic Drafter Assistant	\$ 20.32	\$ 30.57	40.69%	\$ 28.59	\$ 43.01	24.00%	\$ 37.80	\$ 56.86
Technical	Cartographic Supervisor	\$ 35.38	\$ 47.56	40.69%	\$ 49.77	\$ 66.91	24.00%	\$ 65.80	\$ 88.46
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	40.69%	\$ 22.51	\$ 27.43	24.00%	\$ 29.76	\$ 36.27

Rhode Island (2017 HOURLY MINIMUM WAGE = \$9.60)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	40.69%	\$ 55.70	\$ 67.74	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 31.19	\$ 44.15	40.69%	\$ 43.88	\$ 62.11	24.00%	\$ 58.01	\$ 82.12
Technical	Engineering Design Drafting Supervisor	\$ 36.29	\$ 50.59	40.69%	\$ 51.06	\$ 71.18	24.00%	\$ 67.50	\$ 94.10
Technical	Engineering Design Drafting Technician	\$ 17.52	\$ 23.20	40.69%	\$ 24.65	\$ 32.63	24.00%	\$ 32.59	\$ 43.14
Technical	Engineering Drafting Technician	\$ 17.55	\$ 23.20	40.69%	\$ 24.70	\$ 32.63	24.00%	\$ 32.65	\$ 43.14
Technical	Engineering Drafting Technician Senior	\$ 20.35	\$ 29.58	40.69%	\$ 28.63	\$ 41.62	24.00%	\$ 37.84	\$ 55.02
Technical	Environmental Engineer	\$ 28.81	\$ 45.52	40.69%	\$ 40.54	\$ 64.05	24.00%	\$ 53.59	\$ 84.67
Technical	Environmental Engineer Senior	\$ 31.03	\$ 49.80	40.69%	\$ 43.66	\$ 70.07	24.00%	\$ 57.72	\$ 92.63
Technical	Environmental Program Analyst	\$ 24.44	\$ 36.12	40.69%	\$ 34.39	\$ 50.82	24.00%	\$ 45.47	\$ 67.19
Technical	Environmental Program Planner	\$ 26.12	\$ 39.03	40.69%	\$ 36.75	\$ 54.91	24.00%	\$ 48.59	\$ 72.59
Technical	Environmental Program Specialist	\$ 28.08	\$ 35.27	40.69%	\$ 39.51	\$ 49.62	24.00%	\$ 52.23	\$ 65.59
Technical	Environmental Specialist - Field	\$ 26.12	\$ 38.13	40.69%	\$ 36.75	\$ 53.64	24.00%	\$ 48.59	\$ 70.91
Technical	Environmental Specialist Senior - Field	\$ 26.87	\$ 39.90	40.69%	\$ 37.80	\$ 56.14	24.00%	\$ 49.97	\$ 74.22
Technical	Environmental Technician	\$ 24.44	\$ 36.12	40.69%	\$ 34.39	\$ 50.82	24.00%	\$ 45.47	\$ 67.19
Technical	Environmental Technician Senior	\$ 26.12	\$ 39.03	40.69%	\$ 36.75	\$ 54.91	24.00%	\$ 48.59	\$ 72.59
Technical	Help Desk Support	\$ 15.50	\$ 25.00	40.69%	\$ 21.81	\$ 35.17	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	40.69%	\$ 24.27	\$ 33.77	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 22.27	\$ 27.22	40.69%	\$ 31.33	\$ 38.30	24.00%	\$ 41.43	\$ 50.63
Technical	Laboratory Technician	\$ 18.66	\$ 27.95	40.69%	\$ 26.25	\$ 39.32	24.00%	\$ 34.70	\$ 51.98
Technical	Laboratory Technician Senior	\$ 19.81	\$ 30.13	40.69%	\$ 27.86	\$ 42.39	24.00%	\$ 36.84	\$ 56.04
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	40.69%	\$ 30.95	\$ 37.28	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 29.70	\$ 39.59	40.69%	\$ 41.78	\$ 55.70	24.00%	\$ 55.23	\$ 73.64
Technical	Residential Plan Reviewer	\$ 21.65	\$ 33.82	40.69%	\$ 30.46	\$ 47.59	24.00%	\$ 40.27	\$ 62.91
Technical	Right of Way Technician	\$ 30.73	\$ 48.59	40.69%	\$ 43.23	\$ 68.36	24.00%	\$ 57.15	\$ 90.37
Technical	Right of Way Technician Supervisor	\$ 33.17	\$ 53.34	40.69%	\$ 46.67	\$ 75.04	24.00%	\$ 61.70	\$ 99.21
Technical	Safety Engineer	\$ 30.28	\$ 47.48	40.69%	\$ 42.60	\$ 66.80	24.00%	\$ 56.32	\$ 88.32
Technical	Safety Engineer Senior	\$ 34.42	\$ 54.33	40.69%	\$ 48.43	\$ 76.43	24.00%	\$ 64.02	\$ 101.05
Technical	Title Examiner	\$ 21.09	\$ 29.66	40.69%	\$ 29.67	\$ 41.73	24.00%	\$ 39.23	\$ 55.16
Technical	Traffic Controller	\$ 25.53	\$ 41.27	40.69%	\$ 35.91	\$ 58.06	24.00%	\$ 47.48	\$ 76.76
Technical	Traffic Controller Senior	\$ 30.73	\$ 48.59	40.69%	\$ 43.23	\$ 68.36	24.00%	\$ 57.15	\$ 90.37
Technical	Transportation Data Analyst	\$ 25.53	\$ 41.27	40.69%	\$ 35.91	\$ 58.06	24.00%	\$ 47.48	\$ 76.76
Technical	Transportation Data Analyst Senior	\$ 30.73	\$ 48.59	40.69%	\$ 43.23	\$ 68.36	24.00%	\$ 57.15	\$ 90.37
Technical	Transportation Data Analyst Supervisor	\$ 30.73	\$ 48.59	40.69%	\$ 43.23	\$ 68.36	24.00%	\$ 57.15	\$ 90.37
Technical	Transportation Data Technician	\$ 25.53	\$ 41.27	40.69%	\$ 35.91	\$ 58.06	24.00%	\$ 47.48	\$ 76.76
Technical	Transportation District Utilities Specialist	\$ 30.15	\$ 48.57	40.69%	\$ 42.42	\$ 68.34	24.00%	\$ 56.09	\$ 90.35
Technical	Transportation Engineering Technician -Survey	\$ 31.31	\$ 53.15	40.69%	\$ 44.05	\$ 74.77	24.00%	\$ 58.24	\$ 98.85
Technical	Transportation Engineering Technician -Survey Senior	\$ 34.57	\$ 55.61	40.69%	\$ 48.63	\$ 78.24	24.00%	\$ 64.30	\$ 103.44
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 36.49	\$ 59.41	40.69%	\$ 51.34	\$ 83.58	24.00%	\$ 67.88	\$ 110.50
Technical	Transportation Materials Technician	\$ 14.66	\$ 21.09	40.69%	\$ 20.63	\$ 29.67	24.00%	\$ 27.27	\$ 39.23
Technical	Transportation Materials Technician Senior	\$ 15.64	\$ 22.87	40.69%	\$ 22.00	\$ 32.17	24.00%	\$ 29.09	\$ 42.54

Rhode Island (2017 HOURLY MINIMUM WAGE = \$9.60)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 31.31	\$ 52.00	40.69%	\$ 44.05	\$ 73.16	24.00%	\$ 58.24	\$ 96.72
Technical	Transportation Materials Technician Supervisor	\$ 36.49	\$ 59.41	40.69%	\$ 51.34	\$ 83.58	24.00%	\$ 67.88	\$ 110.50
Technical	Transportation Planning Specialist	\$ 30.15	\$ 48.57	40.69%	\$ 42.42	\$ 68.34	24.00%	\$ 56.09	\$ 90.35
Technical	Transportation Planning Specialist Senior	\$ 34.57	\$ 55.61	40.69%	\$ 48.63	\$ 78.24	24.00%	\$ 64.30	\$ 103.44
Technical	Transportation Technical Program Coordinator	\$ 30.15	\$ 48.57	40.69%	\$ 42.42	\$ 68.34	24.00%	\$ 56.09	\$ 90.35
Technical	Transportation Technical Support Coordinator	\$ 30.15	\$ 48.57	40.69%	\$ 42.42	\$ 68.34	24.00%	\$ 56.09	\$ 90.35
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	40.69%	\$ 52.76	\$ 63.31	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 17.44	\$ 21.46	51.80%	\$ 26.48	\$ 32.58	24.00%	\$ 32.44	\$ 39.92
Trades	Boiler Operator II	\$ 21.52	\$ 24.70	51.80%	\$ 32.66	\$ 37.50	24.00%	\$ 40.02	\$ 45.95
Trades	Boiler Operator Senior I	\$ 24.73	\$ 26.99	51.80%	\$ 37.53	\$ 40.97	24.00%	\$ 45.99	\$ 50.20
Trades	Boiler Operator Senior II	\$ 27.01	\$ 36.98	51.80%	\$ 41.00	\$ 56.13	24.00%	\$ 50.24	\$ 68.78
Trades	Carpenter Assistant	\$ 11.62	\$ 15.72	51.80%	\$ 17.64	\$ 23.86	24.00%	\$ 21.61	\$ 29.24
Trades	Carpenter	\$ 15.73	\$ 22.04	51.80%	\$ 23.88	\$ 33.45	24.00%	\$ 29.26	\$ 40.99
Trades	Carpenter Senior	\$ 23.26	\$ 31.43	51.80%	\$ 35.31	\$ 47.70	24.00%	\$ 43.27	\$ 58.45
Trades	Electrician	\$ 24.81	\$ 41.28	51.80%	\$ 37.65	\$ 62.66	24.00%	\$ 46.14	\$ 76.78
Trades	Electrician Assistant	\$ 13.23	\$ 16.33	51.80%	\$ 20.08	\$ 24.78	24.00%	\$ 24.61	\$ 30.37
Trades	Electrician Senior	\$ 19.15	\$ 22.09	51.80%	\$ 29.07	\$ 33.54	24.00%	\$ 35.62	\$ 41.09
Trades	Electrician Supervisor Senior	\$ 22.15	\$ 38.94	51.80%	\$ 33.62	\$ 59.11	24.00%	\$ 41.20	\$ 72.42
Trades	Electronic Equipment Install & Repair Supervisor	\$ 24.16	\$ 35.92	51.80%	\$ 36.68	\$ 54.52	24.00%	\$ 44.94	\$ 66.81
Trades	Electronic Equipment Install & Repair Technician	\$ 19.18	\$ 24.04	51.80%	\$ 29.11	\$ 36.49	24.00%	\$ 35.67	\$ 44.71
Trades	Electronic Technician	\$ 14.59	\$ 18.54	51.80%	\$ 22.15	\$ 28.15	24.00%	\$ 27.14	\$ 34.49
Trades	Electronic Technician Senior	\$ 18.60	\$ 32.90	51.80%	\$ 28.24	\$ 49.94	24.00%	\$ 34.60	\$ 61.20
Trades	Equipment Repair Supervisor	\$ 26.45	\$ 30.96	51.80%	\$ 40.15	\$ 47.00	24.00%	\$ 49.20	\$ 57.59
Trades	Equipment Repair Technician	\$ 14.59	\$ 18.54	51.80%	\$ 22.15	\$ 28.15	24.00%	\$ 27.14	\$ 34.49
Trades	Equipment Repair Technician Senior	\$ 18.60	\$ 26.38	51.80%	\$ 28.24	\$ 40.05	24.00%	\$ 34.60	\$ 49.07
Trades	HVAC Installation & Repair Assistant	\$ 11.38	\$ 18.16	51.80%	\$ 17.28	\$ 27.57	24.00%	\$ 21.17	\$ 33.78
Trades	HVAC Installation & Repair Assistant Senior	\$ 18.16	\$ 30.96	51.80%	\$ 27.57	\$ 47.00	24.00%	\$ 33.78	\$ 57.59
Trades	Laboratory Mechanic	\$ 14.60	\$ 19.81	51.80%	\$ 22.17	\$ 30.07	24.00%	\$ 27.16	\$ 36.84
Trades	Laboratory Mechanic Senior	\$ 19.81	\$ 30.13	51.80%	\$ 30.07	\$ 45.74	24.00%	\$ 36.84	\$ 56.04
Trades	Locksmith	\$ 17.91	\$ 26.35	51.80%	\$ 27.19	\$ 40.00	24.00%	\$ 33.32	\$ 49.01
Trades	Maintenance Field Worker	\$ 14.59	\$ 18.66	51.80%	\$ 22.15	\$ 28.32	24.00%	\$ 27.14	\$ 34.70
Trades	Mason Plasterer	\$ 18.03	\$ 20.77	51.80%	\$ 27.36	\$ 31.54	24.00%	\$ 33.53	\$ 38.64
Trades	Mason Plasterer Assistant	\$ 20.82	\$ 30.80	51.80%	\$ 31.60	\$ 46.75	24.00%	\$ 38.72	\$ 57.28
Trades	Mechanic	\$ 11.73	\$ 26.40	51.80%	\$ 17.81	\$ 40.08	24.00%	\$ 21.82	\$ 49.11
Trades	Painter	\$ 11.28	\$ 25.04	51.80%	\$ 17.13	\$ 38.01	24.00%	\$ 20.99	\$ 46.58
Trades	Plumber / Steamfitter	\$ 24.47	\$ 37.20	51.80%	\$ 37.14	\$ 56.47	24.00%	\$ 45.51	\$ 69.20
Trades	Plumber / Steamfitter Assistant	\$ 14.59	\$ 24.39	51.80%	\$ 22.15	\$ 37.02	24.00%	\$ 27.14	\$ 45.36
Trades	Printing Press Operator B	\$ 23.88	\$ 35.07	51.80%	\$ 36.25	\$ 53.24	24.00%	\$ 44.42	\$ 65.24
Trades	Production Supervisor	\$ 28.32	\$ 43.37	51.80%	\$ 42.99	\$ 65.84	24.00%	\$ 52.67	\$ 80.67
Trades	Radio Specialist	\$ 16.88	\$ 21.64	51.80%	\$ 25.62	\$ 32.85	24.00%	\$ 31.39	\$ 40.25

Rhode Island (2017 HOURLY MINIMUM WAGE = \$9.60)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 21.68	\$ 28.33	51.80%	\$ 32.90	\$ 43.00	24.00%	\$ 40.32	\$ 52.69
Trades	Sheet Metal Worker	\$ 16.06	\$ 20.66	51.80%	\$ 24.37	\$ 31.36	24.00%	\$ 29.86	\$ 38.43
Trades	Sheet Metal Worker Assistant	\$ 12.19	\$ 16.32	51.80%	\$ 18.51	\$ 24.77	24.00%	\$ 22.68	\$ 30.35
Trades	Sheet Metal Worker Lead	\$ 20.72	\$ 28.34	51.80%	\$ 31.45	\$ 43.02	24.00%	\$ 38.54	\$ 52.71
Trades	Shipping / Receiving Clerk	\$ 16.15	\$ 22.14	51.80%	\$ 24.51	\$ 33.60	24.00%	\$ 30.03	\$ 41.17
Trades	Storekeeper Assistant I	\$ 12.00	\$ 17.57	51.80%	\$ 18.22	\$ 26.66	24.00%	\$ 22.33	\$ 32.67
Trades	Storekeeper Assistant II	\$ 13.06	\$ 18.88	51.80%	\$ 19.83	\$ 28.66	24.00%	\$ 24.29	\$ 35.12
Trades	Storekeeper I	\$ 9.60	\$ 11.73	51.80%	\$ 14.57	\$ 17.81	24.00%	\$ 17.86	\$ 21.82
Trades	Storekeeper II	\$ 11.80	\$ 14.31	51.80%	\$ 17.91	\$ 21.72	24.00%	\$ 21.95	\$ 26.62
Trades	Storekeeper III	\$ 14.36	\$ 17.57	51.80%	\$ 21.79	\$ 26.66	24.00%	\$ 26.70	\$ 32.67
Trades	Storekeeper Senior	\$ 17.59	\$ 20.52	51.80%	\$ 26.70	\$ 31.14	24.00%	\$ 32.71	\$ 38.16
Trades	Tool Room Assistant	\$ 9.60	\$ 14.31	51.80%	\$ 14.57	\$ 21.72	24.00%	\$ 17.86	\$ 26.62
Trades	Tool Room Assistant Senior	\$ 14.31	\$ 19.97	51.80%	\$ 21.72	\$ 30.32	24.00%	\$ 26.62	\$ 37.15
Trades	Trades Utilities Worker Senior	\$ 14.60	\$ 21.39	51.80%	\$ 22.17	\$ 32.48	24.00%	\$ 27.16	\$ 39.79
Trades	Trades Utility Worker	\$ 11.16	\$ 14.55	51.80%	\$ 16.94	\$ 22.08	24.00%	\$ 20.75	\$ 27.06
Trades	Tradesman Helper	\$ 11.16	\$ 17.97	51.80%	\$ 16.94	\$ 27.28	24.00%	\$ 20.75	\$ 33.43
Trades	Tradesman Helper Senior	\$ 17.97	\$ 22.40	51.80%	\$ 27.28	\$ 34.00	24.00%	\$ 33.43	\$ 41.66
Trades	Welder	\$ 12.30	\$ 20.37	51.80%	\$ 18.66	\$ 30.92	24.00%	\$ 22.87	\$ 37.89
Trades	Welder Senior	\$ 20.43	\$ 24.49	51.80%	\$ 31.01	\$ 37.18	24.00%	\$ 37.99	\$ 45.55
Trades	Work Zone Safety Officer	\$ 25.53	\$ 41.27	51.80%	\$ 38.75	\$ 62.64	24.00%	\$ 47.48	\$ 76.76

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	37.76%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	42.26%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	64.44%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	42.26%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	37.96%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	49.00%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	37.96%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	61.26%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	42.26%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	40.69%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	51.80%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

South Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 13.21	\$ 18.76	31.24%	\$ 17.33	\$ 24.62	24.00%	\$ 24.57	\$ 34.89
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	31.24%	\$ 11.21	\$ 18.34	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 18.77	\$ 26.05	31.24%	\$ 24.63	\$ 34.18	24.00%	\$ 34.91	\$ 48.45
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	31.24%	\$ 27.17	\$ 33.96	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	31.24%	\$ 20.38	\$ 26.15	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	31.24%	\$ 12.90	\$ 16.30	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 17.20	\$ 19.68	31.24%	\$ 22.57	\$ 25.82	24.00%	\$ 31.99	\$ 36.60
Accounting/Finance	Accounting Manager B	\$ 19.62	\$ 24.08	31.24%	\$ 25.75	\$ 31.60	24.00%	\$ 36.50	\$ 44.79
Accounting/Finance	Accounting Manager C	\$ 24.13	\$ 30.50	31.24%	\$ 31.66	\$ 40.02	24.00%	\$ 44.87	\$ 56.72
Accounting/Finance	Auditing - External Auditor	\$ 16.97	\$ 21.46	31.24%	\$ 22.27	\$ 28.17	24.00%	\$ 31.57	\$ 39.92
Accounting/Finance	Auditing - External Auditor Senior	\$ 21.48	\$ 30.50	31.24%	\$ 28.19	\$ 40.02	24.00%	\$ 39.96	\$ 56.72
Accounting/Finance	Auditing - Internal Auditor	\$ 16.97	\$ 21.46	31.24%	\$ 22.27	\$ 28.17	24.00%	\$ 31.57	\$ 39.92
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 21.51	\$ 30.50	31.24%	\$ 28.23	\$ 40.02	24.00%	\$ 40.01	\$ 56.72
Accounting/Finance	Bookkeeper	\$ 8.93	\$ 13.52	31.24%	\$ 11.72	\$ 17.74	24.00%	\$ 16.61	\$ 25.14
Accounting/Finance	Budget Analyst	\$ 16.65	\$ 21.78	31.24%	\$ 21.85	\$ 28.58	24.00%	\$ 30.96	\$ 40.51
Accounting/Finance	Budget Analyst Senior	\$ 21.79	\$ 33.82	31.24%	\$ 28.60	\$ 44.38	24.00%	\$ 40.53	\$ 62.90
Accounting/Finance	Closure/Disbursement Specialists	\$ 27.75	\$ 30.89	31.24%	\$ 36.43	\$ 40.54	24.00%	\$ 51.62	\$ 57.46
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 26.07	\$ 33.79	31.24%	\$ 34.21	\$ 44.34	24.00%	\$ 48.48	\$ 62.85
Accounting/Finance	CPA	\$ 27.03	\$ 35.72	31.24%	\$ 35.48	\$ 46.88	24.00%	\$ 50.28	\$ 66.44
Accounting/Finance	Fiscal Assistant	\$ 9.40	\$ 14.44	31.24%	\$ 12.34	\$ 18.96	24.00%	\$ 17.49	\$ 26.87
Accounting/Finance	Fiscal Technical Senior	\$ 12.59	\$ 17.96	31.24%	\$ 16.53	\$ 23.57	24.00%	\$ 23.43	\$ 33.41
Accounting/Finance	Fiscal Technician	\$ 14.49	\$ 17.71	31.24%	\$ 19.02	\$ 23.24	24.00%	\$ 26.95	\$ 32.94
Accounting/Finance	Payroll Assistant	\$ 13.76	\$ 17.38	31.24%	\$ 18.05	\$ 22.81	24.00%	\$ 25.59	\$ 32.32
Accounting/Finance	Purchasing / Procurement	\$ 17.38	\$ 25.82	31.24%	\$ 22.81	\$ 33.89	24.00%	\$ 32.32	\$ 48.03
Accounting/Finance	Sr. Compliance Officer	\$ 33.55	\$ 38.13	31.24%	\$ 44.03	\$ 50.05	24.00%	\$ 62.40	\$ 70.93
Accounting/Finance	Supervising Auditor	\$ 33.55	\$ 38.62	31.24%	\$ 44.03	\$ 50.68	24.00%	\$ 62.40	\$ 71.83
Call Center/Customer Service	Customer Service Inbound I	\$ 8.85	\$ 13.02	31.90%	\$ 11.67	\$ 17.17	24.00%	\$ 16.46	\$ 24.22
Call Center/Customer Service	Customer Service Inbound II	\$ 13.07	\$ 21.05	31.90%	\$ 17.24	\$ 27.76	24.00%	\$ 24.32	\$ 39.15

South Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 8.85	\$ 13.02	31.90%	\$ 11.67	\$ 17.17	24.00%	\$ 16.46	\$ 24.22
Call Center/Customer Service	Customer Service Outbound II	\$ 13.07	\$ 21.05	31.90%	\$ 17.24	\$ 27.76	24.00%	\$ 24.32	\$ 39.15
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 8.69	\$ 14.72	31.90%	\$ 11.46	\$ 19.42	24.00%	\$ 16.16	\$ 27.38
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	31.90%	\$ 27.30	\$ 34.13	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.02	\$ 13.80	31.90%	\$ 11.90	\$ 18.21	24.00%	\$ 16.78	\$ 25.68
Call Center/Customer Service	Detailing Representative II	\$ 9.82	\$ 15.88	31.90%	\$ 12.95	\$ 20.94	24.00%	\$ 18.26	\$ 29.54
Call Center/Customer Service	Help Desk Analyst	\$ 11.69	\$ 25.96	31.90%	\$ 15.42	\$ 34.24	24.00%	\$ 21.75	\$ 48.28
Call Center/Customer Service	Market Research Inbound	\$ 17.15	\$ 20.60	31.90%	\$ 22.62	\$ 27.17	24.00%	\$ 31.90	\$ 38.31
Call Center/Customer Service	Market Research Outbound	\$ 20.62	\$ 31.39	31.90%	\$ 27.19	\$ 41.40	24.00%	\$ 38.35	\$ 58.38
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.02	\$ 11.47	31.90%	\$ 10.58	\$ 15.13	24.00%	\$ 14.92	\$ 21.33
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 11.61	\$ 16.59	31.90%	\$ 15.32	\$ 21.88	24.00%	\$ 21.60	\$ 30.86
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.02	\$ 11.47	31.90%	\$ 10.58	\$ 15.13	24.00%	\$ 14.92	\$ 21.33
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 11.61	\$ 16.59	31.90%	\$ 15.32	\$ 21.88	24.00%	\$ 21.60	\$ 30.86
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.02	\$ 11.24	31.90%	\$ 10.58	\$ 14.83	24.00%	\$ 14.92	\$ 20.91
Call Center/Customer Service	Sales Inbound I	\$ 8.49	\$ 14.67	31.90%	\$ 11.20	\$ 19.35	24.00%	\$ 15.79	\$ 27.29
Call Center/Customer Service	Sales Inbound II	\$ 11.61	\$ 16.59	31.90%	\$ 15.32	\$ 21.88	24.00%	\$ 21.60	\$ 30.86
Call Center/Customer Service	Sales Outbound I	\$ 10.52	\$ 14.76	31.90%	\$ 13.88	\$ 19.47	24.00%	\$ 19.57	\$ 27.45
Call Center/Customer Service	Sales Outbound II	\$ 11.61	\$ 16.59	31.90%	\$ 15.32	\$ 21.88	24.00%	\$ 21.60	\$ 30.86
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.25	\$ 11.49	31.90%	\$ 9.56	\$ 15.16	24.00%	\$ 13.49	\$ 21.38
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 11.50	\$ 14.90	31.90%	\$ 15.17	\$ 19.66	24.00%	\$ 21.40	\$ 27.72
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.47	\$ 11.32	31.90%	\$ 11.17	\$ 14.93	24.00%	\$ 15.76	\$ 21.06
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 11.37	\$ 20.01	31.90%	\$ 14.99	\$ 26.39	24.00%	\$ 21.14	\$ 37.22
Food Related Services	Barista (misc)	\$ 9.92	\$ 14.63	47.15%	\$ 14.60	\$ 21.53	24.00%	\$ 18.46	\$ 27.22
Food Related Services	Building Attendant (misc)	\$ 9.92	\$ 14.63	35.85%	\$ 13.48	\$ 19.88	24.00%	\$ 18.46	\$ 27.22
Food Related Services	Busser	\$ 9.92	\$ 14.63	35.85%	\$ 13.48	\$ 19.88	24.00%	\$ 18.46	\$ 27.22
Food Related Services	Cashiers	\$ 9.92	\$ 14.63	35.85%	\$ 13.48	\$ 19.88	24.00%	\$ 18.46	\$ 27.22
Food Related Services	Dishwasher	\$ 9.02	\$ 11.73	35.85%	\$ 12.26	\$ 15.93	24.00%	\$ 16.78	\$ 21.82
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	35.85%	\$ 19.56	\$ 23.91	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	35.85%	\$ 13.45	\$ 16.44	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 8.94	\$ 13.08	35.85%	\$ 12.15	\$ 17.77	24.00%	\$ 16.63	\$ 24.33
Food Related Services	Food Operations Manager Assistant	\$ 13.12	\$ 15.36	35.85%	\$ 17.82	\$ 20.86	24.00%	\$ 24.40	\$ 28.56
Food Related Services	Food Production Worker	\$ 7.25	\$ 11.78	35.85%	\$ 9.85	\$ 16.01	24.00%	\$ 13.49	\$ 21.92
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	35.85%	\$ 18.95	\$ 23.16	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	35.85%	\$ 14.67	\$ 17.93	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	35.85%	\$ 17.12	\$ 20.92	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.25	\$ 11.56	35.85%	\$ 9.85	\$ 15.70	24.00%	\$ 13.49	\$ 21.50
Food Related Services	Second Cook Senior	\$ 11.47	\$ 15.09	47.15%	\$ 16.87	\$ 22.20	24.00%	\$ 21.33	\$ 28.06
Food Related Services	Server	\$ 7.25	\$ 9.40	35.85%	\$ 9.85	\$ 12.77	24.00%	\$ 13.49	\$ 17.49
General Administrative	Administrative Assistant I	\$ 9.85	\$ 13.25	31.90%	\$ 13.00	\$ 17.48	24.00%	\$ 18.33	\$ 24.65
General Administrative	Administrative Assistant II	\$ 13.26	\$ 14.35	31.90%	\$ 17.49	\$ 18.92	24.00%	\$ 24.67	\$ 26.68

South Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 14.35	\$ 15.57	31.90%	\$ 18.93	\$ 20.54	24.00%	\$ 26.70	\$ 28.96
General Administrative	Administrative Assistant IV	\$ 15.58	\$ 17.24	31.90%	\$ 20.55	\$ 22.74	24.00%	\$ 28.98	\$ 32.07
General Administrative	Administrative Assistant V	\$ 17.26	\$ 19.44	31.90%	\$ 22.77	\$ 25.65	24.00%	\$ 32.10	\$ 36.16
General Administrative	Administrative Staff Assistant	\$ 19.13	\$ 21.87	31.90%	\$ 25.23	\$ 28.85	24.00%	\$ 35.58	\$ 40.68
General Administrative	Administrative Staff Specialist	\$ 21.88	\$ 27.05	31.90%	\$ 28.86	\$ 35.68	24.00%	\$ 40.69	\$ 50.31
General Administrative	Administrative Staff Specialist Senior	\$ 27.06	\$ 21.13	31.90%	\$ 35.69	\$ 27.87	24.00%	\$ 50.33	\$ 39.30
General Administrative	Agency Management Analyst	\$ 17.65	\$ 23.16	31.90%	\$ 23.28	\$ 30.55	24.00%	\$ 32.82	\$ 43.08
General Administrative	Agency Management Analyst Lead	\$ 23.17	\$ 26.91	31.90%	\$ 30.56	\$ 35.50	24.00%	\$ 43.09	\$ 50.06
General Administrative	Agency Management Analyst Senior	\$ 26.97	\$ 41.96	31.90%	\$ 35.57	\$ 55.35	24.00%	\$ 50.16	\$ 78.05
General Administrative	Clerk	\$ 9.30	\$ 10.75	31.90%	\$ 12.27	\$ 14.18	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	31.90%	\$ 10.88	\$ 12.20	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	31.90%	\$ 14.25	\$ 16.49	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.02	\$ 11.26	31.90%	\$ 10.58	\$ 14.85	24.00%	\$ 14.92	\$ 20.94
General Administrative	Data Entry Operator Senior	\$ 11.29	\$ 16.20	31.90%	\$ 14.89	\$ 21.37	24.00%	\$ 20.99	\$ 30.14
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	31.90%	\$ 13.52	\$ 19.79	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 14.22	\$ 17.67	31.90%	\$ 18.75	\$ 23.31	24.00%	\$ 26.45	\$ 32.87
General Administrative	Executive Secretary Senior	\$ 17.70	\$ 26.22	31.90%	\$ 23.35	\$ 34.58	24.00%	\$ 32.92	\$ 48.77
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	31.90%	\$ 23.08	\$ 27.37	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	31.90%	\$ 19.79	\$ 23.74	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 11.24	\$ 13.18	31.90%	\$ 14.83	\$ 17.39	24.00%	\$ 20.91	\$ 24.52
General Administrative	Legal Assistant Senior	\$ 13.21	\$ 33.30	31.90%	\$ 17.42	\$ 43.92	24.00%	\$ 24.57	\$ 61.94
General Administrative	Library Assistant	\$ 8.02	\$ 15.80	31.90%	\$ 10.58	\$ 20.84	24.00%	\$ 14.92	\$ 29.38
General Administrative	Medical Assistant I	\$ 10.77	\$ 12.57	31.90%	\$ 14.21	\$ 16.58	24.00%	\$ 20.04	\$ 23.38
General Administrative	Medical Assistant II	\$ 12.60	\$ 17.92	31.90%	\$ 16.62	\$ 23.63	24.00%	\$ 23.44	\$ 33.33
General Administrative	Medical Biller I	\$ 9.39	\$ 11.53	31.90%	\$ 12.39	\$ 15.21	24.00%	\$ 17.47	\$ 21.45
General Administrative	Medical Biller II	\$ 11.56	\$ 17.95	31.90%	\$ 15.24	\$ 23.68	24.00%	\$ 21.50	\$ 33.39
General Administrative	Medical Records Clerk I	\$ 11.29	\$ 16.44	31.90%	\$ 14.89	\$ 21.68	24.00%	\$ 20.99	\$ 30.58
General Administrative	Medical Records Clerk II	\$ 12.19	\$ 17.63	31.90%	\$ 16.08	\$ 23.25	24.00%	\$ 22.67	\$ 32.79
General Administrative	Office Manager	\$ 18.99	\$ 28.91	31.90%	\$ 25.05	\$ 38.13	24.00%	\$ 35.32	\$ 53.77
General Administrative	Office Services Aide	\$ 10.51	\$ 14.48	31.90%	\$ 13.86	\$ 19.10	24.00%	\$ 19.55	\$ 26.93
General Administrative	Office Services Assistant	\$ 11.27	\$ 15.29	31.90%	\$ 14.86	\$ 20.17	24.00%	\$ 20.96	\$ 28.44
General Administrative	Office Services Specialist	\$ 11.87	\$ 16.01	31.90%	\$ 15.66	\$ 21.11	24.00%	\$ 22.08	\$ 29.77
General Administrative	Office Services Supervisor	\$ 12.42	\$ 16.36	31.90%	\$ 16.39	\$ 21.58	24.00%	\$ 23.11	\$ 30.42
General Administrative	Office Services Supervisor Senior	\$ 14.40	\$ 18.35	31.90%	\$ 18.99	\$ 24.21	24.00%	\$ 26.78	\$ 34.13
General Administrative	Operator I	\$ 7.80	\$ 11.22	31.90%	\$ 10.29	\$ 14.80	24.00%	\$ 14.52	\$ 20.88
General Administrative	Operator II	\$ 11.24	\$ 13.12	31.90%	\$ 14.83	\$ 17.30	24.00%	\$ 20.91	\$ 24.40
General Administrative	Operator III (Key Disc Operator)	\$ 13.15	\$ 14.90	31.90%	\$ 17.35	\$ 19.65	24.00%	\$ 24.47	\$ 27.71
General Administrative	Operator IV (Key Disc Operator)	\$ 14.90	\$ 17.27	31.90%	\$ 19.66	\$ 22.78	24.00%	\$ 27.72	\$ 32.12
General Administrative	Paralegal	\$ 14.00	\$ 23.50	31.90%	\$ 18.47	\$ 31.00	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.01	\$ 13.39	31.90%	\$ 13.20	\$ 17.66	24.00%	\$ 18.61	\$ 24.90

South Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 13.40	\$ 14.28	31.90%	\$ 17.67	\$ 18.84	24.00%	\$ 24.92	\$ 26.56
General Administrative	Photocopy Supervisor	\$ 10.82	\$ 15.02	31.90%	\$ 14.27	\$ 19.81	24.00%	\$ 20.12	\$ 27.94
General Administrative	Photocopy Technician	\$ 9.77	\$ 13.81	31.90%	\$ 12.89	\$ 18.22	24.00%	\$ 18.17	\$ 25.69
General Administrative	Photo-Typesetting Specialist	\$ 12.72	\$ 18.32	31.90%	\$ 16.78	\$ 24.16	24.00%	\$ 23.66	\$ 34.07
General Administrative	Photo-Typesetting Supervisor	\$ 13.59	\$ 19.88	31.90%	\$ 17.92	\$ 26.23	24.00%	\$ 25.27	\$ 36.99
General Administrative	Postal Aide	\$ 7.25	\$ 9.77	31.90%	\$ 9.56	\$ 12.89	24.00%	\$ 13.49	\$ 18.17
General Administrative	Postal Aide Senior	\$ 9.82	\$ 15.45	31.90%	\$ 12.95	\$ 20.37	24.00%	\$ 18.26	\$ 28.73
General Administrative	Postal Assistant	\$ 15.50	\$ 17.22	31.90%	\$ 20.44	\$ 22.72	24.00%	\$ 28.83	\$ 32.04
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	31.90%	\$ 39.57	\$ 59.36	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	31.90%	\$ 26.38	\$ 32.98	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 11.47	\$ 15.14	31.90%	\$ 15.13	\$ 19.97	24.00%	\$ 21.33	\$ 28.16
General Administrative	Public Relations Specialist	\$ 15.93	\$ 27.25	31.90%	\$ 21.02	\$ 35.94	24.00%	\$ 29.64	\$ 50.68
General Administrative	Public Relations Specialist Assistant	\$ 11.47	\$ 15.91	31.90%	\$ 15.13	\$ 20.98	24.00%	\$ 21.33	\$ 29.59
General Administrative	Receptionist	\$ 8.01	\$ 10.31	31.90%	\$ 10.57	\$ 13.60	24.00%	\$ 14.90	\$ 19.18
General Administrative	Receptionist Senior	\$ 10.32	\$ 16.28	31.90%	\$ 13.61	\$ 21.47	24.00%	\$ 19.20	\$ 30.27
General Administrative	Secretary	\$ 8.47	\$ 11.32	31.90%	\$ 11.17	\$ 14.93	24.00%	\$ 15.76	\$ 21.06
General Administrative	Secretary Senior	\$ 11.37	\$ 20.07	31.90%	\$ 14.99	\$ 26.47	24.00%	\$ 21.14	\$ 37.32
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	31.90%	\$ 20.11	\$ 23.74	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 9.85	\$ 24.07	31.90%	\$ 13.00	\$ 31.75	24.00%	\$ 18.33	\$ 44.77
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	31.90%	\$ 26.38	\$ 34.94	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 17.66	\$ 21.78	31.90%	\$ 23.29	\$ 28.73	24.00%	\$ 32.84	\$ 40.51
Human Resources	Classification / Compensation Analyst Senior	\$ 21.82	\$ 28.91	31.90%	\$ 28.79	\$ 38.13	24.00%	\$ 40.59	\$ 53.77
Human Resources	Classification / Compensation Consultant	\$ 28.93	\$ 38.74	31.90%	\$ 38.15	\$ 51.10	24.00%	\$ 53.80	\$ 72.06
Human Resources	EEO Program Analyst	\$ 17.05	\$ 27.22	31.90%	\$ 22.49	\$ 35.90	24.00%	\$ 31.72	\$ 50.63
Human Resources	EEO Program Specialist	\$ 18.80	\$ 29.69	31.90%	\$ 24.80	\$ 39.16	24.00%	\$ 34.97	\$ 55.23
Human Resources	Employee Relations Analyst	\$ 15.36	\$ 19.44	31.90%	\$ 20.25	\$ 25.65	24.00%	\$ 28.56	\$ 36.16
Human Resources	Employee Relations Analyst Senior	\$ 19.49	\$ 34.39	31.90%	\$ 25.70	\$ 45.36	24.00%	\$ 36.25	\$ 63.97
Human Resources	Human Resources Assistant	\$ 11.78	\$ 16.97	31.90%	\$ 15.54	\$ 22.38	24.00%	\$ 21.92	\$ 31.57
Human Resources	Human Resources Generalist	\$ 13.66	\$ 17.38	31.90%	\$ 18.02	\$ 22.92	24.00%	\$ 25.41	\$ 32.32
Human Resources	Human Resources Generalist Senior	\$ 17.48	\$ 30.52	31.90%	\$ 23.05	\$ 40.26	24.00%	\$ 32.51	\$ 56.77
Human Resources	Personnel Analyst	\$ 13.52	\$ 17.20	31.90%	\$ 17.84	\$ 22.68	24.00%	\$ 25.16	\$ 31.99
Human Resources	Personnel Analyst Senior	\$ 17.24	\$ 20.86	31.90%	\$ 22.74	\$ 27.51	24.00%	\$ 32.07	\$ 38.80
Human Resources	Personnel Practices Analyst	\$ 20.91	\$ 24.63	31.90%	\$ 27.58	\$ 32.49	24.00%	\$ 38.90	\$ 45.81
Human Resources	Personnel Practices Analyst Senior	\$ 24.68	\$ 31.42	31.90%	\$ 32.55	\$ 41.44	24.00%	\$ 45.90	\$ 58.43
Human Resources	Personnel Practices Manager	\$ 30.91	\$ 38.45	31.90%	\$ 40.77	\$ 50.72	24.00%	\$ 57.49	\$ 71.52
Human Services	Social Worker	\$ 15.06	\$ 25.51	31.27%	\$ 19.77	\$ 33.48	24.00%	\$ 28.01	\$ 47.44
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	31.27%	\$ 29.54	\$ 40.69	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 11.42	\$ 15.77	31.27%	\$ 14.99	\$ 20.70	24.00%	\$ 21.25	\$ 29.33
Human Services	Support Enforcement Specialist Senior	\$ 15.82	\$ 18.67	31.27%	\$ 20.77	\$ 24.50	24.00%	\$ 29.43	\$ 34.72
Human Services	Utilization Review Analyst	\$ 15.82	\$ 22.70	31.27%	\$ 20.77	\$ 29.80	24.00%	\$ 29.43	\$ 42.22

South Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 22.74	\$ 36.49	31.27%	\$ 29.86	\$ 47.89	24.00%	\$ 42.31	\$ 67.86
Insurance	Claims Adjuster I	\$ 13.07	\$ 15.82	31.27%	\$ 17.16	\$ 20.77	24.00%	\$ 24.32	\$ 29.43
Insurance	Claims Adjuster II	\$ 15.87	\$ 22.70	31.27%	\$ 20.83	\$ 29.80	24.00%	\$ 29.52	\$ 42.22
Insurance	Claims Specialist	\$ 22.74	\$ 28.66	31.27%	\$ 29.86	\$ 37.63	24.00%	\$ 42.31	\$ 53.31
Insurance	Worker's Compensation Specialist	\$ 21.49	\$ 32.15	31.27%	\$ 28.21	\$ 42.20	24.00%	\$ 39.97	\$ 59.79
Laborer/Industrial	CDL Driver	\$ 11.47	\$ 16.46	35.85%	\$ 15.58	\$ 22.36	24.00%	\$ 21.33	\$ 30.61
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	35.85%	\$ 29.21	\$ 38.34	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	35.85%	\$ 37.97	\$ 45.12	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	35.85%	\$ 41.09	\$ 47.55	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	35.85%	\$ 33.62	\$ 40.76	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	35.85%	\$ 33.62	\$ 40.08	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	35.85%	\$ 42.79	\$ 51.28	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	35.85%	\$ 36.00	\$ 45.58	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 12.31	\$ 17.64	35.85%	\$ 16.72	\$ 23.96	24.00%	\$ 22.89	\$ 32.81
Laborer/Industrial	Forklift Operator	\$ 9.59	\$ 13.36	35.85%	\$ 13.03	\$ 18.15	24.00%	\$ 17.84	\$ 24.85
Laborer/Industrial	Forklift Operator Senior	\$ 13.39	\$ 19.49	35.85%	\$ 18.19	\$ 26.47	24.00%	\$ 24.90	\$ 36.25
Laborer/Industrial	Grounds Worker	\$ 7.77	\$ 10.77	35.85%	\$ 10.55	\$ 14.63	24.00%	\$ 14.45	\$ 20.04
Laborer/Industrial	Grounds Worker Lead	\$ 10.82	\$ 14.44	35.85%	\$ 14.70	\$ 19.62	24.00%	\$ 20.12	\$ 26.87
Laborer/Industrial	Grounds Worker Senior	\$ 11.55	\$ 14.35	35.85%	\$ 15.69	\$ 19.50	24.00%	\$ 21.48	\$ 26.70
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.02	\$ 11.24	35.85%	\$ 10.90	\$ 15.27	24.00%	\$ 14.92	\$ 20.91
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 11.25	\$ 14.35	35.85%	\$ 15.28	\$ 19.50	24.00%	\$ 20.93	\$ 26.70
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.25	\$ 10.80	35.85%	\$ 9.85	\$ 14.67	24.00%	\$ 13.49	\$ 20.09
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.25	\$ 10.80	35.85%	\$ 9.85	\$ 14.67	24.00%	\$ 13.49	\$ 20.09
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.25	\$ 10.80	35.85%	\$ 9.85	\$ 14.67	24.00%	\$ 13.49	\$ 20.09
Laborer/Industrial	Housekeeping Supervisor	\$ 9.59	\$ 13.32	35.85%	\$ 13.03	\$ 18.09	24.00%	\$ 17.84	\$ 24.77
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 13.34	\$ 20.64	35.85%	\$ 18.13	\$ 28.04	24.00%	\$ 24.82	\$ 38.40
Laborer/Industrial	Housekeeping Worker	\$ 7.25	\$ 10.87	35.85%	\$ 9.85	\$ 14.77	24.00%	\$ 13.49	\$ 20.22
Laborer/Industrial	Housekeeping Worker Senior	\$ 10.92	\$ 13.94	35.85%	\$ 14.83	\$ 18.94	24.00%	\$ 20.31	\$ 25.93
Laborer/Industrial	Inventory Worker Light	\$ 8.49	\$ 13.30	35.85%	\$ 11.53	\$ 18.07	24.00%	\$ 15.79	\$ 24.74
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 7.77	\$ 14.92	35.85%	\$ 10.55	\$ 20.27	24.00%	\$ 14.45	\$ 27.76
Laborer/Industrial	Motor Vehicle Operator A	\$ 7.57	\$ 10.32	35.85%	\$ 10.28	\$ 14.02	24.00%	\$ 14.08	\$ 19.20
Laborer/Industrial	Motor Vehicle Operator B	\$ 10.37	\$ 16.74	35.85%	\$ 14.08	\$ 22.74	24.00%	\$ 19.28	\$ 31.13
Laborer/Industrial	Packer	\$ 7.25	\$ 10.80	35.85%	\$ 9.85	\$ 14.67	24.00%	\$ 13.49	\$ 20.09
Laborer/Industrial	Warehouse Specialist I	\$ 7.77	\$ 10.80	35.85%	\$ 10.55	\$ 14.67	24.00%	\$ 14.45	\$ 20.09
Laborer/Industrial	Warehouse Specialist II	\$ 10.82	\$ 13.52	35.85%	\$ 14.70	\$ 18.37	24.00%	\$ 20.12	\$ 25.16
Laborer/Industrial	Warehouse Specialist III	\$ 13.57	\$ 17.29	35.85%	\$ 18.43	\$ 23.48	24.00%	\$ 25.24	\$ 32.15
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	35.85%	\$ 12.23	\$ 14.94	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.25	\$ 10.80	35.85%	\$ 9.85	\$ 14.67	24.00%	\$ 13.49	\$ 20.09
Laborer/Industrial	Warehouse Worker II	\$ 10.82	\$ 13.52	35.85%	\$ 14.70	\$ 18.37	24.00%	\$ 20.12	\$ 25.16
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	35.85%	\$ 33.22	\$ 43.47	24.00%	\$ 45.48	\$ 59.52

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Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	35.85%	\$ 33.22	\$ 40.08	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	35.85%	\$ 33.22	\$ 40.08	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 10.32	\$ 13.32	35.85%	\$ 14.02	\$ 18.09	24.00%	\$ 19.20	\$ 24.77
Media	Audio Visual Technician Senior	\$ 13.34	\$ 22.11	35.85%	\$ 18.13	\$ 30.04	24.00%	\$ 24.82	\$ 41.13
Media	Graphic Artist	\$ 12.15	\$ 14.51	35.85%	\$ 16.51	\$ 19.71	24.00%	\$ 22.60	\$ 26.98
Media	Graphic Artist Senior	\$ 14.51	\$ 20.41	35.85%	\$ 19.71	\$ 27.72	24.00%	\$ 26.98	\$ 37.96
Media	Graphic Designer	\$ 12.15	\$ 14.51	35.85%	\$ 16.51	\$ 19.71	24.00%	\$ 22.60	\$ 26.98
Media	Graphic Designer Senior	\$ 14.53	\$ 20.41	35.85%	\$ 19.75	\$ 27.72	24.00%	\$ 27.03	\$ 37.96
Media	Photographer	\$ 8.02	\$ 10.62	35.85%	\$ 10.90	\$ 14.43	24.00%	\$ 14.92	\$ 19.75
Media	Photographer Senior	\$ 10.64	\$ 17.02	35.85%	\$ 14.45	\$ 23.12	24.00%	\$ 19.79	\$ 31.65
Media	TV / Video Production Specialist	\$ 16.05	\$ 20.65	35.85%	\$ 21.80	\$ 28.06	24.00%	\$ 29.85	\$ 38.41
Media	TV / Video Production Technician	\$ 20.68	\$ 27.98	35.85%	\$ 28.09	\$ 38.01	24.00%	\$ 38.46	\$ 52.04
Security	Armed Security Officer	\$ 12.85	\$ 17.20	44.81%	\$ 18.60	\$ 24.90	24.00%	\$ 23.90	\$ 31.99
Security	<u>Captain</u>	\$ 18.04	\$ 25.71	44.81%	\$ 26.13	\$ 37.24	24.00%	\$ 33.56	\$ 47.83
Security	Dispatcher/Police	\$ 12.45	\$ 21.22	44.81%	\$ 18.03	\$ 30.73	24.00%	\$ 23.16	\$ 39.47
Security	<u>Lieutenant</u>	\$ 16.24	\$ 22.56	44.81%	\$ 23.52	\$ 32.66	24.00%	\$ 30.21	\$ 41.95
Security	<u>Sergeant</u>	\$ 14.89	\$ 20.75	44.81%	\$ 21.56	\$ 30.05	24.00%	\$ 27.69	\$ 38.60
Security	Unarmed Security Guard	\$ 8.68	\$ 16.96	44.81%	\$ 12.57	\$ 24.56	24.00%	\$ 16.14	\$ 31.55
Tax	Data Entry Clerk	\$ 8.02	\$ 10.32	31.90%	\$ 10.58	\$ 13.61	24.00%	\$ 14.92	\$ 19.20
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 10.37	\$ 16.28	31.90%	\$ 13.67	\$ 21.47	24.00%	\$ 19.28	\$ 30.27
Tax	Error Resolution and Document Processor	\$ 13.49	\$ 18.74	31.90%	\$ 17.79	\$ 24.72	24.00%	\$ 25.09	\$ 34.85
Tax	General Clerical	\$ 7.80	\$ 11.54	31.90%	\$ 10.29	\$ 15.22	24.00%	\$ 14.52	\$ 21.46
Tax	On-Site Administrator (Day)	\$ 9.12	\$ 19.72	31.90%	\$ 12.03	\$ 26.01	24.00%	\$ 16.97	\$ 36.68
Tax	On-Site Administrator (Evening)	\$ 9.12	\$ 19.72	31.90%	\$ 12.03	\$ 26.01	24.00%	\$ 16.97	\$ 36.68
Tax	Remittance Processor	\$ 16.21	\$ 24.03	31.90%	\$ 21.38	\$ 31.69	24.00%	\$ 30.16	\$ 44.69
Tax	Taxpayer Information & Assistance Agent	\$ 14.36	\$ 20.63	31.90%	\$ 18.95	\$ 27.22	24.00%	\$ 26.72	\$ 38.38
Technical	Agricultural Technician	\$ 14.77	\$ 23.97	35.50%	\$ 20.01	\$ 32.48	24.00%	\$ 27.47	\$ 44.59
Technical	Agricultural Technician Lead	\$ 16.56	\$ 26.47	35.50%	\$ 22.45	\$ 35.87	24.00%	\$ 30.81	\$ 49.24
Technical	Agricultural Technician Supervisor	\$ 19.89	\$ 31.89	35.50%	\$ 26.96	\$ 43.22	24.00%	\$ 37.00	\$ 59.32
Technical	Analytical Chemist	\$ 15.65	\$ 26.47	35.50%	\$ 21.21	\$ 35.87	24.00%	\$ 29.12	\$ 49.24
Technical	Analytical Chemist Assistant	\$ 18.29	\$ 30.12	35.50%	\$ 24.78	\$ 40.81	24.00%	\$ 34.02	\$ 56.02
Technical	Analytical Chemist Senior	\$ 23.08	\$ 37.67	35.50%	\$ 31.27	\$ 51.04	24.00%	\$ 42.93	\$ 70.06
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	35.50%	\$ 26.82	\$ 42.05	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	35.50%	\$ 39.15	\$ 50.74	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 16.53	\$ 24.86	35.50%	\$ 22.40	\$ 33.68	24.00%	\$ 30.74	\$ 46.23
Technical	Bridge Design Drafter Senior	\$ 17.63	\$ 26.88	35.50%	\$ 23.89	\$ 36.42	24.00%	\$ 32.79	\$ 49.99
Technical	Cartographic Drafter	\$ 20.78	\$ 29.27	35.50%	\$ 28.15	\$ 39.66	24.00%	\$ 38.65	\$ 54.44
Technical	Cartographic Drafter Assistant	\$ 16.29	\$ 24.50	35.50%	\$ 22.07	\$ 33.19	24.00%	\$ 30.29	\$ 45.56
Technical	Cartographic Supervisor	\$ 28.35	\$ 38.11	35.50%	\$ 38.41	\$ 51.64	24.00%	\$ 52.73	\$ 70.88
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	35.50%	\$ 21.68	\$ 26.42	24.00%	\$ 29.76	\$ 36.27

South Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	35.50%	\$ 53.64	\$ 65.24	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 24.99	\$ 35.38	35.50%	\$ 33.86	\$ 47.93	24.00%	\$ 46.48	\$ 65.80
Technical	Engineering Design Drafting Supervisor	\$ 29.08	\$ 40.54	35.50%	\$ 39.40	\$ 54.93	24.00%	\$ 54.09	\$ 75.40
Technical	Engineering Design Drafting Technician	\$ 14.04	\$ 18.59	35.50%	\$ 19.02	\$ 25.18	24.00%	\$ 26.11	\$ 34.57
Technical	Engineering Drafting Technician	\$ 14.07	\$ 18.59	35.50%	\$ 19.06	\$ 25.18	24.00%	\$ 26.16	\$ 34.57
Technical	Engineering Drafting Technician Senior	\$ 16.30	\$ 23.70	35.50%	\$ 22.09	\$ 32.12	24.00%	\$ 30.32	\$ 44.08
Technical	Environmental Engineer	\$ 23.09	\$ 36.48	35.50%	\$ 31.28	\$ 49.43	24.00%	\$ 42.94	\$ 67.85
Technical	Environmental Engineer Senior	\$ 24.87	\$ 39.91	35.50%	\$ 33.69	\$ 54.07	24.00%	\$ 46.25	\$ 74.22
Technical	Environmental Program Analyst	\$ 19.59	\$ 28.94	35.50%	\$ 26.54	\$ 39.22	24.00%	\$ 36.43	\$ 53.83
Technical	Environmental Program Planner	\$ 20.93	\$ 31.27	35.50%	\$ 28.36	\$ 42.37	24.00%	\$ 38.93	\$ 58.16
Technical	Environmental Program Specialist	\$ 22.50	\$ 28.26	35.50%	\$ 30.49	\$ 38.29	24.00%	\$ 41.85	\$ 52.56
Technical	Environmental Specialist - Field	\$ 20.93	\$ 30.55	35.50%	\$ 28.36	\$ 41.39	24.00%	\$ 38.93	\$ 56.82
Technical	Environmental Specialist Senior - Field	\$ 21.53	\$ 31.97	35.50%	\$ 29.17	\$ 43.33	24.00%	\$ 40.04	\$ 59.47
Technical	Environmental Technician	\$ 19.59	\$ 28.94	35.50%	\$ 26.54	\$ 39.22	24.00%	\$ 36.43	\$ 53.83
Technical	Environmental Technician Senior	\$ 20.93	\$ 31.27	35.50%	\$ 28.36	\$ 42.37	24.00%	\$ 38.93	\$ 58.16
Technical	Help Desk Support	\$ 15.50	\$ 25.00	35.50%	\$ 21.00	\$ 33.88	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	35.50%	\$ 23.37	\$ 32.52	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 17.85	\$ 21.81	35.50%	\$ 24.18	\$ 29.55	24.00%	\$ 33.19	\$ 40.57
Technical	Laboratory Technician	\$ 14.95	\$ 22.39	35.50%	\$ 20.26	\$ 30.34	24.00%	\$ 27.81	\$ 41.65
Technical	Laboratory Technician Senior	\$ 15.87	\$ 24.14	35.50%	\$ 21.50	\$ 32.71	24.00%	\$ 29.52	\$ 44.91
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	35.50%	\$ 29.81	\$ 35.91	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 23.79	\$ 31.73	35.50%	\$ 32.24	\$ 42.99	24.00%	\$ 44.26	\$ 59.01
Technical	Residential Plan Reviewer	\$ 17.35	\$ 27.10	35.50%	\$ 23.51	\$ 36.72	24.00%	\$ 32.27	\$ 50.41
Technical	Right of Way Technician	\$ 24.62	\$ 38.93	35.50%	\$ 33.36	\$ 52.75	24.00%	\$ 45.80	\$ 72.41
Technical	Right of Way Technician Supervisor	\$ 26.58	\$ 42.74	35.50%	\$ 36.02	\$ 57.91	24.00%	\$ 49.44	\$ 79.49
Technical	Safety Engineer	\$ 24.26	\$ 38.05	35.50%	\$ 32.87	\$ 51.55	24.00%	\$ 45.12	\$ 70.77
Technical	Safety Engineer Senior	\$ 27.58	\$ 43.53	35.50%	\$ 37.37	\$ 58.99	24.00%	\$ 51.30	\$ 80.97
Technical	Title Examiner	\$ 16.90	\$ 23.76	35.50%	\$ 22.90	\$ 32.20	24.00%	\$ 31.43	\$ 44.20
Technical	Traffic Controller	\$ 20.45	\$ 33.07	35.50%	\$ 27.71	\$ 44.80	24.00%	\$ 38.04	\$ 61.50
Technical	Traffic Controller Senior	\$ 24.62	\$ 38.93	35.50%	\$ 33.36	\$ 52.75	24.00%	\$ 45.80	\$ 72.41
Technical	Transportation Data Analyst	\$ 20.45	\$ 33.07	35.50%	\$ 27.71	\$ 44.80	24.00%	\$ 38.04	\$ 61.50
Technical	Transportation Data Analyst Senior	\$ 24.62	\$ 38.93	35.50%	\$ 33.36	\$ 52.75	24.00%	\$ 45.80	\$ 72.41
Technical	Transportation Data Analyst Supervisor	\$ 24.62	\$ 38.93	35.50%	\$ 33.36	\$ 52.75	24.00%	\$ 45.80	\$ 72.41
Technical	Transportation Data Technician	\$ 20.45	\$ 33.07	35.50%	\$ 27.71	\$ 44.80	24.00%	\$ 38.04	\$ 61.50
Technical	Transportation District Utilities Specialist	\$ 24.16	\$ 38.92	35.50%	\$ 32.74	\$ 52.74	24.00%	\$ 44.94	\$ 72.39
Technical	Transportation Engineering Technician -Survey	\$ 25.09	\$ 42.58	35.50%	\$ 34.00	\$ 57.70	24.00%	\$ 46.67	\$ 79.21
Technical	Transportation Engineering Technician -Survey Senior	\$ 27.70	\$ 44.56	35.50%	\$ 37.53	\$ 60.38	24.00%	\$ 51.52	\$ 82.88
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 29.24	\$ 47.60	35.50%	\$ 39.62	\$ 64.50	24.00%	\$ 54.39	\$ 88.54
Technical	Transportation Materials Technician	\$ 11.75	\$ 16.90	35.50%	\$ 15.92	\$ 22.90	24.00%	\$ 21.85	\$ 31.43
Technical	Transportation Materials Technician Senior	\$ 12.53	\$ 18.32	35.50%	\$ 16.98	\$ 24.83	24.00%	\$ 23.31	\$ 34.08

South Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 25.09	\$ 41.66	35.50%	\$ 34.00	\$ 56.46	24.00%	\$ 46.67	\$ 77.50
Technical	Transportation Materials Technician Supervisor	\$ 29.24	\$ 47.60	35.50%	\$ 39.62	\$ 64.50	24.00%	\$ 54.39	\$ 88.54
Technical	Transportation Planning Specialist	\$ 24.16	\$ 38.92	35.50%	\$ 32.74	\$ 52.74	24.00%	\$ 44.94	\$ 72.39
Technical	Transportation Planning Specialist Senior	\$ 27.70	\$ 44.56	35.50%	\$ 37.53	\$ 60.38	24.00%	\$ 51.52	\$ 82.88
Technical	Transportation Technical Program Coordinator	\$ 24.16	\$ 38.92	35.50%	\$ 32.74	\$ 52.74	24.00%	\$ 44.94	\$ 72.39
Technical	Transportation Technical Support Coordinator	\$ 24.16	\$ 38.92	35.50%	\$ 32.74	\$ 52.74	24.00%	\$ 44.94	\$ 72.39
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	35.50%	\$ 50.81	\$ 60.98	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 13.98	\$ 17.20	42.38%	\$ 19.90	\$ 24.48	24.00%	\$ 25.99	\$ 31.99
Trades	Boiler Operator II	\$ 17.24	\$ 19.79	42.38%	\$ 24.55	\$ 28.18	24.00%	\$ 32.07	\$ 36.82
Trades	Boiler Operator Senior I	\$ 19.81	\$ 21.63	42.38%	\$ 28.21	\$ 30.79	24.00%	\$ 36.85	\$ 40.22
Trades	Boiler Operator Senior II	\$ 21.64	\$ 29.63	42.38%	\$ 30.82	\$ 42.19	24.00%	\$ 40.26	\$ 55.11
Trades	Carpenter Assistant	\$ 9.31	\$ 12.59	42.38%	\$ 13.26	\$ 17.93	24.00%	\$ 17.32	\$ 23.43
Trades	Carpenter	\$ 12.60	\$ 17.66	42.38%	\$ 17.95	\$ 25.14	24.00%	\$ 23.44	\$ 32.84
Trades	Carpenter Senior	\$ 18.64	\$ 25.18	42.38%	\$ 26.54	\$ 35.85	24.00%	\$ 34.67	\$ 46.84
Trades	Electrician	\$ 19.88	\$ 33.08	42.38%	\$ 28.30	\$ 47.09	24.00%	\$ 36.97	\$ 61.52
Trades	Electrician Assistant	\$ 10.60	\$ 13.08	42.38%	\$ 15.09	\$ 18.63	24.00%	\$ 19.72	\$ 24.33
Trades	Electrician Senior	\$ 15.35	\$ 17.70	42.38%	\$ 21.85	\$ 25.20	24.00%	\$ 28.54	\$ 32.92
Trades	Electrician Supervisor Senior	\$ 17.75	\$ 31.20	42.38%	\$ 25.27	\$ 44.42	24.00%	\$ 33.01	\$ 58.03
Trades	Electronic Equipment Install & Repair Supervisor	\$ 19.36	\$ 28.78	42.38%	\$ 27.57	\$ 40.98	24.00%	\$ 36.01	\$ 53.53
Trades	Electronic Equipment Install & Repair Technician	\$ 15.36	\$ 19.26	42.38%	\$ 21.88	\$ 27.43	24.00%	\$ 28.58	\$ 35.83
Trades	Electronic Technician	\$ 11.69	\$ 14.86	42.38%	\$ 16.65	\$ 21.16	24.00%	\$ 21.75	\$ 27.64
Trades	Electronic Technician Senior	\$ 14.90	\$ 26.36	42.38%	\$ 21.22	\$ 37.54	24.00%	\$ 27.72	\$ 49.03
Trades	Equipment Repair Supervisor	\$ 21.19	\$ 24.81	42.38%	\$ 30.17	\$ 35.33	24.00%	\$ 39.42	\$ 46.15
Trades	Equipment Repair Technician	\$ 11.69	\$ 14.86	42.38%	\$ 16.65	\$ 21.16	24.00%	\$ 21.75	\$ 27.64
Trades	Equipment Repair Technician Senior	\$ 14.90	\$ 21.14	42.38%	\$ 21.22	\$ 30.10	24.00%	\$ 27.72	\$ 39.32
Trades	HVAC Installation & Repair Assistant	\$ 9.12	\$ 14.55	42.38%	\$ 12.99	\$ 20.72	24.00%	\$ 16.97	\$ 27.07
Trades	HVAC Installation & Repair Assistant Senior	\$ 14.55	\$ 24.81	42.38%	\$ 20.72	\$ 35.33	24.00%	\$ 27.07	\$ 46.15
Trades	Laboratory Mechanic	\$ 11.70	\$ 15.87	42.38%	\$ 16.66	\$ 22.60	24.00%	\$ 21.77	\$ 29.52
Trades	Laboratory Mechanic Senior	\$ 15.87	\$ 24.14	42.38%	\$ 22.60	\$ 34.38	24.00%	\$ 29.52	\$ 44.91
Trades	Locksmith	\$ 14.35	\$ 21.11	42.38%	\$ 20.44	\$ 30.06	24.00%	\$ 26.70	\$ 39.27
Trades	Maintenance Field Worker	\$ 11.69	\$ 14.95	42.38%	\$ 16.65	\$ 21.29	24.00%	\$ 21.75	\$ 27.81
Trades	Mason Plasterer	\$ 14.44	\$ 16.65	42.38%	\$ 20.57	\$ 23.70	24.00%	\$ 26.87	\$ 30.96
Trades	Mason Plasterer Assistant	\$ 16.68	\$ 24.68	42.38%	\$ 23.75	\$ 35.13	24.00%	\$ 31.03	\$ 45.90
Trades	Mechanic	\$ 9.40	\$ 21.16	42.38%	\$ 13.39	\$ 30.12	24.00%	\$ 17.49	\$ 39.35
Trades	Painter	\$ 9.04	\$ 20.07	42.38%	\$ 12.87	\$ 28.57	24.00%	\$ 16.81	\$ 37.32
Trades	Plumber / Steamfitter	\$ 19.61	\$ 29.81	42.38%	\$ 27.91	\$ 42.44	24.00%	\$ 36.47	\$ 55.45
Trades	Plumber / Steamfitter Assistant	\$ 11.69	\$ 19.54	42.38%	\$ 16.65	\$ 27.82	24.00%	\$ 21.75	\$ 36.35
Trades	Printing Press Operator B	\$ 19.14	\$ 28.10	42.38%	\$ 27.25	\$ 40.01	24.00%	\$ 35.59	\$ 52.27
Trades	Production Supervisor	\$ 22.69	\$ 34.75	42.38%	\$ 32.31	\$ 49.48	24.00%	\$ 42.20	\$ 64.64
Trades	Radio Specialist	\$ 13.52	\$ 17.34	42.38%	\$ 19.26	\$ 24.69	24.00%	\$ 25.16	\$ 32.25

South Carolina (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 17.37	\$ 22.70	42.38%	\$ 24.73	\$ 32.32	24.00%	\$ 32.30	\$ 42.22
Trades	Sheet Metal Worker	\$ 12.87	\$ 16.56	42.38%	\$ 18.32	\$ 23.57	24.00%	\$ 23.93	\$ 30.79
Trades	Sheet Metal Worker Assistant	\$ 9.77	\$ 13.07	42.38%	\$ 13.91	\$ 18.61	24.00%	\$ 18.17	\$ 24.32
Trades	Sheet Metal Worker Lead	\$ 16.60	\$ 22.71	42.38%	\$ 23.64	\$ 32.33	24.00%	\$ 30.88	\$ 42.24
Trades	Shipping / Receiving Clerk	\$ 12.94	\$ 17.74	42.38%	\$ 18.42	\$ 25.25	24.00%	\$ 24.06	\$ 32.99
Trades	Storekeeper Assistant I	\$ 9.62	\$ 14.07	42.38%	\$ 13.69	\$ 20.04	24.00%	\$ 17.89	\$ 26.18
Trades	Storekeeper Assistant II	\$ 10.47	\$ 15.13	42.38%	\$ 14.90	\$ 21.54	24.00%	\$ 19.47	\$ 28.14
Trades	Storekeeper I	\$ 7.25	\$ 9.40	42.38%	\$ 10.32	\$ 13.39	24.00%	\$ 13.49	\$ 17.49
Trades	Storekeeper II	\$ 9.46	\$ 11.47	42.38%	\$ 13.46	\$ 16.33	24.00%	\$ 17.59	\$ 21.33
Trades	Storekeeper III	\$ 11.50	\$ 14.07	42.38%	\$ 16.38	\$ 20.04	24.00%	\$ 21.40	\$ 26.18
Trades	Storekeeper Senior	\$ 14.09	\$ 16.44	42.38%	\$ 20.07	\$ 23.41	24.00%	\$ 26.21	\$ 30.58
Trades	Tool Room Assistant	\$ 7.57	\$ 11.47	42.38%	\$ 10.78	\$ 16.33	24.00%	\$ 14.08	\$ 21.33
Trades	Tool Room Assistant Senior	\$ 11.47	\$ 16.01	42.38%	\$ 16.33	\$ 22.79	24.00%	\$ 21.33	\$ 29.77
Trades	Trades Utilities Worker Senior	\$ 11.70	\$ 17.14	42.38%	\$ 16.66	\$ 24.41	24.00%	\$ 21.77	\$ 31.88
Trades	Trades Utility Worker	\$ 8.94	\$ 11.66	42.38%	\$ 12.73	\$ 16.60	24.00%	\$ 16.63	\$ 21.68
Trades	Tradesman Helper	\$ 8.94	\$ 14.40	42.38%	\$ 12.73	\$ 20.50	24.00%	\$ 16.63	\$ 26.78
Trades	Tradesman Helper Senior	\$ 14.40	\$ 17.95	42.38%	\$ 20.50	\$ 25.55	24.00%	\$ 26.78	\$ 33.38
Trades	Welder	\$ 9.85	\$ 16.32	42.38%	\$ 14.03	\$ 23.24	24.00%	\$ 18.33	\$ 30.36
Trades	Welder Senior	\$ 16.37	\$ 19.62	42.38%	\$ 23.30	\$ 27.94	24.00%	\$ 30.44	\$ 36.50
Trades	Work Zone Safety Officer	\$ 20.45	\$ 33.07	42.38%	\$ 29.12	\$ 47.08	24.00%	\$ 38.04	\$ 61.50

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	31.24%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	31.90%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	47.15%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	31.90%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	31.27%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	35.85%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	35.85%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	44.81%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	31.90%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.50%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	42.38%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

South Dakota (2017 HOURLY MINIMUM WAGE = \$8.65)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 13.00	\$ 18.46	39.51%	\$ 18.13	\$ 25.75	24.00%	\$ 24.18	\$ 34.33
Accounting/Finance	Accountant JR	\$ 8.65	\$ 13.97	39.51%	\$ 12.07	\$ 19.49	24.00%	\$ 16.09	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 18.47	\$ 25.63	39.51%	\$ 25.76	\$ 35.76	24.00%	\$ 34.35	\$ 47.67
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	39.51%	\$ 28.88	\$ 36.10	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	39.51%	\$ 21.66	\$ 27.80	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	39.51%	\$ 13.72	\$ 17.33	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 16.92	\$ 19.36	39.51%	\$ 23.61	\$ 27.01	24.00%	\$ 31.47	\$ 36.02
Accounting/Finance	Accounting Manager B	\$ 19.31	\$ 23.70	39.51%	\$ 26.94	\$ 33.06	24.00%	\$ 35.92	\$ 44.07
Accounting/Finance	Accounting Manager C	\$ 23.74	\$ 30.01	39.51%	\$ 33.12	\$ 41.86	24.00%	\$ 44.16	\$ 55.82
Accounting/Finance	Auditing - External Auditor	\$ 16.70	\$ 21.12	39.51%	\$ 23.30	\$ 29.47	24.00%	\$ 31.06	\$ 39.29
Accounting/Finance	Auditing - External Auditor Senior	\$ 21.14	\$ 30.01	39.51%	\$ 29.49	\$ 41.86	24.00%	\$ 39.32	\$ 55.82
Accounting/Finance	Auditing - Internal Auditor	\$ 16.70	\$ 21.12	39.51%	\$ 23.30	\$ 29.47	24.00%	\$ 31.06	\$ 39.29
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 21.17	\$ 30.01	39.51%	\$ 29.53	\$ 41.86	24.00%	\$ 39.37	\$ 55.82
Accounting/Finance	Bookkeeper	\$ 8.79	\$ 13.30	39.51%	\$ 12.26	\$ 18.55	24.00%	\$ 16.34	\$ 24.74
Accounting/Finance	Budget Analyst	\$ 16.38	\$ 21.43	39.51%	\$ 22.85	\$ 29.90	24.00%	\$ 30.47	\$ 39.86
Accounting/Finance	Budget Analyst Senior	\$ 21.44	\$ 33.28	39.51%	\$ 29.91	\$ 46.42	24.00%	\$ 39.88	\$ 61.89
Accounting/Finance	Closure/Disbursement Specialists	\$ 27.31	\$ 30.40	39.51%	\$ 38.10	\$ 42.41	24.00%	\$ 50.80	\$ 56.54
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 25.65	\$ 33.25	39.51%	\$ 35.78	\$ 46.39	24.00%	\$ 47.71	\$ 61.84
Accounting/Finance	CPA	\$ 26.60	\$ 35.15	39.51%	\$ 37.11	\$ 49.04	24.00%	\$ 49.48	\$ 65.38
Accounting/Finance	Fiscal Assistant	\$ 9.25	\$ 14.21	39.51%	\$ 12.91	\$ 19.83	24.00%	\$ 17.21	\$ 26.44
Accounting/Finance	Fiscal Technical Senior	\$ 12.39	\$ 17.68	39.51%	\$ 17.29	\$ 24.66	24.00%	\$ 23.05	\$ 32.88
Accounting/Finance	Fiscal Technician	\$ 14.26	\$ 17.43	39.51%	\$ 19.89	\$ 24.31	24.00%	\$ 26.52	\$ 32.42
Accounting/Finance	Payroll Assistant	\$ 13.54	\$ 17.10	39.51%	\$ 18.89	\$ 23.86	24.00%	\$ 25.18	\$ 31.81
Accounting/Finance	Purchasing / Procurement	\$ 17.10	\$ 25.41	39.51%	\$ 23.86	\$ 35.45	24.00%	\$ 31.81	\$ 47.27
Accounting/Finance	Sr. Compliance Officer	\$ 33.01	\$ 37.52	39.51%	\$ 46.06	\$ 52.35	24.00%	\$ 61.40	\$ 69.80
Accounting/Finance	Supervising Auditor	\$ 33.01	\$ 38.00	39.51%	\$ 46.06	\$ 53.01	24.00%	\$ 61.40	\$ 70.68
Call Center/Customer Service	Customer Service Inbound I	\$ 8.71	\$ 12.81	39.92%	\$ 12.19	\$ 17.93	24.00%	\$ 16.20	\$ 23.83
Call Center/Customer Service	Customer Service Inbound II	\$ 12.86	\$ 20.71	39.92%	\$ 18.00	\$ 28.98	24.00%	\$ 23.93	\$ 38.53

South Dakota (2017 HOURLY MINIMUM WAGE = \$8.65)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 8.71	\$ 12.81	39.92%	\$ 12.19	\$ 17.93	24.00%	\$ 16.20	\$ 23.83
Call Center/Customer Service	Customer Service Outbound II	\$ 12.86	\$ 20.71	39.92%	\$ 18.00	\$ 28.98	24.00%	\$ 23.93	\$ 38.53
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 8.65	\$ 14.49	39.92%	\$ 12.10	\$ 20.27	24.00%	\$ 16.09	\$ 26.95
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	39.92%	\$ 28.96	\$ 36.20	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 8.88	\$ 13.58	39.92%	\$ 12.42	\$ 19.01	24.00%	\$ 16.51	\$ 25.27
Call Center/Customer Service	Detailing Representative II	\$ 9.66	\$ 15.63	39.92%	\$ 13.52	\$ 21.86	24.00%	\$ 17.97	\$ 29.06
Call Center/Customer Service	Help Desk Analyst	\$ 11.51	\$ 25.54	39.92%	\$ 16.10	\$ 35.74	24.00%	\$ 21.40	\$ 47.51
Call Center/Customer Service	Market Research Inbound	\$ 16.88	\$ 20.27	39.92%	\$ 23.62	\$ 28.36	24.00%	\$ 31.39	\$ 37.70
Call Center/Customer Service	Market Research Outbound	\$ 20.29	\$ 30.89	39.92%	\$ 28.39	\$ 43.22	24.00%	\$ 37.73	\$ 57.45
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.65	\$ 11.28	39.92%	\$ 12.10	\$ 15.79	24.00%	\$ 16.09	\$ 20.99
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 11.43	\$ 16.33	39.92%	\$ 15.99	\$ 22.84	24.00%	\$ 21.25	\$ 30.37
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.65	\$ 11.28	39.92%	\$ 12.10	\$ 15.79	24.00%	\$ 16.09	\$ 20.99
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 11.43	\$ 16.33	39.92%	\$ 15.99	\$ 22.84	24.00%	\$ 21.25	\$ 30.37
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.65	\$ 11.06	39.92%	\$ 12.10	\$ 15.48	24.00%	\$ 16.09	\$ 20.58
Call Center/Customer Service	Sales Inbound I	\$ 8.65	\$ 14.44	39.92%	\$ 12.10	\$ 20.20	24.00%	\$ 16.09	\$ 26.85
Call Center/Customer Service	Sales Inbound II	\$ 11.43	\$ 16.33	39.92%	\$ 15.99	\$ 22.84	24.00%	\$ 21.25	\$ 30.37
Call Center/Customer Service	Sales Outbound I	\$ 10.35	\$ 14.52	39.92%	\$ 14.48	\$ 20.32	24.00%	\$ 19.25	\$ 27.02
Call Center/Customer Service	Sales Outbound II	\$ 11.43	\$ 16.33	39.92%	\$ 15.99	\$ 22.84	24.00%	\$ 21.25	\$ 30.37
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.65	\$ 11.31	39.92%	\$ 12.10	\$ 15.83	24.00%	\$ 16.09	\$ 21.04
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 11.32	\$ 14.67	39.92%	\$ 15.84	\$ 20.52	24.00%	\$ 21.05	\$ 27.28
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.65	\$ 11.14	39.92%	\$ 12.10	\$ 15.59	24.00%	\$ 16.09	\$ 20.72
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 11.19	\$ 19.69	39.92%	\$ 15.65	\$ 27.55	24.00%	\$ 20.81	\$ 36.63
Food Related Services	Barista (misc)	\$ 9.77	\$ 14.40	57.73%	\$ 15.40	\$ 22.71	24.00%	\$ 18.16	\$ 26.78
Food Related Services	Building Attendant (misc)	\$ 9.77	\$ 14.40	43.90%	\$ 14.05	\$ 20.72	24.00%	\$ 18.16	\$ 26.78
Food Related Services	Busser	\$ 9.77	\$ 14.40	43.90%	\$ 14.05	\$ 20.72	24.00%	\$ 18.16	\$ 26.78
Food Related Services	Cashiers	\$ 9.77	\$ 14.40	43.90%	\$ 14.05	\$ 20.72	24.00%	\$ 18.16	\$ 26.78
Food Related Services	Dishwasher	\$ 8.88	\$ 11.54	43.90%	\$ 12.78	\$ 16.61	24.00%	\$ 16.51	\$ 21.47
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	43.90%	\$ 20.72	\$ 25.33	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	43.90%	\$ 14.25	\$ 17.41	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 8.80	\$ 12.87	43.90%	\$ 12.66	\$ 18.52	24.00%	\$ 16.36	\$ 23.94
Food Related Services	Food Operations Manager Assistant	\$ 12.91	\$ 15.11	43.90%	\$ 18.58	\$ 21.74	24.00%	\$ 24.01	\$ 28.11
Food Related Services	Food Production Worker	\$ 8.65	\$ 11.59	43.90%	\$ 12.45	\$ 16.69	24.00%	\$ 16.09	\$ 21.57
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	43.90%	\$ 20.07	\$ 24.53	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	43.90%	\$ 15.54	\$ 18.99	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	43.90%	\$ 18.13	\$ 22.16	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.65	\$ 11.37	43.90%	\$ 12.45	\$ 16.37	24.00%	\$ 16.09	\$ 21.15
Food Related Services	Second Cook Senior	\$ 11.28	\$ 14.84	57.73%	\$ 17.80	\$ 23.41	24.00%	\$ 20.99	\$ 27.61
Food Related Services	Server	\$ 8.65	\$ 9.25	43.90%	\$ 12.45	\$ 13.31	24.00%	\$ 16.09	\$ 17.21
General Administrative	Administrative Assistant I	\$ 9.70	\$ 13.04	39.92%	\$ 13.57	\$ 18.25	24.00%	\$ 18.03	\$ 24.26
General Administrative	Administrative Assistant II	\$ 13.05	\$ 14.12	39.92%	\$ 18.26	\$ 19.75	24.00%	\$ 24.27	\$ 26.26

South Dakota (2017 HOURLY MINIMUM WAGE = \$8.65)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 14.13	\$ 15.32	39.92%	\$ 19.76	\$ 21.44	24.00%	\$ 26.27	\$ 28.50
General Administrative	Administrative Assistant IV	\$ 15.33	\$ 16.97	39.92%	\$ 21.45	\$ 23.74	24.00%	\$ 28.52	\$ 31.56
General Administrative	Administrative Assistant V	\$ 16.98	\$ 19.13	39.92%	\$ 23.76	\$ 26.77	24.00%	\$ 31.59	\$ 35.59
General Administrative	Administrative Staff Assistant	\$ 18.82	\$ 21.52	39.92%	\$ 26.34	\$ 30.11	24.00%	\$ 35.01	\$ 40.03
General Administrative	Administrative Staff Specialist	\$ 21.53	\$ 26.62	39.92%	\$ 30.12	\$ 37.24	24.00%	\$ 40.05	\$ 49.51
General Administrative	Administrative Staff Specialist Senior	\$ 26.63	\$ 20.79	39.92%	\$ 37.25	\$ 29.09	24.00%	\$ 49.52	\$ 38.67
General Administrative	Agency Management Analyst	\$ 17.37	\$ 22.79	39.92%	\$ 24.30	\$ 31.89	24.00%	\$ 32.30	\$ 42.39
General Administrative	Agency Management Analyst Lead	\$ 22.80	\$ 26.48	39.92%	\$ 31.90	\$ 37.06	24.00%	\$ 42.41	\$ 49.26
General Administrative	Agency Management Analyst Senior	\$ 26.54	\$ 41.29	39.92%	\$ 37.13	\$ 57.78	24.00%	\$ 49.36	\$ 76.80
General Administrative	Clerk	\$ 9.75	\$ 11.27	39.92%	\$ 13.64	\$ 15.77	24.00%	\$ 18.13	\$ 20.96
General Administrative	Clerk Jr	\$ 8.65	\$ 9.70	39.92%	\$ 12.10	\$ 13.57	24.00%	\$ 16.09	\$ 18.04
General Administrative	Clerk Sr	\$ 11.32	\$ 13.10	39.92%	\$ 15.84	\$ 18.33	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.65	\$ 11.08	39.92%	\$ 12.10	\$ 15.50	24.00%	\$ 16.09	\$ 20.61
General Administrative	Data Entry Operator Senior	\$ 11.11	\$ 15.95	39.92%	\$ 15.54	\$ 22.31	24.00%	\$ 20.66	\$ 29.66
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	39.92%	\$ 14.34	\$ 20.99	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 13.99	\$ 17.39	39.92%	\$ 19.58	\$ 24.34	24.00%	\$ 26.03	\$ 32.35
General Administrative	Executive Secretary Senior	\$ 17.42	\$ 25.80	39.92%	\$ 24.37	\$ 36.10	24.00%	\$ 32.40	\$ 47.99
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	39.92%	\$ 24.49	\$ 29.03	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	39.92%	\$ 20.99	\$ 25.19	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 11.06	\$ 12.97	39.92%	\$ 15.48	\$ 18.15	24.00%	\$ 20.58	\$ 24.13
General Administrative	Legal Assistant Senior	\$ 13.00	\$ 32.77	39.92%	\$ 18.19	\$ 45.85	24.00%	\$ 24.18	\$ 60.95
General Administrative	Library Assistant	\$ 8.65	\$ 15.55	39.92%	\$ 12.10	\$ 21.75	24.00%	\$ 16.09	\$ 28.92
General Administrative	Medical Assistant I	\$ 10.60	\$ 12.37	39.92%	\$ 14.83	\$ 17.30	24.00%	\$ 19.72	\$ 23.00
General Administrative	Medical Assistant II	\$ 12.40	\$ 17.63	39.92%	\$ 17.35	\$ 24.67	24.00%	\$ 23.07	\$ 32.80
General Administrative	Medical Biller I	\$ 9.24	\$ 11.35	39.92%	\$ 12.93	\$ 15.88	24.00%	\$ 17.19	\$ 21.10
General Administrative	Medical Biller II	\$ 11.37	\$ 17.67	39.92%	\$ 15.91	\$ 24.72	24.00%	\$ 21.15	\$ 32.86
General Administrative	Medical Records Clerk I	\$ 11.11	\$ 16.18	39.92%	\$ 15.54	\$ 22.63	24.00%	\$ 20.66	\$ 30.09
General Administrative	Medical Records Clerk II	\$ 11.99	\$ 17.35	39.92%	\$ 16.78	\$ 24.27	24.00%	\$ 22.31	\$ 32.27
General Administrative	Office Manager	\$ 18.69	\$ 28.45	39.92%	\$ 26.15	\$ 39.80	24.00%	\$ 34.76	\$ 52.91
General Administrative	Office Services Aide	\$ 10.34	\$ 14.25	39.92%	\$ 14.47	\$ 19.94	24.00%	\$ 19.24	\$ 26.50
General Administrative	Office Services Assistant	\$ 11.09	\$ 15.05	39.92%	\$ 15.52	\$ 21.06	24.00%	\$ 20.63	\$ 27.99
General Administrative	Office Services Specialist	\$ 11.68	\$ 15.75	39.92%	\$ 16.35	\$ 22.04	24.00%	\$ 21.73	\$ 29.29
General Administrative	Office Services Supervisor	\$ 12.23	\$ 16.10	39.92%	\$ 17.11	\$ 22.52	24.00%	\$ 22.74	\$ 29.94
General Administrative	Office Services Supervisor Senior	\$ 14.17	\$ 18.06	39.92%	\$ 19.83	\$ 25.27	24.00%	\$ 26.36	\$ 33.59
General Administrative	Operator I	\$ 8.65	\$ 11.04	39.92%	\$ 12.10	\$ 15.45	24.00%	\$ 16.09	\$ 20.54
General Administrative	Operator II	\$ 11.06	\$ 12.91	39.92%	\$ 15.48	\$ 18.06	24.00%	\$ 20.58	\$ 24.01
General Administrative	Operator III (Key Disc Operator)	\$ 12.94	\$ 14.66	39.92%	\$ 18.11	\$ 20.51	24.00%	\$ 24.08	\$ 27.26
General Administrative	Operator IV (Key Disc Operator)	\$ 14.67	\$ 16.99	39.92%	\$ 20.52	\$ 23.78	24.00%	\$ 27.28	\$ 31.61
General Administrative	Paralegal	\$ 14.00	\$ 23.50	39.92%	\$ 19.59	\$ 32.88	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 9.85	\$ 13.18	39.92%	\$ 13.78	\$ 18.43	24.00%	\$ 18.31	\$ 24.51

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General Administrative	Personal Assistant Senior	\$ 13.18	\$ 14.05	39.92%	\$ 18.45	\$ 19.66	24.00%	\$ 24.52	\$ 26.14
General Administrative	Photocopy Supervisor	\$ 10.64	\$ 14.78	39.92%	\$ 14.89	\$ 20.68	24.00%	\$ 19.80	\$ 27.49
General Administrative	Photocopy Technician	\$ 9.62	\$ 13.59	39.92%	\$ 13.45	\$ 19.02	24.00%	\$ 17.88	\$ 25.28
General Administrative	Photo-Typesetting Specialist	\$ 12.52	\$ 18.02	39.92%	\$ 17.52	\$ 25.22	24.00%	\$ 23.28	\$ 33.52
General Administrative	Photo-Typesetting Supervisor	\$ 13.37	\$ 19.57	39.92%	\$ 18.71	\$ 27.38	24.00%	\$ 24.87	\$ 36.40
General Administrative	Postal Aide	\$ 8.65	\$ 9.62	39.92%	\$ 12.10	\$ 13.45	24.00%	\$ 16.09	\$ 17.88
General Administrative	Postal Aide Senior	\$ 9.66	\$ 15.20	39.92%	\$ 13.52	\$ 21.27	24.00%	\$ 17.97	\$ 28.27
General Administrative	Postal Assistant	\$ 15.25	\$ 16.95	39.92%	\$ 21.34	\$ 23.71	24.00%	\$ 28.37	\$ 31.52
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	39.92%	\$ 41.98	\$ 62.96	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	39.92%	\$ 27.98	\$ 34.98	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 11.28	\$ 14.90	39.92%	\$ 15.79	\$ 20.84	24.00%	\$ 20.99	\$ 27.71
General Administrative	Public Relations Specialist	\$ 15.68	\$ 26.81	39.92%	\$ 21.94	\$ 37.52	24.00%	\$ 29.16	\$ 49.87
General Administrative	Public Relations Specialist Assistant	\$ 11.28	\$ 15.65	39.92%	\$ 15.79	\$ 21.90	24.00%	\$ 20.99	\$ 29.11
General Administrative	Receptionist	\$ 8.65	\$ 10.15	39.92%	\$ 12.10	\$ 14.20	24.00%	\$ 16.09	\$ 18.87
General Administrative	Receptionist Senior	\$ 10.16	\$ 16.02	39.92%	\$ 14.21	\$ 22.41	24.00%	\$ 18.89	\$ 29.79
General Administrative	Secretary	\$ 8.65	\$ 11.14	39.92%	\$ 12.10	\$ 15.59	24.00%	\$ 16.09	\$ 20.72
General Administrative	Secretary Senior	\$ 11.19	\$ 19.75	39.92%	\$ 15.65	\$ 27.63	24.00%	\$ 20.81	\$ 36.73
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	39.92%	\$ 21.34	\$ 25.19	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 9.70	\$ 23.69	39.92%	\$ 13.57	\$ 33.14	24.00%	\$ 18.03	\$ 44.06
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	39.92%	\$ 27.98	\$ 37.06	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 17.37	\$ 21.43	39.92%	\$ 24.31	\$ 29.99	24.00%	\$ 32.32	\$ 39.86
Human Resources	Classification / Compensation Analyst Senior	\$ 21.48	\$ 28.45	39.92%	\$ 30.05	\$ 39.80	24.00%	\$ 39.95	\$ 52.91
Human Resources	Classification / Compensation Consultant	\$ 28.46	\$ 38.12	39.92%	\$ 39.83	\$ 53.34	24.00%	\$ 52.94	\$ 70.91
Human Resources	EEO Program Analyst	\$ 16.78	\$ 26.79	39.92%	\$ 23.48	\$ 37.48	24.00%	\$ 31.21	\$ 49.82
Human Resources	EEO Program Specialist	\$ 18.50	\$ 29.22	39.92%	\$ 25.89	\$ 40.88	24.00%	\$ 34.41	\$ 54.35
Human Resources	Employee Relations Analyst	\$ 15.11	\$ 19.13	39.92%	\$ 21.14	\$ 26.77	24.00%	\$ 28.11	\$ 35.59
Human Resources	Employee Relations Analyst Senior	\$ 19.18	\$ 33.84	39.92%	\$ 26.83	\$ 47.35	24.00%	\$ 35.67	\$ 62.95
Human Resources	Human Resources Assistant	\$ 11.59	\$ 16.70	39.92%	\$ 16.22	\$ 23.37	24.00%	\$ 21.57	\$ 31.06
Human Resources	Human Resources Generalist	\$ 13.44	\$ 17.10	39.92%	\$ 18.81	\$ 23.93	24.00%	\$ 25.00	\$ 31.80
Human Resources	Human Resources Generalist Senior	\$ 17.20	\$ 30.04	39.92%	\$ 24.06	\$ 42.03	24.00%	\$ 31.99	\$ 55.87
Human Resources	Personnel Analyst	\$ 13.31	\$ 16.92	39.92%	\$ 18.62	\$ 23.68	24.00%	\$ 24.75	\$ 31.47
Human Resources	Personnel Analyst Senior	\$ 16.97	\$ 20.53	39.92%	\$ 23.74	\$ 28.72	24.00%	\$ 31.56	\$ 38.18
Human Resources	Personnel Practices Analyst	\$ 20.58	\$ 24.24	39.92%	\$ 28.80	\$ 33.91	24.00%	\$ 38.28	\$ 45.08
Human Resources	Personnel Practices Analyst Senior	\$ 24.28	\$ 30.91	39.92%	\$ 33.98	\$ 43.25	24.00%	\$ 45.16	\$ 57.50
Human Resources	Personnel Practices Manager	\$ 30.42	\$ 37.84	39.92%	\$ 42.56	\$ 52.94	24.00%	\$ 56.58	\$ 70.38
Human Services	Social Worker	\$ 14.82	\$ 25.10	39.53%	\$ 20.68	\$ 35.02	24.00%	\$ 27.56	\$ 46.68
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	39.53%	\$ 31.39	\$ 43.25	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 11.24	\$ 15.52	39.53%	\$ 15.68	\$ 21.65	24.00%	\$ 20.91	\$ 28.87
Human Services	Support Enforcement Specialist Senior	\$ 15.57	\$ 18.37	39.53%	\$ 21.73	\$ 25.63	24.00%	\$ 28.96	\$ 34.17
Human Services	Utilization Review Analyst	\$ 15.57	\$ 22.34	39.53%	\$ 21.73	\$ 31.17	24.00%	\$ 28.96	\$ 41.55

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 22.38	\$ 35.90	39.53%	\$ 31.23	\$ 50.10	24.00%	\$ 41.63	\$ 66.78
Insurance	Claims Adjuster I	\$ 12.86	\$ 15.57	39.53%	\$ 17.95	\$ 21.73	24.00%	\$ 23.93	\$ 28.96
Insurance	Claims Adjuster II	\$ 15.62	\$ 22.34	39.53%	\$ 21.79	\$ 31.17	24.00%	\$ 29.05	\$ 41.55
Insurance	Claims Specialist	\$ 22.38	\$ 28.21	39.53%	\$ 31.23	\$ 39.36	24.00%	\$ 41.63	\$ 52.46
Insurance	Worker's Compensation Specialist	\$ 21.15	\$ 31.63	39.53%	\$ 29.51	\$ 44.14	24.00%	\$ 39.34	\$ 58.84
Laborer/Industrial	CDL Driver	\$ 11.28	\$ 16.19	43.90%	\$ 16.24	\$ 23.30	24.00%	\$ 20.99	\$ 30.12
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	43.90%	\$ 30.94	\$ 40.61	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	43.90%	\$ 40.22	\$ 47.79	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	43.90%	\$ 43.53	\$ 50.37	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	43.90%	\$ 35.62	\$ 43.17	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	43.90%	\$ 35.62	\$ 42.45	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	43.90%	\$ 45.33	\$ 54.32	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	43.90%	\$ 38.13	\$ 48.28	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 12.11	\$ 17.36	43.90%	\$ 17.43	\$ 24.98	24.00%	\$ 22.52	\$ 32.28
Laborer/Industrial	Forklift Operator	\$ 9.44	\$ 13.15	43.90%	\$ 13.58	\$ 18.92	24.00%	\$ 17.55	\$ 24.46
Laborer/Industrial	Forklift Operator Senior	\$ 13.18	\$ 19.18	43.90%	\$ 18.96	\$ 27.60	24.00%	\$ 24.51	\$ 35.67
Laborer/Industrial	Grounds Worker	\$ 8.65	\$ 10.60	43.90%	\$ 12.45	\$ 15.25	24.00%	\$ 16.09	\$ 19.72
Laborer/Industrial	Grounds Worker Lead	\$ 10.64	\$ 14.21	43.90%	\$ 15.32	\$ 20.45	24.00%	\$ 19.80	\$ 26.44
Laborer/Industrial	Grounds Worker Senior	\$ 11.36	\$ 14.13	43.90%	\$ 16.35	\$ 20.33	24.00%	\$ 21.14	\$ 26.27
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.65	\$ 11.06	43.90%	\$ 12.45	\$ 15.92	24.00%	\$ 16.09	\$ 20.58
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 11.07	\$ 14.13	43.90%	\$ 15.93	\$ 20.33	24.00%	\$ 20.59	\$ 26.27
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.65	\$ 10.63	43.90%	\$ 12.45	\$ 15.29	24.00%	\$ 16.09	\$ 19.77
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.65	\$ 10.63	43.90%	\$ 12.45	\$ 15.29	24.00%	\$ 16.09	\$ 19.77
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.65	\$ 10.63	43.90%	\$ 12.45	\$ 15.29	24.00%	\$ 16.09	\$ 19.77
Laborer/Industrial	Housekeeping Supervisor	\$ 9.44	\$ 13.10	43.90%	\$ 13.58	\$ 18.86	24.00%	\$ 17.55	\$ 24.37
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 13.13	\$ 20.31	43.90%	\$ 18.90	\$ 29.23	24.00%	\$ 24.42	\$ 37.78
Laborer/Industrial	Housekeeping Worker	\$ 8.65	\$ 10.70	43.90%	\$ 12.45	\$ 15.39	24.00%	\$ 16.09	\$ 19.90
Laborer/Industrial	Housekeeping Worker Senior	\$ 10.74	\$ 13.72	43.90%	\$ 15.46	\$ 19.74	24.00%	\$ 19.98	\$ 25.51
Laborer/Industrial	Inventory Worker Light	\$ 8.65	\$ 13.09	43.90%	\$ 12.45	\$ 18.83	24.00%	\$ 16.09	\$ 24.34
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.65	\$ 14.68	43.90%	\$ 12.45	\$ 21.13	24.00%	\$ 16.09	\$ 27.31
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.65	\$ 10.16	43.90%	\$ 12.45	\$ 14.62	24.00%	\$ 16.09	\$ 18.89
Laborer/Industrial	Motor Vehicle Operator B	\$ 10.20	\$ 16.47	43.90%	\$ 14.68	\$ 23.70	24.00%	\$ 18.97	\$ 30.63
Laborer/Industrial	Packer	\$ 8.65	\$ 10.63	43.90%	\$ 12.45	\$ 15.29	24.00%	\$ 16.09	\$ 19.77
Laborer/Industrial	Warehouse Specialist I	\$ 8.65	\$ 10.63	43.90%	\$ 12.45	\$ 15.29	24.00%	\$ 16.09	\$ 19.77
Laborer/Industrial	Warehouse Specialist II	\$ 10.64	\$ 13.31	43.90%	\$ 15.32	\$ 19.15	24.00%	\$ 19.80	\$ 24.75
Laborer/Industrial	Warehouse Specialist III	\$ 13.35	\$ 17.01	43.90%	\$ 19.21	\$ 24.48	24.00%	\$ 24.84	\$ 31.64
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	43.90%	\$ 12.95	\$ 15.83	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.65	\$ 10.63	43.90%	\$ 12.45	\$ 15.29	24.00%	\$ 16.09	\$ 19.77
Laborer/Industrial	Warehouse Worker II	\$ 10.64	\$ 13.31	43.90%	\$ 15.32	\$ 19.15	24.00%	\$ 19.80	\$ 24.75
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	43.90%	\$ 35.18	\$ 46.05	24.00%	\$ 45.48	\$ 59.52

South Dakota (2017 HOURLY MINIMUM WAGE = \$8.65)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	43.90%	\$ 35.18	\$ 42.45	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	43.90%	\$ 35.18	\$ 42.45	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 10.16	\$ 13.10	39.53%	\$ 14.17	\$ 18.28	24.00%	\$ 18.89	\$ 24.37
Media	Audio Visual Technician Senior	\$ 13.13	\$ 21.76	39.53%	\$ 18.32	\$ 30.36	24.00%	\$ 24.42	\$ 40.47
Media	Graphic Artist	\$ 11.96	\$ 14.28	39.53%	\$ 16.69	\$ 19.92	24.00%	\$ 22.24	\$ 26.55
Media	Graphic Artist Senior	\$ 14.28	\$ 20.08	39.53%	\$ 19.92	\$ 28.02	24.00%	\$ 26.55	\$ 37.35
Media	Graphic Designer	\$ 11.96	\$ 14.28	39.53%	\$ 16.69	\$ 19.92	24.00%	\$ 22.24	\$ 26.55
Media	Graphic Designer Senior	\$ 14.30	\$ 20.08	39.53%	\$ 19.96	\$ 28.02	24.00%	\$ 26.60	\$ 37.35
Media	Photographer	\$ 8.65	\$ 10.45	39.53%	\$ 12.07	\$ 14.58	24.00%	\$ 16.09	\$ 19.44
Media	Photographer Senior	\$ 10.47	\$ 16.74	39.53%	\$ 14.61	\$ 23.36	24.00%	\$ 19.47	\$ 31.14
Media	TV / Video Production Specialist	\$ 15.79	\$ 20.32	39.53%	\$ 22.04	\$ 28.36	24.00%	\$ 29.38	\$ 37.80
Media	TV / Video Production Technician	\$ 20.35	\$ 27.53	39.53%	\$ 28.39	\$ 38.41	24.00%	\$ 37.85	\$ 51.21
Security	Armed Security Officer	\$ 12.64	\$ 16.92	54.88%	\$ 19.58	\$ 26.21	24.00%	\$ 23.52	\$ 31.47
Security	<u>Captain</u>	\$ 17.76	\$ 25.30	54.88%	\$ 27.50	\$ 39.19	24.00%	\$ 33.03	\$ 47.06
Security	Dispatcher/Police	\$ 12.25	\$ 20.88	54.88%	\$ 18.98	\$ 32.34	24.00%	\$ 22.79	\$ 38.84
Security	<u>Lieutenant</u>	\$ 15.98	\$ 22.20	54.88%	\$ 24.75	\$ 34.38	24.00%	\$ 29.72	\$ 41.28
Security	<u>Sergeant</u>	\$ 14.65	\$ 20.42	54.88%	\$ 22.69	\$ 31.63	24.00%	\$ 27.25	\$ 37.98
Security	Unarmed Security Guard	\$ 8.65	\$ 16.69	54.88%	\$ 13.40	\$ 25.85	24.00%	\$ 16.09	\$ 31.05
Tax	Data Entry Clerk	\$ 8.65	\$ 10.16	39.92%	\$ 12.10	\$ 14.21	24.00%	\$ 16.09	\$ 18.89
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 10.20	\$ 16.02	39.92%	\$ 14.27	\$ 22.41	24.00%	\$ 18.97	\$ 29.79
Tax	Error Resolution and Document Processor	\$ 13.27	\$ 18.44	39.92%	\$ 18.57	\$ 25.80	24.00%	\$ 24.69	\$ 34.30
Tax	General Clerical	\$ 8.65	\$ 11.36	39.92%	\$ 12.10	\$ 15.89	24.00%	\$ 16.09	\$ 21.12
Tax	On-Site Administrator (Day)	\$ 8.98	\$ 19.41	39.92%	\$ 12.56	\$ 27.16	24.00%	\$ 16.70	\$ 36.10
Tax	On-Site Administrator (Evening)	\$ 8.98	\$ 19.41	39.92%	\$ 12.56	\$ 27.16	24.00%	\$ 16.70	\$ 36.10
Tax	Remittance Processor	\$ 15.95	\$ 23.64	39.92%	\$ 22.32	\$ 33.08	24.00%	\$ 29.67	\$ 43.98
Tax	Taxpayer Information & Assistance Agent	\$ 14.13	\$ 20.30	39.92%	\$ 19.78	\$ 28.41	24.00%	\$ 26.29	\$ 37.77
Technical	Agricultural Technician	\$ 14.53	\$ 23.59	43.87%	\$ 20.91	\$ 33.94	24.00%	\$ 27.03	\$ 43.88
Technical	Agricultural Technician Lead	\$ 16.30	\$ 26.05	43.87%	\$ 23.45	\$ 37.48	24.00%	\$ 30.32	\$ 48.45
Technical	Agricultural Technician Supervisor	\$ 19.58	\$ 31.38	43.87%	\$ 28.16	\$ 45.15	24.00%	\$ 36.41	\$ 58.38
Technical	Analytical Chemist	\$ 15.40	\$ 26.05	43.87%	\$ 22.16	\$ 37.48	24.00%	\$ 28.65	\$ 48.45
Technical	Analytical Chemist Assistant	\$ 18.00	\$ 29.64	43.87%	\$ 25.89	\$ 42.64	24.00%	\$ 33.47	\$ 55.12
Technical	Analytical Chemist Senior	\$ 22.71	\$ 37.07	43.87%	\$ 32.67	\$ 53.33	24.00%	\$ 42.24	\$ 68.94
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	43.87%	\$ 28.48	\$ 44.64	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	43.87%	\$ 41.56	\$ 53.88	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 16.26	\$ 24.46	43.87%	\$ 23.40	\$ 35.19	24.00%	\$ 30.25	\$ 45.49
Technical	Bridge Design Drafter Senior	\$ 17.35	\$ 26.45	43.87%	\$ 24.96	\$ 38.05	24.00%	\$ 32.27	\$ 49.19
Technical	Cartographic Drafter	\$ 20.45	\$ 28.80	43.87%	\$ 29.42	\$ 41.44	24.00%	\$ 38.03	\$ 53.57
Technical	Cartographic Drafter Assistant	\$ 16.03	\$ 24.10	43.87%	\$ 23.06	\$ 34.68	24.00%	\$ 29.81	\$ 44.83
Technical	Cartographic Supervisor	\$ 27.90	\$ 37.50	43.87%	\$ 40.13	\$ 53.95	24.00%	\$ 51.89	\$ 69.75
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	43.87%	\$ 23.02	\$ 28.05	24.00%	\$ 29.76	\$ 36.27

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	43.87%	\$ 56.96	\$ 69.27	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 24.59	\$ 34.81	43.87%	\$ 35.38	\$ 50.08	24.00%	\$ 45.74	\$ 64.75
Technical	Engineering Design Drafting Supervisor	\$ 28.61	\$ 39.89	43.87%	\$ 41.17	\$ 57.39	24.00%	\$ 53.22	\$ 74.20
Technical	Engineering Design Drafting Technician	\$ 13.81	\$ 18.29	43.87%	\$ 19.87	\$ 26.31	24.00%	\$ 25.70	\$ 34.02
Technical	Engineering Drafting Technician	\$ 13.84	\$ 18.29	43.87%	\$ 19.91	\$ 26.31	24.00%	\$ 25.74	\$ 34.02
Technical	Engineering Drafting Technician Senior	\$ 16.04	\$ 23.32	43.87%	\$ 23.08	\$ 33.55	24.00%	\$ 29.84	\$ 43.38
Technical	Environmental Engineer	\$ 22.72	\$ 35.89	43.87%	\$ 32.69	\$ 51.64	24.00%	\$ 42.26	\$ 66.76
Technical	Environmental Engineer Senior	\$ 24.47	\$ 39.27	43.87%	\$ 35.20	\$ 56.50	24.00%	\$ 45.51	\$ 73.04
Technical	Environmental Program Analyst	\$ 19.27	\$ 28.48	43.87%	\$ 27.73	\$ 40.98	24.00%	\$ 35.85	\$ 52.98
Technical	Environmental Program Planner	\$ 20.60	\$ 30.77	43.87%	\$ 29.63	\$ 44.27	24.00%	\$ 38.31	\$ 57.24
Technical	Environmental Program Specialist	\$ 22.14	\$ 27.81	43.87%	\$ 31.86	\$ 40.01	24.00%	\$ 41.18	\$ 51.72
Technical	Environmental Specialist - Field	\$ 20.60	\$ 30.06	43.87%	\$ 29.63	\$ 43.25	24.00%	\$ 38.31	\$ 55.91
Technical	Environmental Specialist Senior - Field	\$ 21.18	\$ 31.46	43.87%	\$ 30.48	\$ 45.27	24.00%	\$ 39.40	\$ 58.52
Technical	Environmental Technician	\$ 19.27	\$ 28.48	43.87%	\$ 27.73	\$ 40.98	24.00%	\$ 35.85	\$ 52.98
Technical	Environmental Technician Senior	\$ 20.60	\$ 30.77	43.87%	\$ 29.63	\$ 44.27	24.00%	\$ 38.31	\$ 57.24
Technical	Help Desk Support	\$ 15.50	\$ 25.00	43.87%	\$ 22.30	\$ 35.97	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	43.87%	\$ 24.82	\$ 34.53	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 17.56	\$ 21.46	43.87%	\$ 25.26	\$ 30.88	24.00%	\$ 32.66	\$ 39.92
Technical	Laboratory Technician	\$ 14.71	\$ 22.04	43.87%	\$ 21.17	\$ 31.70	24.00%	\$ 27.36	\$ 40.99
Technical	Laboratory Technician Senior	\$ 15.62	\$ 23.76	43.87%	\$ 22.47	\$ 34.18	24.00%	\$ 29.05	\$ 44.19
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	43.87%	\$ 31.65	\$ 38.13	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 23.41	\$ 31.22	43.87%	\$ 33.69	\$ 44.92	24.00%	\$ 43.55	\$ 58.07
Technical	Residential Plan Reviewer	\$ 17.07	\$ 26.67	43.87%	\$ 24.56	\$ 38.37	24.00%	\$ 31.76	\$ 49.61
Technical	Right of Way Technician	\$ 24.23	\$ 38.31	43.87%	\$ 34.86	\$ 55.12	24.00%	\$ 45.07	\$ 71.26
Technical	Right of Way Technician Supervisor	\$ 26.16	\$ 42.06	43.87%	\$ 37.63	\$ 60.51	24.00%	\$ 48.65	\$ 78.22
Technical	Safety Engineer	\$ 23.87	\$ 37.44	43.87%	\$ 34.35	\$ 53.86	24.00%	\$ 44.40	\$ 69.64
Technical	Safety Engineer Senior	\$ 27.14	\$ 42.84	43.87%	\$ 39.05	\$ 61.63	24.00%	\$ 50.48	\$ 79.68
Technical	Title Examiner	\$ 16.63	\$ 23.39	43.87%	\$ 23.92	\$ 33.64	24.00%	\$ 30.93	\$ 43.50
Technical	Traffic Controller	\$ 20.13	\$ 32.54	43.87%	\$ 28.96	\$ 46.81	24.00%	\$ 37.44	\$ 60.52
Technical	Traffic Controller Senior	\$ 24.23	\$ 38.31	43.87%	\$ 34.86	\$ 55.12	24.00%	\$ 45.07	\$ 71.26
Technical	Transportation Data Analyst	\$ 20.13	\$ 32.54	43.87%	\$ 28.96	\$ 46.81	24.00%	\$ 37.44	\$ 60.52
Technical	Transportation Data Analyst Senior	\$ 24.23	\$ 38.31	43.87%	\$ 34.86	\$ 55.12	24.00%	\$ 45.07	\$ 71.26
Technical	Transportation Data Analyst Supervisor	\$ 24.23	\$ 38.31	43.87%	\$ 34.86	\$ 55.12	24.00%	\$ 45.07	\$ 71.26
Technical	Transportation Data Technician	\$ 20.13	\$ 32.54	43.87%	\$ 28.96	\$ 46.81	24.00%	\$ 37.44	\$ 60.52
Technical	Transportation District Utilities Specialist	\$ 23.78	\$ 38.30	43.87%	\$ 34.21	\$ 55.10	24.00%	\$ 44.22	\$ 71.24
Technical	Transportation Engineering Technician -Survey	\$ 24.69	\$ 41.91	43.87%	\$ 35.52	\$ 60.29	24.00%	\$ 45.92	\$ 77.94
Technical	Transportation Engineering Technician -Survey Senior	\$ 27.26	\$ 43.85	43.87%	\$ 39.21	\$ 63.09	24.00%	\$ 50.70	\$ 81.56
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 28.77	\$ 46.84	43.87%	\$ 41.40	\$ 67.39	24.00%	\$ 53.52	\$ 87.13
Technical	Transportation Materials Technician	\$ 11.56	\$ 16.63	43.87%	\$ 16.63	\$ 23.92	24.00%	\$ 21.50	\$ 30.93
Technical	Transportation Materials Technician Senior	\$ 12.33	\$ 18.03	43.87%	\$ 17.74	\$ 25.94	24.00%	\$ 22.94	\$ 33.54

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 24.69	\$ 41.00	43.87%	\$ 35.52	\$ 58.99	24.00%	\$ 45.92	\$ 76.26
Technical	Transportation Materials Technician Supervisor	\$ 28.77	\$ 46.84	43.87%	\$ 41.40	\$ 67.39	24.00%	\$ 53.52	\$ 87.13
Technical	Transportation Planning Specialist	\$ 23.78	\$ 38.30	43.87%	\$ 34.21	\$ 55.10	24.00%	\$ 44.22	\$ 71.24
Technical	Transportation Planning Specialist Senior	\$ 27.26	\$ 43.85	43.87%	\$ 39.21	\$ 63.09	24.00%	\$ 50.70	\$ 81.56
Technical	Transportation Technical Program Coordinator	\$ 23.78	\$ 38.30	43.87%	\$ 34.21	\$ 55.10	24.00%	\$ 44.22	\$ 71.24
Technical	Transportation Technical Support Coordinator	\$ 23.78	\$ 38.30	43.87%	\$ 34.21	\$ 55.10	24.00%	\$ 44.22	\$ 71.24
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	43.87%	\$ 53.95	\$ 64.74	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 13.75	\$ 16.92	51.18%	\$ 20.79	\$ 25.58	24.00%	\$ 25.58	\$ 31.47
Trades	Boiler Operator II	\$ 16.97	\$ 19.48	51.18%	\$ 25.65	\$ 29.45	24.00%	\$ 31.56	\$ 36.23
Trades	Boiler Operator Senior I	\$ 19.50	\$ 21.28	51.18%	\$ 29.47	\$ 32.17	24.00%	\$ 36.26	\$ 39.58
Trades	Boiler Operator Senior II	\$ 21.30	\$ 29.16	51.18%	\$ 32.20	\$ 44.08	24.00%	\$ 39.62	\$ 54.23
Trades	Carpenter Assistant	\$ 9.16	\$ 12.39	51.18%	\$ 13.85	\$ 18.74	24.00%	\$ 17.04	\$ 23.05
Trades	Carpenter	\$ 12.40	\$ 17.37	51.18%	\$ 18.75	\$ 26.27	24.00%	\$ 23.07	\$ 32.32
Trades	Carpenter Senior	\$ 18.34	\$ 24.78	51.18%	\$ 27.73	\$ 37.46	24.00%	\$ 34.12	\$ 46.09
Trades	Electrician	\$ 19.56	\$ 32.55	51.18%	\$ 29.57	\$ 49.21	24.00%	\$ 36.38	\$ 60.54
Trades	Electrician Assistant	\$ 10.43	\$ 12.87	51.18%	\$ 15.77	\$ 19.46	24.00%	\$ 19.40	\$ 23.94
Trades	Electrician Senior	\$ 15.10	\$ 17.42	51.18%	\$ 22.83	\$ 26.33	24.00%	\$ 28.09	\$ 32.40
Trades	Electrician Supervisor Senior	\$ 17.46	\$ 30.70	51.18%	\$ 26.40	\$ 46.41	24.00%	\$ 32.48	\$ 57.10
Trades	Electronic Equipment Install & Repair Supervisor	\$ 19.05	\$ 28.32	51.18%	\$ 28.80	\$ 42.82	24.00%	\$ 35.44	\$ 52.68
Trades	Electronic Equipment Install & Repair Technician	\$ 15.12	\$ 18.96	51.18%	\$ 22.86	\$ 28.66	24.00%	\$ 28.12	\$ 35.26
Trades	Electronic Technician	\$ 11.51	\$ 14.62	51.18%	\$ 17.40	\$ 22.11	24.00%	\$ 21.40	\$ 27.20
Trades	Electronic Technician Senior	\$ 14.67	\$ 25.94	51.18%	\$ 22.17	\$ 39.22	24.00%	\$ 27.28	\$ 48.25
Trades	Equipment Repair Supervisor	\$ 20.85	\$ 24.42	51.18%	\$ 31.53	\$ 36.91	24.00%	\$ 38.79	\$ 45.41
Trades	Equipment Repair Technician	\$ 11.51	\$ 14.62	51.18%	\$ 17.40	\$ 22.11	24.00%	\$ 21.40	\$ 27.20
Trades	Equipment Repair Technician Senior	\$ 14.67	\$ 20.80	51.18%	\$ 22.17	\$ 31.45	24.00%	\$ 27.28	\$ 38.69
Trades	HVAC Installation & Repair Assistant	\$ 8.98	\$ 14.32	51.18%	\$ 13.57	\$ 21.65	24.00%	\$ 16.70	\$ 26.64
Trades	HVAC Installation & Repair Assistant Senior	\$ 14.32	\$ 24.42	51.18%	\$ 21.65	\$ 36.91	24.00%	\$ 26.64	\$ 45.41
Trades	Laboratory Mechanic	\$ 11.52	\$ 15.62	51.18%	\$ 17.41	\$ 23.61	24.00%	\$ 21.42	\$ 29.05
Trades	Laboratory Mechanic Senior	\$ 15.62	\$ 23.76	51.18%	\$ 23.61	\$ 35.92	24.00%	\$ 29.05	\$ 44.19
Trades	Locksmith	\$ 14.13	\$ 20.78	51.18%	\$ 21.35	\$ 31.41	24.00%	\$ 26.27	\$ 38.64
Trades	Maintenance Field Worker	\$ 11.51	\$ 14.71	51.18%	\$ 17.40	\$ 22.24	24.00%	\$ 21.40	\$ 27.36
Trades	Mason Plasterer	\$ 14.21	\$ 16.38	51.18%	\$ 21.49	\$ 24.76	24.00%	\$ 26.44	\$ 30.47
Trades	Mason Plasterer Assistant	\$ 16.42	\$ 24.28	51.18%	\$ 24.82	\$ 36.71	24.00%	\$ 30.53	\$ 45.16
Trades	Mechanic	\$ 9.25	\$ 20.82	51.18%	\$ 13.99	\$ 31.47	24.00%	\$ 17.21	\$ 38.72
Trades	Painter	\$ 8.90	\$ 19.75	51.18%	\$ 13.45	\$ 29.85	24.00%	\$ 16.55	\$ 36.73
Trades	Plumber / Steamfitter	\$ 19.29	\$ 29.33	51.18%	\$ 29.17	\$ 44.35	24.00%	\$ 35.88	\$ 54.56
Trades	Plumber / Steamfitter Assistant	\$ 11.51	\$ 19.23	51.18%	\$ 17.40	\$ 29.07	24.00%	\$ 21.40	\$ 35.77
Trades	Printing Press Operator B	\$ 18.83	\$ 27.66	51.18%	\$ 28.47	\$ 41.81	24.00%	\$ 35.03	\$ 51.44
Trades	Production Supervisor	\$ 22.33	\$ 34.20	51.18%	\$ 33.76	\$ 51.70	24.00%	\$ 41.53	\$ 63.61
Trades	Radio Specialist	\$ 13.31	\$ 17.06	51.18%	\$ 20.12	\$ 25.80	24.00%	\$ 24.75	\$ 31.74

South Dakota (2017 HOURLY MINIMUM WAGE = \$8.65)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 17.09	\$ 22.34	51.18%	\$ 25.84	\$ 33.77	24.00%	\$ 31.79	\$ 41.55
Trades	Sheet Metal Worker	\$ 12.66	\$ 16.29	51.18%	\$ 19.14	\$ 24.63	24.00%	\$ 23.55	\$ 30.30
Trades	Sheet Metal Worker Assistant	\$ 9.62	\$ 12.86	51.18%	\$ 14.54	\$ 19.45	24.00%	\$ 17.88	\$ 23.93
Trades	Sheet Metal Worker Lead	\$ 16.34	\$ 22.35	51.18%	\$ 24.70	\$ 33.78	24.00%	\$ 30.38	\$ 41.56
Trades	Shipping / Receiving Clerk	\$ 12.73	\$ 17.45	51.18%	\$ 19.25	\$ 26.39	24.00%	\$ 23.68	\$ 32.47
Trades	Storekeeper Assistant I	\$ 9.46	\$ 13.85	51.18%	\$ 14.31	\$ 20.94	24.00%	\$ 17.60	\$ 25.76
Trades	Storekeeper Assistant II	\$ 10.30	\$ 14.89	51.18%	\$ 15.57	\$ 22.51	24.00%	\$ 19.16	\$ 27.69
Trades	Storekeeper I	\$ 8.65	\$ 9.25	51.18%	\$ 13.08	\$ 13.99	24.00%	\$ 16.09	\$ 17.21
Trades	Storekeeper II	\$ 9.30	\$ 11.28	51.18%	\$ 14.07	\$ 17.06	24.00%	\$ 17.31	\$ 20.99
Trades	Storekeeper III	\$ 11.32	\$ 13.85	51.18%	\$ 17.11	\$ 20.94	24.00%	\$ 21.05	\$ 25.76
Trades	Storekeeper Senior	\$ 13.87	\$ 16.18	51.18%	\$ 20.97	\$ 24.46	24.00%	\$ 25.79	\$ 30.09
Trades	Tool Room Assistant	\$ 8.65	\$ 11.28	51.18%	\$ 13.08	\$ 17.06	24.00%	\$ 16.09	\$ 20.99
Trades	Tool Room Assistant Senior	\$ 11.28	\$ 15.75	51.18%	\$ 17.06	\$ 23.81	24.00%	\$ 20.99	\$ 29.29
Trades	Trades Utilities Worker Senior	\$ 11.52	\$ 16.87	51.18%	\$ 17.41	\$ 25.50	24.00%	\$ 21.42	\$ 31.38
Trades	Trades Utility Worker	\$ 8.80	\$ 11.47	51.18%	\$ 13.30	\$ 17.34	24.00%	\$ 16.36	\$ 21.34
Trades	Tradesman Helper	\$ 8.80	\$ 14.17	51.18%	\$ 13.30	\$ 21.42	24.00%	\$ 16.36	\$ 26.36
Trades	Tradesman Helper Senior	\$ 14.17	\$ 17.66	51.18%	\$ 21.42	\$ 26.70	24.00%	\$ 26.36	\$ 32.85
Trades	Welder	\$ 9.70	\$ 16.06	51.18%	\$ 14.66	\$ 24.28	24.00%	\$ 18.03	\$ 29.87
Trades	Welder Senior	\$ 16.11	\$ 19.31	51.18%	\$ 24.35	\$ 29.19	24.00%	\$ 29.96	\$ 35.92
Trades	Work Zone Safety Officer	\$ 20.13	\$ 32.54	51.18%	\$ 30.43	\$ 49.19	24.00%	\$ 37.44	\$ 60.52

Misc									
Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	39.51%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	39.92%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	57.73%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	39.92%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	39.53%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	43.90%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	39.53%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	54.88%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	39.92%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	43.87%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	51.18%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Tennessee (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 13.44	\$ 19.08	35.95%	\$ 18.27	\$ 25.94	24.00%	\$ 24.99	\$ 35.49
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	35.95%	\$ 11.61	\$ 19.00	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 19.09	\$ 26.50	35.95%	\$ 25.95	\$ 36.02	24.00%	\$ 35.51	\$ 49.29
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	35.95%	\$ 28.14	\$ 35.18	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	35.95%	\$ 21.11	\$ 27.09	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	35.95%	\$ 13.37	\$ 16.88	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 17.49	\$ 20.02	35.95%	\$ 23.78	\$ 27.21	24.00%	\$ 32.54	\$ 37.23
Accounting/Finance	Accounting Manager B	\$ 19.96	\$ 24.50	35.95%	\$ 27.14	\$ 33.30	24.00%	\$ 37.13	\$ 45.56
Accounting/Finance	Accounting Manager C	\$ 24.54	\$ 31.02	35.95%	\$ 33.37	\$ 42.17	24.00%	\$ 45.65	\$ 57.70
Accounting/Finance	Auditing - External Auditor	\$ 17.26	\$ 21.83	35.95%	\$ 23.47	\$ 29.68	24.00%	\$ 32.11	\$ 40.61
Accounting/Finance	Auditing - External Auditor Senior	\$ 21.85	\$ 31.02	35.95%	\$ 29.71	\$ 42.17	24.00%	\$ 40.65	\$ 57.70
Accounting/Finance	Auditing - Internal Auditor	\$ 17.26	\$ 21.83	35.95%	\$ 23.47	\$ 29.68	24.00%	\$ 32.11	\$ 40.61
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 21.88	\$ 31.02	35.95%	\$ 29.75	\$ 42.17	24.00%	\$ 40.70	\$ 57.70
Accounting/Finance	Bookkeeper	\$ 9.08	\$ 13.75	35.95%	\$ 12.35	\$ 18.69	24.00%	\$ 16.90	\$ 25.57
Accounting/Finance	Budget Analyst	\$ 16.93	\$ 22.16	35.95%	\$ 23.02	\$ 30.12	24.00%	\$ 31.50	\$ 41.21
Accounting/Finance	Budget Analyst Senior	\$ 22.17	\$ 34.40	35.95%	\$ 30.13	\$ 46.77	24.00%	\$ 41.23	\$ 63.98
Accounting/Finance	Closure/Disbursement Specialists	\$ 28.23	\$ 31.43	35.95%	\$ 38.38	\$ 42.72	24.00%	\$ 52.52	\$ 58.45
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 26.52	\$ 34.37	35.95%	\$ 36.05	\$ 46.73	24.00%	\$ 49.32	\$ 63.93
Accounting/Finance	CPA	\$ 27.50	\$ 36.34	35.95%	\$ 37.38	\$ 49.40	24.00%	\$ 51.15	\$ 67.59
Accounting/Finance	Fiscal Assistant	\$ 9.56	\$ 14.69	35.95%	\$ 13.00	\$ 19.98	24.00%	\$ 17.79	\$ 27.33
Accounting/Finance	Fiscal Technical Senior	\$ 12.81	\$ 18.27	35.95%	\$ 17.42	\$ 24.84	24.00%	\$ 23.83	\$ 33.99
Accounting/Finance	Fiscal Technician	\$ 14.74	\$ 18.02	35.95%	\$ 20.04	\$ 24.49	24.00%	\$ 27.42	\$ 33.51
Accounting/Finance	Payroll Assistant	\$ 13.99	\$ 17.68	35.95%	\$ 19.03	\$ 24.03	24.00%	\$ 26.03	\$ 32.88
Accounting/Finance	Purchasing / Procurement	\$ 17.68	\$ 26.27	35.95%	\$ 24.03	\$ 35.72	24.00%	\$ 32.88	\$ 48.86
Accounting/Finance	Sr. Compliance Officer	\$ 34.13	\$ 38.79	35.95%	\$ 46.40	\$ 52.74	24.00%	\$ 63.48	\$ 72.15
Accounting/Finance	Supervising Auditor	\$ 34.13	\$ 39.28	35.95%	\$ 46.40	\$ 53.41	24.00%	\$ 63.48	\$ 73.07
Call Center/Customer Service	Customer Service Inbound I	\$ 9.00	\$ 13.24	37.74%	\$ 12.40	\$ 18.24	24.00%	\$ 16.75	\$ 24.63
Call Center/Customer Service	Customer Service Inbound II	\$ 13.30	\$ 21.41	37.74%	\$ 18.32	\$ 29.49	24.00%	\$ 24.74	\$ 39.83

Tennessee (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.00	\$ 13.24	37.74%	\$ 12.40	\$ 18.24	24.00%	\$ 16.75	\$ 24.63
Call Center/Customer Service	Customer Service Outbound II	\$ 13.30	\$ 21.41	37.74%	\$ 18.32	\$ 29.49	24.00%	\$ 24.74	\$ 39.83
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 8.84	\$ 14.98	37.74%	\$ 12.17	\$ 20.63	24.00%	\$ 16.44	\$ 27.86
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	37.74%	\$ 28.51	\$ 35.64	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.18	\$ 14.04	37.74%	\$ 12.64	\$ 19.34	24.00%	\$ 17.07	\$ 26.12
Call Center/Customer Service	Detailing Representative II	\$ 9.99	\$ 16.15	37.74%	\$ 13.75	\$ 22.25	24.00%	\$ 18.57	\$ 30.05
Call Center/Customer Service	Help Desk Analyst	\$ 11.89	\$ 26.41	37.74%	\$ 16.38	\$ 36.37	24.00%	\$ 22.12	\$ 49.11
Call Center/Customer Service	Market Research Inbound	\$ 17.45	\$ 20.95	37.74%	\$ 24.03	\$ 28.86	24.00%	\$ 32.45	\$ 38.97
Call Center/Customer Service	Market Research Outbound	\$ 20.97	\$ 31.93	37.74%	\$ 28.89	\$ 43.98	24.00%	\$ 39.01	\$ 59.39
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.16	\$ 11.67	37.74%	\$ 11.24	\$ 16.07	24.00%	\$ 15.18	\$ 21.70
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 11.81	\$ 16.88	37.74%	\$ 16.27	\$ 23.25	24.00%	\$ 21.97	\$ 31.39
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.16	\$ 11.67	37.74%	\$ 11.24	\$ 16.07	24.00%	\$ 15.18	\$ 21.70
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 11.81	\$ 16.88	37.74%	\$ 16.27	\$ 23.25	24.00%	\$ 21.97	\$ 31.39
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.16	\$ 11.44	37.74%	\$ 11.24	\$ 15.75	24.00%	\$ 15.18	\$ 21.27
Call Center/Customer Service	Sales Inbound I	\$ 8.64	\$ 14.92	37.74%	\$ 11.90	\$ 20.56	24.00%	\$ 16.06	\$ 27.76
Call Center/Customer Service	Sales Inbound II	\$ 11.81	\$ 16.88	37.74%	\$ 16.27	\$ 23.25	24.00%	\$ 21.97	\$ 31.39
Call Center/Customer Service	Sales Outbound I	\$ 10.70	\$ 15.02	37.74%	\$ 14.74	\$ 20.68	24.00%	\$ 19.91	\$ 27.93
Call Center/Customer Service	Sales Outbound II	\$ 11.81	\$ 16.88	37.74%	\$ 16.27	\$ 23.25	24.00%	\$ 21.97	\$ 31.39
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.25	\$ 11.69	37.74%	\$ 9.99	\$ 16.11	24.00%	\$ 13.49	\$ 21.75
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 11.70	\$ 15.16	37.74%	\$ 16.12	\$ 20.88	24.00%	\$ 21.77	\$ 28.20
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.62	\$ 11.52	37.74%	\$ 11.87	\$ 15.87	24.00%	\$ 16.03	\$ 21.42
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 11.56	\$ 20.36	37.74%	\$ 15.93	\$ 28.04	24.00%	\$ 21.51	\$ 37.86
Food Related Services	Barista (misc)	\$ 10.10	\$ 14.89	46.93%	\$ 14.83	\$ 21.87	24.00%	\$ 18.78	\$ 27.69
Food Related Services	Building Attendant (misc)	\$ 10.10	\$ 14.89	35.69%	\$ 13.70	\$ 20.20	24.00%	\$ 18.78	\$ 27.69
Food Related Services	Busser	\$ 10.10	\$ 14.89	35.69%	\$ 13.70	\$ 20.20	24.00%	\$ 18.78	\$ 27.69
Food Related Services	Cashiers	\$ 10.10	\$ 14.89	35.69%	\$ 13.70	\$ 20.20	24.00%	\$ 18.78	\$ 27.69
Food Related Services	Dishwasher	\$ 9.18	\$ 11.93	35.69%	\$ 12.45	\$ 16.19	24.00%	\$ 17.07	\$ 22.19
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	35.69%	\$ 19.54	\$ 23.88	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	35.69%	\$ 13.43	\$ 16.42	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.10	\$ 13.31	35.69%	\$ 12.34	\$ 18.06	24.00%	\$ 16.92	\$ 24.75
Food Related Services	Food Operations Manager Assistant	\$ 13.35	\$ 15.62	35.69%	\$ 18.11	\$ 21.20	24.00%	\$ 24.82	\$ 29.06
Food Related Services	Food Production Worker	\$ 7.32	\$ 11.99	35.69%	\$ 9.94	\$ 16.26	24.00%	\$ 13.62	\$ 22.30
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	35.69%	\$ 18.93	\$ 23.14	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	35.69%	\$ 14.65	\$ 17.91	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	35.69%	\$ 17.10	\$ 20.90	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.30	\$ 11.76	35.69%	\$ 9.90	\$ 15.95	24.00%	\$ 13.57	\$ 21.87
Food Related Services	Second Cook Senior	\$ 11.67	\$ 15.35	46.93%	\$ 17.14	\$ 22.55	24.00%	\$ 21.70	\$ 28.54
Food Related Services	Server	\$ 7.25	\$ 9.56	35.69%	\$ 9.84	\$ 12.98	24.00%	\$ 13.49	\$ 17.79
General Administrative	Administrative Assistant I	\$ 10.02	\$ 13.48	37.74%	\$ 13.81	\$ 18.57	24.00%	\$ 18.64	\$ 25.08
General Administrative	Administrative Assistant II	\$ 13.49	\$ 14.59	37.74%	\$ 18.58	\$ 20.10	24.00%	\$ 25.09	\$ 27.14

Tennessee (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 14.60	\$ 15.84	37.74%	\$ 20.11	\$ 21.82	24.00%	\$ 27.16	\$ 29.47
General Administrative	Administrative Assistant IV	\$ 15.85	\$ 17.54	37.74%	\$ 21.83	\$ 24.16	24.00%	\$ 29.48	\$ 32.62
General Administrative	Administrative Assistant V	\$ 17.56	\$ 19.78	37.74%	\$ 24.18	\$ 27.24	24.00%	\$ 32.66	\$ 36.79
General Administrative	Administrative Staff Assistant	\$ 19.46	\$ 22.25	37.74%	\$ 26.80	\$ 30.64	24.00%	\$ 36.19	\$ 41.38
General Administrative	Administrative Staff Specialist	\$ 22.26	\$ 27.52	37.74%	\$ 30.66	\$ 37.90	24.00%	\$ 41.40	\$ 51.18
General Administrative	Administrative Staff Specialist Senior	\$ 27.53	\$ 21.50	37.74%	\$ 37.91	\$ 29.61	24.00%	\$ 51.20	\$ 39.98
General Administrative	Agency Management Analyst	\$ 17.95	\$ 23.56	37.74%	\$ 24.73	\$ 32.45	24.00%	\$ 33.39	\$ 43.82
General Administrative	Agency Management Analyst Lead	\$ 23.57	\$ 27.38	37.74%	\$ 32.46	\$ 37.71	24.00%	\$ 43.84	\$ 50.92
General Administrative	Agency Management Analyst Senior	\$ 27.43	\$ 42.69	37.74%	\$ 37.79	\$ 58.80	24.00%	\$ 51.03	\$ 79.40
General Administrative	Clerk	\$ 9.30	\$ 10.75	37.74%	\$ 12.81	\$ 14.81	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	37.74%	\$ 11.36	\$ 12.74	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	37.74%	\$ 14.88	\$ 17.22	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.16	\$ 11.45	37.74%	\$ 11.24	\$ 15.78	24.00%	\$ 15.18	\$ 21.31
General Administrative	Data Entry Operator Senior	\$ 11.48	\$ 16.48	37.74%	\$ 15.82	\$ 22.71	24.00%	\$ 21.36	\$ 30.66
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	37.74%	\$ 14.12	\$ 20.66	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 14.46	\$ 17.98	37.74%	\$ 19.92	\$ 24.77	24.00%	\$ 26.90	\$ 33.44
General Administrative	Executive Secretary Senior	\$ 18.01	\$ 26.67	37.74%	\$ 24.80	\$ 36.74	24.00%	\$ 33.49	\$ 49.61
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	37.74%	\$ 24.10	\$ 28.58	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	37.74%	\$ 20.66	\$ 24.79	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 11.44	\$ 13.41	37.74%	\$ 15.75	\$ 18.47	24.00%	\$ 21.27	\$ 24.94
General Administrative	Legal Assistant Senior	\$ 13.44	\$ 33.88	37.74%	\$ 18.51	\$ 46.66	24.00%	\$ 24.99	\$ 63.01
General Administrative	Library Assistant	\$ 8.16	\$ 16.07	37.74%	\$ 11.24	\$ 22.14	24.00%	\$ 15.18	\$ 29.89
General Administrative	Medical Assistant I	\$ 10.96	\$ 12.79	37.74%	\$ 15.09	\$ 17.61	24.00%	\$ 20.38	\$ 23.78
General Administrative	Medical Assistant II	\$ 12.82	\$ 18.23	37.74%	\$ 17.66	\$ 25.11	24.00%	\$ 23.85	\$ 33.90
General Administrative	Medical Biller I	\$ 9.55	\$ 11.73	37.74%	\$ 13.16	\$ 16.16	24.00%	\$ 17.77	\$ 21.82
General Administrative	Medical Biller II	\$ 11.76	\$ 18.26	37.74%	\$ 16.19	\$ 25.16	24.00%	\$ 21.87	\$ 33.97
General Administrative	Medical Records Clerk I	\$ 11.48	\$ 16.72	37.74%	\$ 15.82	\$ 23.03	24.00%	\$ 21.36	\$ 31.10
General Administrative	Medical Records Clerk II	\$ 12.40	\$ 17.93	37.74%	\$ 17.08	\$ 24.70	24.00%	\$ 23.06	\$ 33.36
General Administrative	Office Manager	\$ 19.32	\$ 29.41	37.74%	\$ 26.61	\$ 40.50	24.00%	\$ 35.94	\$ 54.70
General Administrative	Office Services Aide	\$ 10.69	\$ 14.73	37.74%	\$ 14.73	\$ 20.29	24.00%	\$ 19.89	\$ 27.40
General Administrative	Office Services Assistant	\$ 11.46	\$ 15.56	37.74%	\$ 15.79	\$ 21.43	24.00%	\$ 21.32	\$ 28.94
General Administrative	Office Services Specialist	\$ 12.08	\$ 16.28	37.74%	\$ 16.64	\$ 22.43	24.00%	\$ 22.47	\$ 30.28
General Administrative	Office Services Supervisor	\$ 12.64	\$ 16.64	37.74%	\$ 17.41	\$ 22.92	24.00%	\$ 23.51	\$ 30.95
General Administrative	Office Services Supervisor Senior	\$ 14.65	\$ 18.67	37.74%	\$ 20.18	\$ 25.71	24.00%	\$ 27.25	\$ 34.72
General Administrative	Operator I	\$ 7.94	\$ 11.42	37.74%	\$ 10.94	\$ 15.73	24.00%	\$ 14.77	\$ 21.24
General Administrative	Operator II	\$ 11.44	\$ 13.35	37.74%	\$ 15.75	\$ 18.38	24.00%	\$ 21.27	\$ 24.82
General Administrative	Operator III (Key Disc Operator)	\$ 13.38	\$ 15.15	37.74%	\$ 18.43	\$ 20.87	24.00%	\$ 24.89	\$ 28.18
General Administrative	Operator IV (Key Disc Operator)	\$ 15.16	\$ 17.57	37.74%	\$ 20.88	\$ 24.20	24.00%	\$ 28.20	\$ 32.67
General Administrative	Paralegal	\$ 14.00	\$ 23.50	37.74%	\$ 19.28	\$ 32.37	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.18	\$ 13.62	37.74%	\$ 14.02	\$ 18.76	24.00%	\$ 18.93	\$ 25.33

Tennessee (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 13.63	\$ 14.53	37.74%	\$ 18.77	\$ 20.01	24.00%	\$ 25.35	\$ 27.02
General Administrative	Photocopy Supervisor	\$ 11.00	\$ 15.28	37.74%	\$ 15.16	\$ 21.05	24.00%	\$ 20.47	\$ 28.42
General Administrative	Photocopy Technician	\$ 9.94	\$ 14.05	37.74%	\$ 13.69	\$ 19.35	24.00%	\$ 18.49	\$ 26.14
General Administrative	Photo-Typesetting Specialist	\$ 12.94	\$ 18.63	37.74%	\$ 17.83	\$ 25.66	24.00%	\$ 24.07	\$ 34.65
General Administrative	Photo-Typesetting Supervisor	\$ 13.82	\$ 20.23	37.74%	\$ 19.04	\$ 27.86	24.00%	\$ 25.71	\$ 37.63
General Administrative	Postal Aide	\$ 7.26	\$ 9.94	37.74%	\$ 10.00	\$ 13.69	24.00%	\$ 13.50	\$ 18.49
General Administrative	Postal Aide Senior	\$ 9.99	\$ 15.71	37.74%	\$ 13.75	\$ 21.64	24.00%	\$ 18.57	\$ 29.23
General Administrative	Postal Assistant	\$ 15.77	\$ 17.52	37.74%	\$ 21.72	\$ 24.13	24.00%	\$ 29.33	\$ 32.59
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	37.74%	\$ 41.32	\$ 61.98	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	37.74%	\$ 27.55	\$ 34.44	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 11.67	\$ 15.40	37.74%	\$ 16.07	\$ 21.21	24.00%	\$ 21.70	\$ 28.65
General Administrative	Public Relations Specialist	\$ 16.21	\$ 27.72	37.74%	\$ 22.33	\$ 38.18	24.00%	\$ 30.15	\$ 51.56
General Administrative	Public Relations Specialist Assistant	\$ 11.67	\$ 16.18	37.74%	\$ 16.07	\$ 22.29	24.00%	\$ 21.70	\$ 30.10
General Administrative	Receptionist	\$ 8.15	\$ 10.49	37.74%	\$ 11.23	\$ 14.45	24.00%	\$ 15.16	\$ 19.51
General Administrative	Receptionist Senior	\$ 10.50	\$ 16.56	37.74%	\$ 14.46	\$ 22.81	24.00%	\$ 19.53	\$ 30.80
General Administrative	Secretary	\$ 8.62	\$ 11.52	37.74%	\$ 11.87	\$ 15.87	24.00%	\$ 16.03	\$ 21.42
General Administrative	Secretary Senior	\$ 11.56	\$ 20.41	37.74%	\$ 15.93	\$ 28.12	24.00%	\$ 21.51	\$ 37.97
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	37.74%	\$ 21.01	\$ 24.79	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.02	\$ 24.49	37.74%	\$ 13.81	\$ 33.73	24.00%	\$ 18.64	\$ 45.55
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	37.74%	\$ 27.55	\$ 36.49	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 17.96	\$ 22.16	37.74%	\$ 24.74	\$ 30.52	24.00%	\$ 33.41	\$ 41.21
Human Resources	Classification / Compensation Analyst Senior	\$ 22.20	\$ 29.41	37.74%	\$ 30.58	\$ 40.50	24.00%	\$ 41.30	\$ 54.70
Human Resources	Classification / Compensation Consultant	\$ 29.43	\$ 39.41	37.74%	\$ 40.53	\$ 54.28	24.00%	\$ 54.73	\$ 73.30
Human Resources	EEO Program Analyst	\$ 17.35	\$ 27.69	37.74%	\$ 23.89	\$ 38.14	24.00%	\$ 32.26	\$ 51.50
Human Resources	EEO Program Specialist	\$ 19.13	\$ 30.21	37.74%	\$ 26.35	\$ 41.60	24.00%	\$ 35.58	\$ 56.18
Human Resources	Employee Relations Analyst	\$ 15.62	\$ 19.78	37.74%	\$ 21.52	\$ 27.24	24.00%	\$ 29.06	\$ 36.79
Human Resources	Employee Relations Analyst Senior	\$ 19.82	\$ 34.99	37.74%	\$ 27.31	\$ 48.19	24.00%	\$ 36.87	\$ 65.08
Human Resources	Human Resources Assistant	\$ 11.99	\$ 17.26	37.74%	\$ 16.51	\$ 23.78	24.00%	\$ 22.30	\$ 32.11
Human Resources	Human Resources Generalist	\$ 13.90	\$ 17.68	37.74%	\$ 19.14	\$ 24.35	24.00%	\$ 25.85	\$ 32.88
Human Resources	Human Resources Generalist Senior	\$ 17.78	\$ 31.05	37.74%	\$ 24.49	\$ 42.77	24.00%	\$ 33.07	\$ 57.75
Human Resources	Personnel Analyst	\$ 13.76	\$ 17.49	37.74%	\$ 18.95	\$ 24.10	24.00%	\$ 25.59	\$ 32.54
Human Resources	Personnel Analyst Senior	\$ 17.54	\$ 21.22	37.74%	\$ 24.16	\$ 29.23	24.00%	\$ 32.62	\$ 39.47
Human Resources	Personnel Practices Analyst	\$ 21.27	\$ 25.06	37.74%	\$ 29.30	\$ 34.51	24.00%	\$ 39.57	\$ 46.60
Human Resources	Personnel Practices Analyst Senior	\$ 25.10	\$ 31.96	37.74%	\$ 34.58	\$ 44.02	24.00%	\$ 46.69	\$ 59.44
Human Resources	Personnel Practices Manager	\$ 31.44	\$ 39.12	37.74%	\$ 43.31	\$ 53.88	24.00%	\$ 58.49	\$ 72.76
Human Services	Social Worker	\$ 15.32	\$ 25.95	37.74%	\$ 21.10	\$ 35.74	24.00%	\$ 28.49	\$ 48.26
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	37.74%	\$ 30.99	\$ 42.70	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 11.62	\$ 16.04	37.74%	\$ 16.00	\$ 22.10	24.00%	\$ 21.61	\$ 29.84
Human Services	Support Enforcement Specialist Senior	\$ 16.10	\$ 18.99	37.74%	\$ 22.17	\$ 26.16	24.00%	\$ 29.94	\$ 35.32
Human Services	Utilization Review Analyst	\$ 16.10	\$ 23.09	37.74%	\$ 22.17	\$ 31.81	24.00%	\$ 29.94	\$ 42.95

Tennessee (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 23.14	\$ 37.12	37.74%	\$ 31.87	\$ 51.12	24.00%	\$ 43.04	\$ 69.04
Insurance	Claims Adjuster I	\$ 13.30	\$ 16.10	37.74%	\$ 18.32	\$ 22.17	24.00%	\$ 24.74	\$ 29.94
Insurance	Claims Adjuster II	\$ 16.14	\$ 23.09	37.74%	\$ 22.24	\$ 31.81	24.00%	\$ 30.03	\$ 42.95
Insurance	Claims Specialist	\$ 23.14	\$ 29.16	37.74%	\$ 31.87	\$ 40.16	24.00%	\$ 43.04	\$ 54.24
Insurance	Worker's Compensation Specialist	\$ 21.86	\$ 32.70	37.74%	\$ 30.11	\$ 45.04	24.00%	\$ 40.66	\$ 60.83
Laborer/Industrial	CDL Driver	\$ 11.67	\$ 16.74	42.39%	\$ 16.61	\$ 23.84	24.00%	\$ 21.70	\$ 31.14
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	42.39%	\$ 30.61	\$ 40.18	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	42.39%	\$ 39.80	\$ 47.29	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	42.39%	\$ 43.07	\$ 49.84	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	42.39%	\$ 35.24	\$ 42.72	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	42.39%	\$ 35.24	\$ 42.01	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	42.39%	\$ 44.85	\$ 53.75	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	42.39%	\$ 37.73	\$ 47.77	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 12.52	\$ 17.94	42.39%	\$ 17.83	\$ 25.55	24.00%	\$ 23.29	\$ 33.37
Laborer/Industrial	Forklift Operator	\$ 9.76	\$ 13.59	42.39%	\$ 13.89	\$ 19.35	24.00%	\$ 18.15	\$ 25.28
Laborer/Industrial	Forklift Operator Senior	\$ 13.62	\$ 19.82	42.39%	\$ 19.39	\$ 28.23	24.00%	\$ 25.33	\$ 36.87
Laborer/Industrial	Grounds Worker	\$ 7.90	\$ 10.96	42.39%	\$ 11.25	\$ 15.60	24.00%	\$ 14.70	\$ 20.38
Laborer/Industrial	Grounds Worker Lead	\$ 11.00	\$ 14.69	42.39%	\$ 15.67	\$ 20.92	24.00%	\$ 20.47	\$ 27.33
Laborer/Industrial	Grounds Worker Senior	\$ 11.75	\$ 14.60	42.39%	\$ 16.73	\$ 20.79	24.00%	\$ 21.85	\$ 27.16
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.16	\$ 11.44	42.39%	\$ 11.62	\$ 16.28	24.00%	\$ 15.18	\$ 21.27
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 11.45	\$ 14.60	42.39%	\$ 16.30	\$ 20.79	24.00%	\$ 21.29	\$ 27.16
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.25	\$ 10.99	42.39%	\$ 10.32	\$ 15.64	24.00%	\$ 13.49	\$ 20.43
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.25	\$ 10.99	42.39%	\$ 10.32	\$ 15.64	24.00%	\$ 13.49	\$ 20.43
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.25	\$ 10.99	42.39%	\$ 10.32	\$ 15.64	24.00%	\$ 13.49	\$ 20.43
Laborer/Industrial	Housekeeping Supervisor	\$ 9.76	\$ 13.55	42.39%	\$ 13.89	\$ 19.29	24.00%	\$ 18.15	\$ 25.20
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 13.57	\$ 21.00	42.39%	\$ 19.33	\$ 29.90	24.00%	\$ 25.25	\$ 39.06
Laborer/Industrial	Housekeeping Worker	\$ 7.25	\$ 11.06	42.39%	\$ 10.32	\$ 15.75	24.00%	\$ 13.49	\$ 20.57
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.11	\$ 14.18	42.39%	\$ 15.81	\$ 20.19	24.00%	\$ 20.66	\$ 26.38
Laborer/Industrial	Inventory Worker Light	\$ 8.64	\$ 13.53	42.39%	\$ 12.30	\$ 19.26	24.00%	\$ 16.06	\$ 25.16
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 7.90	\$ 15.18	42.39%	\$ 11.25	\$ 21.62	24.00%	\$ 14.70	\$ 28.24
Laborer/Industrial	Motor Vehicle Operator A	\$ 7.70	\$ 10.50	42.39%	\$ 10.96	\$ 14.95	24.00%	\$ 14.32	\$ 19.53
Laborer/Industrial	Motor Vehicle Operator B	\$ 10.55	\$ 17.03	42.39%	\$ 15.02	\$ 24.24	24.00%	\$ 19.62	\$ 31.67
Laborer/Industrial	Packer	\$ 7.25	\$ 10.99	42.39%	\$ 10.32	\$ 15.64	24.00%	\$ 13.49	\$ 20.43
Laborer/Industrial	Warehouse Specialist I	\$ 7.90	\$ 10.99	42.39%	\$ 11.25	\$ 15.64	24.00%	\$ 14.70	\$ 20.43
Laborer/Industrial	Warehouse Specialist II	\$ 11.00	\$ 13.76	42.39%	\$ 15.67	\$ 19.59	24.00%	\$ 20.47	\$ 25.59
Laborer/Industrial	Warehouse Specialist III	\$ 13.80	\$ 17.59	42.39%	\$ 19.66	\$ 25.04	24.00%	\$ 25.68	\$ 32.71
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	42.39%	\$ 12.82	\$ 15.66	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.25	\$ 10.99	42.39%	\$ 10.32	\$ 15.64	24.00%	\$ 13.49	\$ 20.43
Laborer/Industrial	Warehouse Worker II	\$ 11.00	\$ 13.76	42.39%	\$ 15.67	\$ 19.59	24.00%	\$ 20.47	\$ 25.59
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	42.39%	\$ 34.81	\$ 45.56	24.00%	\$ 45.48	\$ 59.52

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	42.39%	\$ 34.81	\$ 42.01	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	42.39%	\$ 34.81	\$ 42.01	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 10.50	\$ 13.55	36.17%	\$ 14.30	\$ 18.45	24.00%	\$ 19.53	\$ 25.20
Media	Audio Visual Technician Senior	\$ 13.57	\$ 22.50	36.17%	\$ 18.48	\$ 30.63	24.00%	\$ 25.25	\$ 41.84
Media	Graphic Artist	\$ 12.36	\$ 14.76	36.17%	\$ 16.83	\$ 20.10	24.00%	\$ 23.00	\$ 27.45
Media	Graphic Artist Senior	\$ 14.76	\$ 20.76	36.17%	\$ 20.10	\$ 28.27	24.00%	\$ 27.45	\$ 38.62
Media	Graphic Designer	\$ 12.36	\$ 14.76	36.17%	\$ 16.83	\$ 20.10	24.00%	\$ 23.00	\$ 27.45
Media	Graphic Designer Senior	\$ 14.79	\$ 20.76	36.17%	\$ 20.13	\$ 28.27	24.00%	\$ 27.50	\$ 38.62
Media	Photographer	\$ 8.16	\$ 10.80	36.17%	\$ 11.11	\$ 14.71	24.00%	\$ 15.18	\$ 20.09
Media	Photographer Senior	\$ 10.82	\$ 17.31	36.17%	\$ 14.74	\$ 23.57	24.00%	\$ 20.13	\$ 32.20
Media	TV / Video Production Specialist	\$ 16.33	\$ 21.01	36.17%	\$ 22.23	\$ 28.61	24.00%	\$ 30.37	\$ 39.08
Media	TV / Video Production Technician	\$ 21.04	\$ 28.46	36.17%	\$ 28.65	\$ 38.76	24.00%	\$ 39.13	\$ 52.94
Security	Armed Security Officer	\$ 13.07	\$ 17.49	52.98%	\$ 19.99	\$ 26.76	24.00%	\$ 24.31	\$ 32.54
Security	<u>Captain</u>	\$ 18.36	\$ 26.16	52.98%	\$ 28.08	\$ 40.02	24.00%	\$ 34.14	\$ 48.65
Security	Dispatcher/Police	\$ 12.67	\$ 21.59	52.98%	\$ 19.38	\$ 33.02	24.00%	\$ 23.56	\$ 40.15
Security	<u>Lieutenant</u>	\$ 16.52	\$ 22.95	52.98%	\$ 25.27	\$ 35.10	24.00%	\$ 30.73	\$ 42.68
Security	<u>Sergeant</u>	\$ 15.14	\$ 21.11	52.98%	\$ 23.17	\$ 32.29	24.00%	\$ 28.17	\$ 39.26
Security	Unarmed Security Guard	\$ 8.83	\$ 17.25	52.98%	\$ 13.51	\$ 26.40	24.00%	\$ 16.42	\$ 32.09
Tax	Data Entry Clerk	\$ 8.16	\$ 10.50	37.74%	\$ 11.24	\$ 14.46	24.00%	\$ 15.18	\$ 19.53
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 10.55	\$ 16.56	37.74%	\$ 14.53	\$ 22.81	24.00%	\$ 19.62	\$ 30.80
Tax	Error Resolution and Document Processor	\$ 13.72	\$ 19.06	37.74%	\$ 18.90	\$ 26.26	24.00%	\$ 25.52	\$ 35.46
Tax	General Clerical	\$ 7.94	\$ 11.74	37.74%	\$ 10.94	\$ 16.17	24.00%	\$ 14.77	\$ 21.83
Tax	On-Site Administrator (Day)	\$ 9.28	\$ 20.06	37.74%	\$ 12.78	\$ 27.64	24.00%	\$ 17.26	\$ 37.32
Tax	On-Site Administrator (Evening)	\$ 9.28	\$ 20.06	37.74%	\$ 12.78	\$ 27.64	24.00%	\$ 17.26	\$ 37.32
Tax	Remittance Processor	\$ 16.49	\$ 24.44	37.74%	\$ 22.72	\$ 33.67	24.00%	\$ 30.68	\$ 45.46
Tax	Taxpayer Information & Assistance Agent	\$ 14.61	\$ 20.99	37.74%	\$ 20.13	\$ 28.91	24.00%	\$ 27.18	\$ 39.04
Technical	Agricultural Technician	\$ 15.02	\$ 24.39	40.46%	\$ 21.10	\$ 34.25	24.00%	\$ 27.95	\$ 45.36
Technical	Agricultural Technician Lead	\$ 16.85	\$ 26.93	40.46%	\$ 23.67	\$ 37.82	24.00%	\$ 31.34	\$ 50.09
Technical	Agricultural Technician Supervisor	\$ 20.24	\$ 32.44	40.46%	\$ 28.43	\$ 45.57	24.00%	\$ 37.64	\$ 60.35
Technical	Analytical Chemist	\$ 15.92	\$ 26.93	40.46%	\$ 22.37	\$ 37.82	24.00%	\$ 29.62	\$ 50.09
Technical	Analytical Chemist Assistant	\$ 18.60	\$ 30.64	40.46%	\$ 26.13	\$ 43.03	24.00%	\$ 34.60	\$ 56.98
Technical	Analytical Chemist Senior	\$ 23.48	\$ 38.32	40.46%	\$ 32.98	\$ 53.82	24.00%	\$ 43.67	\$ 71.27
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	40.46%	\$ 27.80	\$ 43.58	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	40.46%	\$ 40.58	\$ 52.60	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 16.81	\$ 25.29	40.46%	\$ 23.62	\$ 35.52	24.00%	\$ 31.27	\$ 47.03
Technical	Bridge Design Drafter Senior	\$ 17.93	\$ 27.34	40.46%	\$ 25.19	\$ 38.40	24.00%	\$ 33.36	\$ 50.86
Technical	Cartographic Drafter	\$ 21.14	\$ 29.77	40.46%	\$ 29.69	\$ 41.82	24.00%	\$ 39.32	\$ 55.38
Technical	Cartographic Drafter Assistant	\$ 16.57	\$ 24.92	40.46%	\$ 23.27	\$ 35.00	24.00%	\$ 30.81	\$ 46.35
Technical	Cartographic Supervisor	\$ 28.84	\$ 38.77	40.46%	\$ 40.51	\$ 54.45	24.00%	\$ 53.64	\$ 72.11
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	40.46%	\$ 22.47	\$ 27.39	24.00%	\$ 29.76	\$ 36.27

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Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	40.46%	\$ 55.61	\$ 67.63	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 25.42	\$ 35.99	40.46%	\$ 35.71	\$ 50.55	24.00%	\$ 47.29	\$ 66.94
Technical	Engineering Design Drafting Supervisor	\$ 29.58	\$ 41.24	40.46%	\$ 41.55	\$ 57.92	24.00%	\$ 55.02	\$ 76.70
Technical	Engineering Design Drafting Technician	\$ 14.28	\$ 18.91	40.46%	\$ 20.06	\$ 26.56	24.00%	\$ 26.56	\$ 35.17
Technical	Engineering Drafting Technician	\$ 14.31	\$ 18.91	40.46%	\$ 20.10	\$ 26.56	24.00%	\$ 26.61	\$ 35.17
Technical	Engineering Drafting Technician Senior	\$ 16.58	\$ 24.11	40.46%	\$ 23.30	\$ 33.87	24.00%	\$ 30.85	\$ 44.85
Technical	Environmental Engineer	\$ 23.49	\$ 37.11	40.46%	\$ 32.99	\$ 52.12	24.00%	\$ 43.69	\$ 69.02
Technical	Environmental Engineer Senior	\$ 25.30	\$ 40.60	40.46%	\$ 35.53	\$ 57.02	24.00%	\$ 47.05	\$ 75.51
Technical	Environmental Program Analyst	\$ 19.93	\$ 29.44	40.46%	\$ 27.99	\$ 41.36	24.00%	\$ 37.06	\$ 54.77
Technical	Environmental Program Planner	\$ 21.29	\$ 31.81	40.46%	\$ 29.91	\$ 44.68	24.00%	\$ 39.61	\$ 59.17
Technical	Environmental Program Specialist	\$ 22.89	\$ 28.75	40.46%	\$ 32.15	\$ 40.38	24.00%	\$ 42.58	\$ 53.47
Technical	Environmental Specialist - Field	\$ 21.29	\$ 31.08	40.46%	\$ 29.91	\$ 43.65	24.00%	\$ 39.61	\$ 57.80
Technical	Environmental Specialist Senior - Field	\$ 21.90	\$ 32.53	40.46%	\$ 30.76	\$ 45.69	24.00%	\$ 40.73	\$ 60.50
Technical	Environmental Technician	\$ 19.93	\$ 29.44	40.46%	\$ 27.99	\$ 41.36	24.00%	\$ 37.06	\$ 54.77
Technical	Environmental Technician Senior	\$ 21.29	\$ 31.81	40.46%	\$ 29.91	\$ 44.68	24.00%	\$ 39.61	\$ 59.17
Technical	Help Desk Support	\$ 15.50	\$ 25.00	40.46%	\$ 21.77	\$ 35.12	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	40.46%	\$ 24.23	\$ 33.71	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 18.15	\$ 22.19	40.46%	\$ 25.50	\$ 31.17	24.00%	\$ 33.77	\$ 41.27
Technical	Laboratory Technician	\$ 15.21	\$ 22.78	40.46%	\$ 21.36	\$ 32.00	24.00%	\$ 28.29	\$ 42.37
Technical	Laboratory Technician Senior	\$ 16.14	\$ 24.56	40.46%	\$ 22.68	\$ 34.50	24.00%	\$ 30.03	\$ 45.68
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	40.46%	\$ 30.90	\$ 37.22	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 24.21	\$ 32.27	40.46%	\$ 34.00	\$ 45.33	24.00%	\$ 45.02	\$ 60.03
Technical	Residential Plan Reviewer	\$ 17.65	\$ 27.57	40.46%	\$ 24.79	\$ 38.73	24.00%	\$ 32.83	\$ 51.28
Technical	Right of Way Technician	\$ 25.05	\$ 39.60	40.46%	\$ 35.18	\$ 55.63	24.00%	\$ 46.59	\$ 73.66
Technical	Right of Way Technician Supervisor	\$ 27.04	\$ 43.48	40.46%	\$ 37.98	\$ 61.07	24.00%	\$ 50.29	\$ 80.87
Technical	Safety Engineer	\$ 24.68	\$ 38.70	40.46%	\$ 34.67	\$ 54.36	24.00%	\$ 45.90	\$ 71.99
Technical	Safety Engineer Senior	\$ 28.06	\$ 44.28	40.46%	\$ 39.41	\$ 62.20	24.00%	\$ 52.19	\$ 82.37
Technical	Title Examiner	\$ 17.19	\$ 24.18	40.46%	\$ 24.15	\$ 33.96	24.00%	\$ 31.97	\$ 44.97
Technical	Traffic Controller	\$ 20.81	\$ 33.64	40.46%	\$ 29.23	\$ 47.25	24.00%	\$ 38.70	\$ 62.57
Technical	Traffic Controller Senior	\$ 25.05	\$ 39.60	40.46%	\$ 35.18	\$ 55.63	24.00%	\$ 46.59	\$ 73.66
Technical	Transportation Data Analyst	\$ 20.81	\$ 33.64	40.46%	\$ 29.23	\$ 47.25	24.00%	\$ 38.70	\$ 62.57
Technical	Transportation Data Analyst Senior	\$ 25.05	\$ 39.60	40.46%	\$ 35.18	\$ 55.63	24.00%	\$ 46.59	\$ 73.66
Technical	Transportation Data Analyst Supervisor	\$ 25.05	\$ 39.60	40.46%	\$ 35.18	\$ 55.63	24.00%	\$ 46.59	\$ 73.66
Technical	Transportation Data Technician	\$ 20.81	\$ 33.64	40.46%	\$ 29.23	\$ 47.25	24.00%	\$ 38.70	\$ 62.57
Technical	Transportation District Utilities Specialist	\$ 24.58	\$ 39.59	40.46%	\$ 34.52	\$ 55.61	24.00%	\$ 45.72	\$ 73.65
Technical	Transportation Engineering Technician -Survey	\$ 25.52	\$ 43.32	40.46%	\$ 35.85	\$ 60.85	24.00%	\$ 47.48	\$ 80.58
Technical	Transportation Engineering Technician -Survey Senior	\$ 28.18	\$ 45.33	40.46%	\$ 39.58	\$ 63.67	24.00%	\$ 52.41	\$ 84.32
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 29.75	\$ 48.42	40.46%	\$ 41.78	\$ 68.02	24.00%	\$ 55.33	\$ 90.07
Technical	Transportation Materials Technician	\$ 11.95	\$ 17.19	40.46%	\$ 16.78	\$ 24.15	24.00%	\$ 22.23	\$ 31.97
Technical	Transportation Materials Technician Senior	\$ 12.75	\$ 18.64	40.46%	\$ 17.91	\$ 26.18	24.00%	\$ 23.71	\$ 34.67

Tennessee (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 25.52	\$ 42.38	40.46%	\$ 35.85	\$ 59.53	24.00%	\$ 47.48	\$ 78.84
Technical	Transportation Materials Technician Supervisor	\$ 29.75	\$ 48.42	40.46%	\$ 41.78	\$ 68.02	24.00%	\$ 55.33	\$ 90.07
Technical	Transportation Planning Specialist	\$ 24.58	\$ 39.59	40.46%	\$ 34.52	\$ 55.61	24.00%	\$ 45.72	\$ 73.65
Technical	Transportation Planning Specialist Senior	\$ 28.18	\$ 45.33	40.46%	\$ 39.58	\$ 63.67	24.00%	\$ 52.41	\$ 84.32
Technical	Transportation Technical Program Coordinator	\$ 24.58	\$ 39.59	40.46%	\$ 34.52	\$ 55.61	24.00%	\$ 45.72	\$ 73.65
Technical	Transportation Technical Support Coordinator	\$ 24.58	\$ 39.59	40.46%	\$ 34.52	\$ 55.61	24.00%	\$ 45.72	\$ 73.65
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	40.46%	\$ 52.67	\$ 63.21	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 14.22	\$ 17.49	52.76%	\$ 21.72	\$ 26.72	24.00%	\$ 26.44	\$ 32.54
Trades	Boiler Operator II	\$ 17.54	\$ 20.14	52.76%	\$ 26.79	\$ 30.76	24.00%	\$ 32.62	\$ 37.45
Trades	Boiler Operator Senior I	\$ 20.16	\$ 22.00	52.76%	\$ 30.79	\$ 33.61	24.00%	\$ 37.49	\$ 40.92
Trades	Boiler Operator Senior II	\$ 22.02	\$ 30.14	52.76%	\$ 33.64	\$ 46.04	24.00%	\$ 40.95	\$ 56.06
Trades	Carpenter Assistant	\$ 9.47	\$ 12.81	52.76%	\$ 14.47	\$ 19.57	24.00%	\$ 17.62	\$ 23.83
Trades	Carpenter	\$ 12.82	\$ 17.96	52.76%	\$ 19.59	\$ 27.44	24.00%	\$ 23.85	\$ 33.41
Trades	Carpenter Senior	\$ 18.96	\$ 25.62	52.76%	\$ 28.97	\$ 39.13	24.00%	\$ 35.27	\$ 47.65
Trades	Electrician	\$ 20.22	\$ 33.65	52.76%	\$ 30.89	\$ 51.40	24.00%	\$ 37.61	\$ 62.58
Trades	Electrician Assistant	\$ 10.78	\$ 13.31	52.76%	\$ 16.47	\$ 20.33	24.00%	\$ 20.06	\$ 24.75
Trades	Electrician Senior	\$ 15.61	\$ 18.01	52.76%	\$ 23.85	\$ 27.51	24.00%	\$ 29.04	\$ 33.49
Trades	Electrician Supervisor Senior	\$ 18.05	\$ 31.74	52.76%	\$ 27.58	\$ 48.48	24.00%	\$ 33.58	\$ 59.03
Trades	Electronic Equipment Install & Repair Supervisor	\$ 19.70	\$ 29.28	52.76%	\$ 30.09	\$ 44.73	24.00%	\$ 36.64	\$ 54.46
Trades	Electronic Equipment Install & Repair Technician	\$ 15.63	\$ 19.60	52.76%	\$ 23.88	\$ 29.93	24.00%	\$ 29.07	\$ 36.45
Trades	Electronic Technician	\$ 11.89	\$ 15.12	52.76%	\$ 18.17	\$ 23.09	24.00%	\$ 22.12	\$ 28.12
Trades	Electronic Technician Senior	\$ 15.16	\$ 26.82	52.76%	\$ 23.16	\$ 40.97	24.00%	\$ 28.20	\$ 49.88
Trades	Equipment Repair Supervisor	\$ 21.56	\$ 25.24	52.76%	\$ 32.93	\$ 38.56	24.00%	\$ 40.10	\$ 46.95
Trades	Equipment Repair Technician	\$ 11.89	\$ 15.12	52.76%	\$ 18.17	\$ 23.09	24.00%	\$ 22.12	\$ 28.12
Trades	Equipment Repair Technician Senior	\$ 15.16	\$ 21.50	52.76%	\$ 23.16	\$ 32.85	24.00%	\$ 28.20	\$ 40.00
Trades	HVAC Installation & Repair Assistant	\$ 9.28	\$ 14.80	52.76%	\$ 14.17	\$ 22.62	24.00%	\$ 17.26	\$ 27.54
Trades	HVAC Installation & Repair Assistant Senior	\$ 14.80	\$ 25.24	52.76%	\$ 22.62	\$ 38.56	24.00%	\$ 27.54	\$ 46.95
Trades	Laboratory Mechanic	\$ 11.90	\$ 16.14	52.76%	\$ 18.18	\$ 24.66	24.00%	\$ 22.14	\$ 30.03
Trades	Laboratory Mechanic Senior	\$ 16.14	\$ 24.56	52.76%	\$ 24.66	\$ 37.52	24.00%	\$ 30.03	\$ 45.68
Trades	Locksmith	\$ 14.60	\$ 21.48	52.76%	\$ 22.31	\$ 32.81	24.00%	\$ 27.16	\$ 39.95
Trades	Maintenance Field Worker	\$ 11.89	\$ 15.21	52.76%	\$ 18.17	\$ 23.23	24.00%	\$ 22.12	\$ 28.29
Trades	Mason Plasterer	\$ 14.69	\$ 16.93	52.76%	\$ 22.45	\$ 25.87	24.00%	\$ 27.33	\$ 31.50
Trades	Mason Plasterer Assistant	\$ 16.97	\$ 25.10	52.76%	\$ 25.92	\$ 38.35	24.00%	\$ 31.56	\$ 46.69
Trades	Mechanic	\$ 9.56	\$ 21.52	52.76%	\$ 14.61	\$ 32.88	24.00%	\$ 17.79	\$ 40.03
Trades	Painter	\$ 9.20	\$ 20.41	52.76%	\$ 14.05	\$ 31.18	24.00%	\$ 17.11	\$ 37.97
Trades	Plumber / Steamfitter	\$ 19.94	\$ 30.32	52.76%	\$ 30.47	\$ 46.32	24.00%	\$ 37.10	\$ 56.40
Trades	Plumber / Steamfitter Assistant	\$ 11.89	\$ 19.88	52.76%	\$ 18.17	\$ 30.37	24.00%	\$ 22.12	\$ 36.98
Trades	Printing Press Operator B	\$ 19.47	\$ 28.59	52.76%	\$ 29.74	\$ 43.67	24.00%	\$ 36.21	\$ 53.18
Trades	Production Supervisor	\$ 23.08	\$ 35.35	52.76%	\$ 35.26	\$ 54.01	24.00%	\$ 42.93	\$ 65.76
Trades	Radio Specialist	\$ 13.76	\$ 17.64	52.76%	\$ 21.02	\$ 26.95	24.00%	\$ 25.59	\$ 32.81

Tennessee (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 17.67	\$ 23.09	52.76%	\$ 26.99	\$ 35.28	24.00%	\$ 32.86	\$ 42.95
Trades	Sheet Metal Worker	\$ 13.09	\$ 16.84	52.76%	\$ 19.99	\$ 25.73	24.00%	\$ 24.34	\$ 31.33
Trades	Sheet Metal Worker Assistant	\$ 9.94	\$ 13.30	52.76%	\$ 15.18	\$ 20.32	24.00%	\$ 18.49	\$ 24.74
Trades	Sheet Metal Worker Lead	\$ 16.89	\$ 23.10	52.76%	\$ 25.80	\$ 35.29	24.00%	\$ 31.41	\$ 42.97
Trades	Shipping / Receiving Clerk	\$ 13.16	\$ 18.04	52.76%	\$ 20.11	\$ 27.56	24.00%	\$ 24.48	\$ 33.56
Trades	Storekeeper Assistant I	\$ 9.78	\$ 14.32	52.76%	\$ 14.95	\$ 21.87	24.00%	\$ 18.20	\$ 26.63
Trades	Storekeeper Assistant II	\$ 10.65	\$ 15.39	52.76%	\$ 16.26	\$ 23.51	24.00%	\$ 19.80	\$ 28.63
Trades	Storekeeper I	\$ 7.25	\$ 9.56	52.76%	\$ 11.08	\$ 14.61	24.00%	\$ 13.49	\$ 17.79
Trades	Storekeeper II	\$ 9.62	\$ 11.67	52.76%	\$ 14.69	\$ 17.82	24.00%	\$ 17.89	\$ 21.70
Trades	Storekeeper III	\$ 11.70	\$ 14.32	52.76%	\$ 17.88	\$ 21.87	24.00%	\$ 21.77	\$ 26.63
Trades	Storekeeper Senior	\$ 14.34	\$ 16.72	52.76%	\$ 21.90	\$ 25.55	24.00%	\$ 26.67	\$ 31.10
Trades	Tool Room Assistant	\$ 7.70	\$ 11.67	52.76%	\$ 11.76	\$ 17.82	24.00%	\$ 14.32	\$ 21.70
Trades	Tool Room Assistant Senior	\$ 11.67	\$ 16.28	52.76%	\$ 17.82	\$ 24.87	24.00%	\$ 21.70	\$ 30.28
Trades	Trades Utilities Worker Senior	\$ 11.90	\$ 17.44	52.76%	\$ 18.18	\$ 26.64	24.00%	\$ 22.14	\$ 32.44
Trades	Trades Utility Worker	\$ 9.10	\$ 11.86	52.76%	\$ 13.89	\$ 18.11	24.00%	\$ 16.92	\$ 22.06
Trades	Tradesman Helper	\$ 9.10	\$ 14.65	52.76%	\$ 13.89	\$ 22.38	24.00%	\$ 16.92	\$ 27.25
Trades	Tradesman Helper Senior	\$ 14.65	\$ 18.26	52.76%	\$ 22.38	\$ 27.89	24.00%	\$ 27.25	\$ 33.95
Trades	Welder	\$ 10.02	\$ 16.60	52.76%	\$ 15.31	\$ 25.36	24.00%	\$ 18.64	\$ 30.88
Trades	Welder Senior	\$ 16.65	\$ 19.96	52.76%	\$ 25.43	\$ 30.49	24.00%	\$ 30.97	\$ 37.13
Trades	Work Zone Safety Officer	\$ 20.81	\$ 33.64	52.76%	\$ 31.78	\$ 51.39	24.00%	\$ 38.70	\$ 62.57

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	35.95%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	37.74%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	46.93%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	37.74%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	37.74%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	42.39%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	36.17%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	52.98%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	37.74%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	40.46%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	52.76%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Texas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 14.59	\$ 20.72	32.53%	\$ 19.33	\$ 27.45	24.00%	\$ 27.13	\$ 38.53
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	32.53%	\$ 11.32	\$ 18.52	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 20.73	\$ 28.77	32.53%	\$ 27.47	\$ 38.12	24.00%	\$ 38.55	\$ 53.50
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	32.53%	\$ 27.43	\$ 34.29	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	32.53%	\$ 20.58	\$ 26.40	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	32.53%	\$ 13.03	\$ 16.46	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 18.99	\$ 21.73	32.53%	\$ 25.17	\$ 28.80	24.00%	\$ 35.32	\$ 40.42
Accounting/Finance	Accounting Manager B	\$ 21.67	\$ 26.59	32.53%	\$ 28.72	\$ 35.24	24.00%	\$ 40.31	\$ 49.46
Accounting/Finance	Accounting Manager C	\$ 26.64	\$ 33.68	32.53%	\$ 35.31	\$ 44.63	24.00%	\$ 49.56	\$ 62.64
Accounting/Finance	Auditing - External Auditor	\$ 18.74	\$ 23.70	32.53%	\$ 24.84	\$ 31.42	24.00%	\$ 34.86	\$ 44.09
Accounting/Finance	Auditing - External Auditor Senior	\$ 23.72	\$ 33.68	32.53%	\$ 31.44	\$ 44.63	24.00%	\$ 44.13	\$ 62.64
Accounting/Finance	Auditing - Internal Auditor	\$ 18.74	\$ 23.70	32.53%	\$ 24.84	\$ 31.42	24.00%	\$ 34.86	\$ 44.09
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 23.75	\$ 33.68	32.53%	\$ 31.48	\$ 44.63	24.00%	\$ 44.18	\$ 62.64
Accounting/Finance	Bookkeeper	\$ 9.86	\$ 14.93	32.53%	\$ 13.07	\$ 19.78	24.00%	\$ 18.34	\$ 27.76
Accounting/Finance	Budget Analyst	\$ 18.38	\$ 24.05	32.53%	\$ 24.36	\$ 31.88	24.00%	\$ 34.19	\$ 44.74
Accounting/Finance	Budget Analyst Senior	\$ 24.06	\$ 37.35	32.53%	\$ 31.89	\$ 49.49	24.00%	\$ 44.76	\$ 69.46
Accounting/Finance	Closure/Disbursement Specialists	\$ 30.65	\$ 34.12	32.53%	\$ 40.62	\$ 45.21	24.00%	\$ 57.01	\$ 63.46
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 28.79	\$ 37.32	32.53%	\$ 38.15	\$ 49.45	24.00%	\$ 53.54	\$ 69.41
Accounting/Finance	CPA	\$ 29.85	\$ 39.45	32.53%	\$ 39.56	\$ 52.28	24.00%	\$ 55.53	\$ 73.37
Accounting/Finance	Fiscal Assistant	\$ 10.38	\$ 15.95	32.53%	\$ 13.76	\$ 21.14	24.00%	\$ 19.31	\$ 29.67
Accounting/Finance	Fiscal Technical Senior	\$ 13.91	\$ 19.84	32.53%	\$ 18.43	\$ 26.29	24.00%	\$ 25.87	\$ 36.90
Accounting/Finance	Fiscal Technician	\$ 16.00	\$ 19.56	32.53%	\$ 21.21	\$ 25.92	24.00%	\$ 29.76	\$ 36.38
Accounting/Finance	Payroll Assistant	\$ 15.19	\$ 19.19	32.53%	\$ 20.14	\$ 25.43	24.00%	\$ 28.26	\$ 35.70
Accounting/Finance	Purchasing / Procurement	\$ 19.19	\$ 28.52	32.53%	\$ 25.43	\$ 37.80	24.00%	\$ 35.70	\$ 53.05
Accounting/Finance	Sr. Compliance Officer	\$ 37.05	\$ 42.11	32.53%	\$ 49.10	\$ 55.81	24.00%	\$ 68.91	\$ 78.33
Accounting/Finance	Supervising Auditor	\$ 37.05	\$ 42.65	32.53%	\$ 49.10	\$ 56.52	24.00%	\$ 68.91	\$ 79.32
Call Center/Customer Service	Customer Service Inbound I	\$ 9.77	\$ 14.38	34.11%	\$ 13.11	\$ 19.28	24.00%	\$ 18.18	\$ 26.74
Call Center/Customer Service	Customer Service Inbound II	\$ 14.44	\$ 23.25	34.11%	\$ 19.36	\$ 31.18	24.00%	\$ 26.85	\$ 43.24

Texas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.77	\$ 14.38	34.11%	\$ 13.11	\$ 19.28	24.00%	\$ 18.18	\$ 26.74
Call Center/Customer Service	Customer Service Outbound II	\$ 14.44	\$ 23.25	34.11%	\$ 19.36	\$ 31.18	24.00%	\$ 26.85	\$ 43.24
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.60	\$ 16.26	34.11%	\$ 12.87	\$ 21.81	24.00%	\$ 17.85	\$ 30.24
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	34.11%	\$ 27.76	\$ 34.70	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.96	\$ 15.24	34.11%	\$ 13.36	\$ 20.44	24.00%	\$ 18.53	\$ 28.36
Call Center/Customer Service	Detailing Representative II	\$ 10.84	\$ 17.54	34.11%	\$ 14.54	\$ 23.52	24.00%	\$ 20.16	\$ 32.62
Call Center/Customer Service	Help Desk Analyst	\$ 12.91	\$ 28.67	34.11%	\$ 17.32	\$ 38.44	24.00%	\$ 24.02	\$ 53.32
Call Center/Customer Service	Market Research Inbound	\$ 18.94	\$ 22.75	34.11%	\$ 25.40	\$ 30.51	24.00%	\$ 35.23	\$ 42.31
Call Center/Customer Service	Market Research Outbound	\$ 22.77	\$ 34.66	34.11%	\$ 30.53	\$ 46.49	24.00%	\$ 42.35	\$ 64.48
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.86	\$ 12.66	34.11%	\$ 11.88	\$ 16.98	24.00%	\$ 16.48	\$ 23.56
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.82	\$ 18.32	34.11%	\$ 17.20	\$ 24.57	24.00%	\$ 23.85	\$ 34.08
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.86	\$ 12.66	34.11%	\$ 11.88	\$ 16.98	24.00%	\$ 16.48	\$ 23.56
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.82	\$ 18.32	34.11%	\$ 17.20	\$ 24.57	24.00%	\$ 23.85	\$ 34.08
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.86	\$ 12.42	34.11%	\$ 11.88	\$ 16.65	24.00%	\$ 16.48	\$ 23.09
Call Center/Customer Service	Sales Inbound I	\$ 9.38	\$ 16.20	34.11%	\$ 12.57	\$ 21.73	24.00%	\$ 17.44	\$ 30.13
Call Center/Customer Service	Sales Inbound II	\$ 12.82	\$ 18.32	34.11%	\$ 17.20	\$ 24.57	24.00%	\$ 23.85	\$ 34.08
Call Center/Customer Service	Sales Outbound I	\$ 11.62	\$ 16.30	34.11%	\$ 15.58	\$ 21.86	24.00%	\$ 21.61	\$ 30.32
Call Center/Customer Service	Sales Outbound II	\$ 12.82	\$ 18.32	34.11%	\$ 17.20	\$ 24.57	24.00%	\$ 23.85	\$ 34.08
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.85	\$ 12.69	34.11%	\$ 10.53	\$ 17.02	24.00%	\$ 14.60	\$ 23.61
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 12.70	\$ 16.46	34.11%	\$ 17.04	\$ 22.08	24.00%	\$ 23.63	\$ 30.62
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 9.36	\$ 12.50	34.11%	\$ 12.55	\$ 16.77	24.00%	\$ 17.40	\$ 23.26
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 12.55	\$ 22.10	34.11%	\$ 16.84	\$ 29.64	24.00%	\$ 23.35	\$ 41.11
Food Related Services	Barista (misc)	\$ 10.96	\$ 16.16	50.92%	\$ 16.54	\$ 24.39	24.00%	\$ 20.39	\$ 30.06
Food Related Services	Building Attendant (misc)	\$ 10.96	\$ 16.16	38.72%	\$ 15.20	\$ 22.42	24.00%	\$ 20.39	\$ 30.06
Food Related Services	Busser	\$ 10.96	\$ 16.16	38.72%	\$ 15.20	\$ 22.42	24.00%	\$ 20.39	\$ 30.06
Food Related Services	Cashiers	\$ 10.96	\$ 16.16	38.72%	\$ 15.20	\$ 22.42	24.00%	\$ 20.39	\$ 30.06
Food Related Services	Dishwasher	\$ 9.96	\$ 12.95	38.72%	\$ 13.82	\$ 17.97	24.00%	\$ 18.53	\$ 24.09
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	38.72%	\$ 19.98	\$ 24.41	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	38.72%	\$ 13.73	\$ 16.79	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.87	\$ 14.45	38.72%	\$ 13.70	\$ 20.04	24.00%	\$ 18.37	\$ 26.87
Food Related Services	Food Operations Manager Assistant	\$ 14.49	\$ 16.96	38.72%	\$ 20.10	\$ 23.53	24.00%	\$ 26.95	\$ 31.54
Food Related Services	Food Production Worker	\$ 7.95	\$ 13.01	38.72%	\$ 11.03	\$ 18.05	24.00%	\$ 14.79	\$ 24.20
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	38.72%	\$ 19.35	\$ 23.65	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	38.72%	\$ 14.98	\$ 18.31	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	38.72%	\$ 17.48	\$ 21.36	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.92	\$ 12.76	38.72%	\$ 10.99	\$ 17.71	24.00%	\$ 14.73	\$ 23.74
Food Related Services	Second Cook Senior	\$ 12.66	\$ 16.66	50.92%	\$ 19.11	\$ 25.14	24.00%	\$ 23.56	\$ 30.99
Food Related Services	Server	\$ 7.60	\$ 10.38	38.72%	\$ 10.55	\$ 14.40	24.00%	\$ 14.14	\$ 19.31
General Administrative	Administrative Assistant I	\$ 10.88	\$ 14.64	34.11%	\$ 14.59	\$ 19.63	24.00%	\$ 20.24	\$ 27.23
General Administrative	Administrative Assistant II	\$ 14.65	\$ 15.84	34.11%	\$ 19.64	\$ 21.25	24.00%	\$ 27.24	\$ 29.47

Texas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 15.85	\$ 17.20	34.11%	\$ 21.26	\$ 23.06	24.00%	\$ 29.49	\$ 31.99
General Administrative	Administrative Assistant IV	\$ 17.21	\$ 19.04	34.11%	\$ 23.08	\$ 25.54	24.00%	\$ 32.01	\$ 35.42
General Administrative	Administrative Assistant V	\$ 19.06	\$ 21.47	34.11%	\$ 25.56	\$ 28.80	24.00%	\$ 35.45	\$ 39.94
General Administrative	Administrative Staff Assistant	\$ 21.12	\$ 24.15	34.11%	\$ 28.33	\$ 32.39	24.00%	\$ 39.29	\$ 44.92
General Administrative	Administrative Staff Specialist	\$ 24.16	\$ 29.87	34.11%	\$ 32.40	\$ 40.06	24.00%	\$ 44.94	\$ 55.56
General Administrative	Administrative Staff Specialist Senior	\$ 29.88	\$ 23.34	34.11%	\$ 40.07	\$ 31.30	24.00%	\$ 55.58	\$ 43.40
General Administrative	Agency Management Analyst	\$ 19.49	\$ 25.58	34.11%	\$ 26.14	\$ 34.30	24.00%	\$ 36.25	\$ 47.57
General Administrative	Agency Management Analyst Lead	\$ 25.59	\$ 29.72	34.11%	\$ 34.32	\$ 39.86	24.00%	\$ 47.59	\$ 55.28
General Administrative	Agency Management Analyst Senior	\$ 29.78	\$ 46.34	34.11%	\$ 39.94	\$ 62.15	24.00%	\$ 55.40	\$ 86.20
General Administrative	<u>Clerk</u>	\$ 9.30	\$ 10.75	34.11%	\$ 12.47	\$ 14.42	24.00%	\$ 17.30	\$ 20.00
General Administrative	<u>Clerk Jr</u>	\$ 8.25	\$ 9.25	34.11%	\$ 11.06	\$ 12.41	24.00%	\$ 15.35	\$ 17.21
General Administrative	<u>Clerk Sr</u>	\$ 10.80	\$ 12.50	34.11%	\$ 14.48	\$ 16.76	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.86	\$ 12.44	34.11%	\$ 11.88	\$ 16.68	24.00%	\$ 16.48	\$ 23.13
General Administrative	Data Entry Operator Senior	\$ 12.46	\$ 17.90	34.11%	\$ 16.72	\$ 24.00	24.00%	\$ 23.18	\$ 33.29
General Administrative	<u>Document Control Clerk / Filing Specialist</u>	\$ 10.25	\$ 15.00	34.11%	\$ 13.75	\$ 20.12	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.70	\$ 19.52	34.11%	\$ 21.06	\$ 26.18	24.00%	\$ 29.21	\$ 36.31
General Administrative	Executive Secretary Senior	\$ 19.55	\$ 28.96	34.11%	\$ 26.22	\$ 38.83	24.00%	\$ 36.36	\$ 53.86
General Administrative	<u>Intake Specialist (HMGP)</u>	\$ 17.50	\$ 20.75	34.11%	\$ 23.47	\$ 27.83	24.00%	\$ 32.55	\$ 38.60
General Administrative	<u>Inventory Specialist</u>	\$ 15.00	\$ 18.00	34.11%	\$ 20.12	\$ 24.14	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.42	\$ 14.56	34.11%	\$ 16.65	\$ 19.52	24.00%	\$ 23.09	\$ 27.08
General Administrative	Legal Assistant Senior	\$ 14.59	\$ 36.78	34.11%	\$ 19.56	\$ 49.32	24.00%	\$ 27.13	\$ 68.41
General Administrative	Library Assistant	\$ 8.86	\$ 17.45	34.11%	\$ 11.88	\$ 23.40	24.00%	\$ 16.48	\$ 32.45
General Administrative	Medical Assistant I	\$ 11.90	\$ 13.88	34.11%	\$ 15.96	\$ 18.61	24.00%	\$ 22.13	\$ 25.82
General Administrative	Medical Assistant II	\$ 13.92	\$ 19.79	34.11%	\$ 18.67	\$ 26.54	24.00%	\$ 25.89	\$ 36.81
General Administrative	Medical Biller I	\$ 10.37	\$ 12.73	34.11%	\$ 13.91	\$ 17.08	24.00%	\$ 19.29	\$ 23.69
General Administrative	Medical Biller II	\$ 12.76	\$ 19.83	34.11%	\$ 17.12	\$ 26.59	24.00%	\$ 23.74	\$ 36.88
General Administrative	Medical Records Clerk I	\$ 12.46	\$ 18.15	34.11%	\$ 16.72	\$ 24.35	24.00%	\$ 23.18	\$ 33.77
General Administrative	Medical Records Clerk II	\$ 13.46	\$ 19.47	34.11%	\$ 18.05	\$ 26.11	24.00%	\$ 25.04	\$ 36.21
General Administrative	Office Manager	\$ 20.97	\$ 31.92	34.11%	\$ 28.13	\$ 42.81	24.00%	\$ 39.01	\$ 59.38
General Administrative	Office Services Aide	\$ 11.61	\$ 15.99	34.11%	\$ 15.57	\$ 21.45	24.00%	\$ 21.59	\$ 29.75
General Administrative	Office Services Assistant	\$ 12.45	\$ 16.89	34.11%	\$ 16.69	\$ 22.65	24.00%	\$ 23.15	\$ 31.41
General Administrative	Office Services Specialist	\$ 13.11	\$ 17.68	34.11%	\$ 17.59	\$ 23.71	24.00%	\$ 24.39	\$ 32.88
General Administrative	Office Services Supervisor	\$ 13.72	\$ 18.06	34.11%	\$ 18.40	\$ 24.23	24.00%	\$ 25.52	\$ 33.60
General Administrative	Office Services Supervisor Senior	\$ 15.90	\$ 20.27	34.11%	\$ 21.33	\$ 27.18	24.00%	\$ 29.58	\$ 37.70
General Administrative	Operator I	\$ 8.62	\$ 12.40	34.11%	\$ 11.56	\$ 16.62	24.00%	\$ 16.03	\$ 23.06
General Administrative	Operator II	\$ 12.42	\$ 14.49	34.11%	\$ 16.65	\$ 19.43	24.00%	\$ 23.09	\$ 26.95
General Administrative	Operator III (Key Disc Operator)	\$ 14.53	\$ 16.45	34.11%	\$ 19.48	\$ 22.06	24.00%	\$ 27.02	\$ 30.60
General Administrative	Operator IV (Key Disc Operator)	\$ 16.46	\$ 19.07	34.11%	\$ 22.08	\$ 25.58	24.00%	\$ 30.62	\$ 35.47
General Administrative	<u>Paralegal</u>	\$ 14.00	\$ 23.50	34.11%	\$ 18.78	\$ 31.52	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 11.05	\$ 14.79	34.11%	\$ 14.82	\$ 19.83	24.00%	\$ 20.55	\$ 27.50

Texas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 14.80	\$ 15.77	34.11%	\$ 19.84	\$ 21.15	24.00%	\$ 27.52	\$ 29.34
General Administrative	Photocopy Supervisor	\$ 11.95	\$ 16.59	34.11%	\$ 16.02	\$ 22.25	24.00%	\$ 22.22	\$ 30.86
General Administrative	Photocopy Technician	\$ 10.79	\$ 15.25	34.11%	\$ 14.47	\$ 20.46	24.00%	\$ 20.07	\$ 28.37
General Administrative	Photo-Typesetting Specialist	\$ 14.05	\$ 20.23	34.11%	\$ 18.84	\$ 27.13	24.00%	\$ 26.13	\$ 37.62
General Administrative	Photo-Typesetting Supervisor	\$ 15.01	\$ 21.96	34.11%	\$ 20.12	\$ 29.45	24.00%	\$ 27.91	\$ 40.85
General Administrative	Postal Aide	\$ 7.88	\$ 10.79	34.11%	\$ 10.57	\$ 14.47	24.00%	\$ 14.66	\$ 20.07
General Administrative	Postal Aide Senior	\$ 10.84	\$ 17.06	34.11%	\$ 14.54	\$ 22.88	24.00%	\$ 20.16	\$ 31.73
General Administrative	Postal Assistant	\$ 17.12	\$ 19.02	34.11%	\$ 22.96	\$ 25.51	24.00%	\$ 31.84	\$ 35.38
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	34.11%	\$ 40.23	\$ 60.35	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	34.11%	\$ 26.82	\$ 33.53	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.66	\$ 16.72	34.11%	\$ 16.98	\$ 22.42	24.00%	\$ 23.56	\$ 31.10
General Administrative	Public Relations Specialist	\$ 17.60	\$ 30.09	34.11%	\$ 23.60	\$ 40.36	24.00%	\$ 32.73	\$ 55.97
General Administrative	Public Relations Specialist Assistant	\$ 12.66	\$ 17.57	34.11%	\$ 16.98	\$ 23.56	24.00%	\$ 23.56	\$ 32.67
General Administrative	Receptionist	\$ 8.85	\$ 11.39	34.11%	\$ 11.87	\$ 15.27	24.00%	\$ 16.46	\$ 21.18
General Administrative	Receptionist Senior	\$ 11.40	\$ 17.98	34.11%	\$ 15.29	\$ 24.11	24.00%	\$ 21.20	\$ 33.43
General Administrative	Secretary	\$ 9.36	\$ 12.50	34.11%	\$ 12.55	\$ 16.77	24.00%	\$ 17.40	\$ 23.26
General Administrative	Secretary Senior	\$ 12.55	\$ 22.16	34.11%	\$ 16.84	\$ 29.72	24.00%	\$ 23.35	\$ 41.22
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	34.11%	\$ 20.45	\$ 24.14	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.88	\$ 26.58	34.11%	\$ 14.59	\$ 35.65	24.00%	\$ 20.24	\$ 49.45
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	34.11%	\$ 26.82	\$ 35.53	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 19.50	\$ 24.05	34.11%	\$ 26.15	\$ 32.26	24.00%	\$ 36.27	\$ 44.74
Human Resources	Classification / Compensation Analyst Senior	\$ 24.10	\$ 31.92	34.11%	\$ 32.32	\$ 42.81	24.00%	\$ 44.83	\$ 59.38
Human Resources	Classification / Compensation Consultant	\$ 31.94	\$ 42.79	34.11%	\$ 42.84	\$ 57.38	24.00%	\$ 59.42	\$ 79.58
Human Resources	EEO Program Analyst	\$ 18.83	\$ 30.06	34.11%	\$ 25.26	\$ 40.32	24.00%	\$ 35.03	\$ 55.91
Human Resources	EEO Program Specialist	\$ 20.76	\$ 32.79	34.11%	\$ 27.85	\$ 43.98	24.00%	\$ 38.62	\$ 60.99
Human Resources	Employee Relations Analyst	\$ 16.96	\$ 21.47	34.11%	\$ 22.74	\$ 28.80	24.00%	\$ 31.54	\$ 39.94
Human Resources	Employee Relations Analyst Senior	\$ 21.52	\$ 37.98	34.11%	\$ 28.86	\$ 50.94	24.00%	\$ 40.03	\$ 70.65
Human Resources	Human Resources Assistant	\$ 13.01	\$ 18.74	34.11%	\$ 17.45	\$ 25.14	24.00%	\$ 24.20	\$ 34.86
Human Resources	Human Resources Generalist	\$ 15.09	\$ 19.19	34.11%	\$ 20.23	\$ 25.74	24.00%	\$ 28.06	\$ 35.69
Human Resources	Human Resources Generalist Senior	\$ 19.30	\$ 33.71	34.11%	\$ 25.88	\$ 45.21	24.00%	\$ 35.90	\$ 62.70
Human Resources	Personnel Analyst	\$ 14.94	\$ 18.99	34.11%	\$ 20.03	\$ 25.47	24.00%	\$ 27.78	\$ 35.32
Human Resources	Personnel Analyst Senior	\$ 19.04	\$ 23.04	34.11%	\$ 25.54	\$ 30.89	24.00%	\$ 35.42	\$ 42.85
Human Resources	Personnel Practices Analyst	\$ 23.10	\$ 27.20	34.11%	\$ 30.97	\$ 36.48	24.00%	\$ 42.96	\$ 50.60
Human Resources	Personnel Practices Analyst Senior	\$ 27.25	\$ 34.69	34.11%	\$ 36.55	\$ 46.53	24.00%	\$ 50.69	\$ 64.53
Human Resources	Personnel Practices Manager	\$ 34.14	\$ 42.47	34.11%	\$ 45.78	\$ 56.95	24.00%	\$ 63.49	\$ 78.99
Human Services	Social Worker	\$ 16.63	\$ 28.17	32.60%	\$ 22.05	\$ 37.35	24.00%	\$ 30.93	\$ 52.39
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	32.60%	\$ 29.84	\$ 41.11	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.61	\$ 17.42	32.60%	\$ 16.73	\$ 23.10	24.00%	\$ 23.46	\$ 32.40
Human Services	Support Enforcement Specialist Senior	\$ 17.48	\$ 20.62	32.60%	\$ 23.17	\$ 27.34	24.00%	\$ 32.51	\$ 38.34
Human Services	Utilization Review Analyst	\$ 17.48	\$ 25.07	32.60%	\$ 23.17	\$ 33.24	24.00%	\$ 32.51	\$ 46.63

Texas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 25.12	\$ 40.29	32.60%	\$ 33.31	\$ 53.43	24.00%	\$ 46.72	\$ 74.95
Insurance	Claims Adjuster I	\$ 14.44	\$ 17.48	32.60%	\$ 19.14	\$ 23.17	24.00%	\$ 26.85	\$ 32.51
Insurance	Claims Adjuster II	\$ 17.53	\$ 25.07	32.60%	\$ 23.24	\$ 33.24	24.00%	\$ 32.60	\$ 46.63
Insurance	Claims Specialist	\$ 25.12	\$ 31.66	32.60%	\$ 33.31	\$ 41.98	24.00%	\$ 46.72	\$ 58.88
Insurance	Worker's Compensation Specialist	\$ 23.73	\$ 35.50	32.60%	\$ 31.47	\$ 47.08	24.00%	\$ 44.15	\$ 66.03
Laborer/Industrial	CDL Driver	\$ 12.66	\$ 18.17	38.72%	\$ 17.57	\$ 25.21	24.00%	\$ 23.56	\$ 33.80
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	38.72%	\$ 29.82	\$ 39.15	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	38.72%	\$ 38.77	\$ 46.07	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	38.72%	\$ 41.96	\$ 48.55	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	38.72%	\$ 34.33	\$ 41.62	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	38.72%	\$ 34.33	\$ 40.92	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	38.72%	\$ 43.70	\$ 52.37	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	38.72%	\$ 36.76	\$ 46.54	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.59	\$ 19.48	38.72%	\$ 18.85	\$ 27.02	24.00%	\$ 25.28	\$ 36.23
Laborer/Industrial	Forklift Operator	\$ 10.59	\$ 14.76	38.72%	\$ 14.69	\$ 20.47	24.00%	\$ 19.70	\$ 27.45
Laborer/Industrial	Forklift Operator Senior	\$ 14.79	\$ 21.52	38.72%	\$ 20.51	\$ 29.86	24.00%	\$ 27.50	\$ 40.03
Laborer/Industrial	Grounds Worker	\$ 8.58	\$ 11.90	38.72%	\$ 11.90	\$ 16.50	24.00%	\$ 15.96	\$ 22.13
Laborer/Industrial	Grounds Worker Lead	\$ 11.95	\$ 15.95	38.72%	\$ 16.57	\$ 22.13	24.00%	\$ 22.22	\$ 29.67
Laborer/Industrial	Grounds Worker Senior	\$ 12.75	\$ 15.85	38.72%	\$ 17.69	\$ 21.99	24.00%	\$ 23.72	\$ 29.49
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.86	\$ 12.42	38.72%	\$ 12.29	\$ 17.22	24.00%	\$ 16.48	\$ 23.09
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.43	\$ 15.85	38.72%	\$ 17.24	\$ 21.99	24.00%	\$ 23.11	\$ 29.49
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.75	\$ 11.93	38.72%	\$ 10.75	\$ 16.55	24.00%	\$ 14.42	\$ 22.18
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.75	\$ 11.93	38.72%	\$ 10.75	\$ 16.55	24.00%	\$ 14.42	\$ 22.18
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.75	\$ 11.93	38.72%	\$ 10.75	\$ 16.55	24.00%	\$ 14.42	\$ 22.18
Laborer/Industrial	Housekeeping Supervisor	\$ 10.59	\$ 14.71	38.72%	\$ 14.69	\$ 20.40	24.00%	\$ 19.70	\$ 27.35
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.74	\$ 22.80	38.72%	\$ 20.44	\$ 31.62	24.00%	\$ 27.41	\$ 42.40
Laborer/Industrial	Housekeeping Worker	\$ 7.85	\$ 12.01	38.72%	\$ 10.89	\$ 16.66	24.00%	\$ 14.60	\$ 22.33
Laborer/Industrial	Housekeeping Worker Senior	\$ 12.06	\$ 15.39	38.72%	\$ 16.72	\$ 21.36	24.00%	\$ 22.42	\$ 28.63
Laborer/Industrial	Inventory Worker Light	\$ 9.38	\$ 14.69	38.72%	\$ 13.01	\$ 20.37	24.00%	\$ 17.44	\$ 27.32
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.58	\$ 16.48	38.72%	\$ 11.90	\$ 22.86	24.00%	\$ 15.96	\$ 30.65
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.36	\$ 11.40	38.72%	\$ 11.60	\$ 15.81	24.00%	\$ 15.55	\$ 21.20
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.45	\$ 18.48	38.72%	\$ 15.88	\$ 25.64	24.00%	\$ 21.29	\$ 34.38
Laborer/Industrial	Packer	\$ 7.75	\$ 11.93	38.72%	\$ 10.75	\$ 16.55	24.00%	\$ 14.42	\$ 22.18
Laborer/Industrial	Warehouse Specialist I	\$ 8.58	\$ 11.93	38.72%	\$ 11.90	\$ 16.55	24.00%	\$ 15.96	\$ 22.18
Laborer/Industrial	Warehouse Specialist II	\$ 11.95	\$ 14.94	38.72%	\$ 16.57	\$ 20.72	24.00%	\$ 22.22	\$ 27.78
Laborer/Industrial	Warehouse Specialist III	\$ 14.99	\$ 19.09	38.72%	\$ 20.79	\$ 26.48	24.00%	\$ 27.87	\$ 35.51
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	38.72%	\$ 12.48	\$ 15.26	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.75	\$ 11.93	38.72%	\$ 10.75	\$ 16.55	24.00%	\$ 14.42	\$ 22.18
Laborer/Industrial	Warehouse Worker II	\$ 11.95	\$ 14.94	38.72%	\$ 16.57	\$ 20.72	24.00%	\$ 22.22	\$ 27.78
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	38.72%	\$ 33.92	\$ 44.39	24.00%	\$ 45.48	\$ 59.52

Texas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	38.72%	\$ 33.92	\$ 40.92	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	38.72%	\$ 33.92	\$ 40.92	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.40	\$ 14.71	38.72%	\$ 15.81	\$ 20.40	24.00%	\$ 21.20	\$ 27.35
Media	Audio Visual Technician Senior	\$ 14.74	\$ 24.42	38.72%	\$ 20.44	\$ 33.88	24.00%	\$ 27.41	\$ 45.42
Media	Graphic Artist	\$ 13.42	\$ 16.02	38.72%	\$ 18.62	\$ 22.23	24.00%	\$ 24.96	\$ 29.80
Media	Graphic Artist Senior	\$ 16.02	\$ 22.54	38.72%	\$ 22.23	\$ 31.27	24.00%	\$ 29.80	\$ 41.92
Media	Graphic Designer	\$ 13.42	\$ 16.02	38.72%	\$ 18.62	\$ 22.23	24.00%	\$ 24.96	\$ 29.80
Media	Graphic Designer Senior	\$ 16.05	\$ 22.54	38.72%	\$ 22.27	\$ 31.27	24.00%	\$ 29.86	\$ 41.92
Media	Photographer	\$ 8.86	\$ 11.73	38.72%	\$ 12.29	\$ 16.27	24.00%	\$ 16.48	\$ 21.81
Media	Photographer Senior	\$ 11.75	\$ 18.79	38.72%	\$ 16.30	\$ 26.07	24.00%	\$ 21.85	\$ 34.95
Media	TV / Video Production Specialist	\$ 17.73	\$ 22.81	38.72%	\$ 24.59	\$ 31.64	24.00%	\$ 32.97	\$ 42.42
Media	TV / Video Production Technician	\$ 22.84	\$ 30.90	38.72%	\$ 31.68	\$ 42.86	24.00%	\$ 42.48	\$ 57.47
Security	Armed Security Officer	\$ 14.19	\$ 18.99	48.40%	\$ 21.06	\$ 28.18	24.00%	\$ 26.39	\$ 35.32
Security	<u>Captain</u>	\$ 19.93	\$ 28.40	48.40%	\$ 29.57	\$ 42.14	24.00%	\$ 37.07	\$ 52.82
Security	Dispatcher/Police	\$ 13.75	\$ 23.44	48.40%	\$ 20.41	\$ 34.78	24.00%	\$ 25.58	\$ 43.59
Security	<u>Lieutenant</u>	\$ 17.94	\$ 24.91	48.40%	\$ 26.62	\$ 36.97	24.00%	\$ 33.36	\$ 46.33
Security	<u>Sergeant</u>	\$ 16.44	\$ 22.92	48.40%	\$ 24.40	\$ 34.01	24.00%	\$ 30.58	\$ 42.63
Security	Unarmed Security Guard	\$ 9.59	\$ 18.73	48.40%	\$ 14.22	\$ 27.80	24.00%	\$ 17.83	\$ 34.84
Tax	Data Entry Clerk	\$ 8.86	\$ 11.40	34.11%	\$ 11.88	\$ 15.29	24.00%	\$ 16.48	\$ 21.20
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.45	\$ 17.98	34.11%	\$ 15.35	\$ 24.11	24.00%	\$ 21.29	\$ 33.43
Tax	Error Resolution and Document Processor	\$ 14.90	\$ 20.70	34.11%	\$ 19.98	\$ 27.75	24.00%	\$ 27.71	\$ 38.49
Tax	General Clerical	\$ 8.62	\$ 12.74	34.11%	\$ 11.56	\$ 17.09	24.00%	\$ 16.03	\$ 23.70
Tax	On-Site Administrator (Day)	\$ 10.07	\$ 21.78	34.11%	\$ 13.51	\$ 29.21	24.00%	\$ 18.74	\$ 40.51
Tax	On-Site Administrator (Evening)	\$ 10.07	\$ 21.78	34.11%	\$ 13.51	\$ 29.21	24.00%	\$ 18.74	\$ 40.51
Tax	Remittance Processor	\$ 17.91	\$ 26.53	34.11%	\$ 24.01	\$ 35.58	24.00%	\$ 33.30	\$ 49.35
Tax	Taxpayer Information & Assistance Agent	\$ 15.86	\$ 22.79	34.11%	\$ 21.27	\$ 30.56	24.00%	\$ 29.50	\$ 42.39
Technical	Agricultural Technician	\$ 16.31	\$ 26.47	36.48%	\$ 22.26	\$ 36.13	24.00%	\$ 30.34	\$ 49.24
Technical	Agricultural Technician Lead	\$ 18.29	\$ 29.23	36.48%	\$ 24.97	\$ 39.90	24.00%	\$ 34.03	\$ 54.38
Technical	Agricultural Technician Supervisor	\$ 21.97	\$ 35.22	36.48%	\$ 29.99	\$ 48.07	24.00%	\$ 40.87	\$ 65.51
Technical	Analytical Chemist	\$ 17.29	\$ 29.23	36.48%	\$ 23.59	\$ 39.90	24.00%	\$ 32.15	\$ 54.38
Technical	Analytical Chemist Assistant	\$ 20.20	\$ 33.26	36.48%	\$ 27.56	\$ 45.39	24.00%	\$ 37.57	\$ 61.86
Technical	Analytical Chemist Senior	\$ 25.49	\$ 41.60	36.48%	\$ 34.79	\$ 56.78	24.00%	\$ 47.41	\$ 77.38
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	36.48%	\$ 27.02	\$ 42.35	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	36.48%	\$ 39.43	\$ 51.11	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 18.25	\$ 27.45	36.48%	\$ 24.91	\$ 37.46	24.00%	\$ 33.95	\$ 51.06
Technical	Bridge Design Drafter Senior	\$ 19.47	\$ 29.68	36.48%	\$ 26.57	\$ 40.51	24.00%	\$ 36.21	\$ 55.21
Technical	Cartographic Drafter	\$ 22.95	\$ 32.32	36.48%	\$ 31.32	\$ 44.11	24.00%	\$ 42.68	\$ 60.12
Technical	Cartographic Drafter Assistant	\$ 17.99	\$ 27.05	36.48%	\$ 24.55	\$ 36.92	24.00%	\$ 33.45	\$ 50.32
Technical	Cartographic Supervisor	\$ 31.31	\$ 42.09	36.48%	\$ 42.73	\$ 57.44	24.00%	\$ 58.23	\$ 78.28
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	36.48%	\$ 21.84	\$ 26.61	24.00%	\$ 29.76	\$ 36.27

Texas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	36.48%	\$ 54.03	\$ 65.72	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 27.60	\$ 39.07	36.48%	\$ 37.67	\$ 53.32	24.00%	\$ 51.34	\$ 72.67
Technical	Engineering Design Drafting Supervisor	\$ 32.11	\$ 44.77	36.48%	\$ 43.83	\$ 61.10	24.00%	\$ 59.73	\$ 83.27
Technical	Engineering Design Drafting Technician	\$ 15.50	\$ 20.53	36.48%	\$ 21.16	\$ 28.01	24.00%	\$ 28.84	\$ 38.18
Technical	Engineering Drafting Technician	\$ 15.53	\$ 20.53	36.48%	\$ 21.20	\$ 28.01	24.00%	\$ 28.89	\$ 38.18
Technical	Engineering Drafting Technician Senior	\$ 18.00	\$ 26.18	36.48%	\$ 24.57	\$ 35.72	24.00%	\$ 33.49	\$ 48.69
Technical	Environmental Engineer	\$ 25.50	\$ 40.28	36.48%	\$ 34.80	\$ 54.98	24.00%	\$ 47.43	\$ 74.93
Technical	Environmental Engineer Senior	\$ 27.46	\$ 44.07	36.48%	\$ 37.48	\$ 60.15	24.00%	\$ 51.08	\$ 81.97
Technical	Environmental Program Analyst	\$ 21.63	\$ 31.96	36.48%	\$ 29.52	\$ 43.63	24.00%	\$ 40.24	\$ 59.45
Technical	Environmental Program Planner	\$ 23.12	\$ 34.54	36.48%	\$ 31.55	\$ 47.13	24.00%	\$ 43.00	\$ 64.24
Technical	Environmental Program Specialist	\$ 24.85	\$ 31.21	36.48%	\$ 33.92	\$ 42.59	24.00%	\$ 46.22	\$ 58.05
Technical	Environmental Specialist - Field	\$ 23.12	\$ 33.74	36.48%	\$ 31.55	\$ 46.05	24.00%	\$ 43.00	\$ 62.75
Technical	Environmental Specialist Senior - Field	\$ 23.77	\$ 35.31	36.48%	\$ 32.45	\$ 48.19	24.00%	\$ 44.22	\$ 65.68
Technical	Environmental Technician	\$ 21.63	\$ 31.96	36.48%	\$ 29.52	\$ 43.63	24.00%	\$ 40.24	\$ 59.45
Technical	Environmental Technician Senior	\$ 23.12	\$ 34.54	36.48%	\$ 31.55	\$ 47.13	24.00%	\$ 43.00	\$ 64.24
Technical	Help Desk Support	\$ 15.50	\$ 25.00	36.48%	\$ 21.15	\$ 34.12	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	36.48%	\$ 23.54	\$ 32.76	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 19.71	\$ 24.09	36.48%	\$ 26.90	\$ 32.88	24.00%	\$ 36.66	\$ 44.80
Technical	Laboratory Technician	\$ 16.51	\$ 24.73	36.48%	\$ 22.53	\$ 33.75	24.00%	\$ 30.71	\$ 46.00
Technical	Laboratory Technician Senior	\$ 17.53	\$ 26.66	36.48%	\$ 23.92	\$ 36.39	24.00%	\$ 32.60	\$ 49.59
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	36.48%	\$ 30.03	\$ 36.17	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 26.28	\$ 35.04	36.48%	\$ 35.86	\$ 47.82	24.00%	\$ 48.88	\$ 65.17
Technical	Residential Plan Reviewer	\$ 19.16	\$ 29.93	36.48%	\$ 26.15	\$ 40.85	24.00%	\$ 35.64	\$ 55.67
Technical	Right of Way Technician	\$ 27.19	\$ 42.99	36.48%	\$ 37.11	\$ 58.68	24.00%	\$ 50.58	\$ 79.97
Technical	Right of Way Technician Supervisor	\$ 29.35	\$ 47.20	36.48%	\$ 40.06	\$ 64.42	24.00%	\$ 54.60	\$ 87.79
Technical	Safety Engineer	\$ 26.79	\$ 42.02	36.48%	\$ 36.57	\$ 57.35	24.00%	\$ 49.84	\$ 78.15
Technical	Safety Engineer Senior	\$ 30.46	\$ 48.08	36.48%	\$ 41.57	\$ 65.61	24.00%	\$ 56.66	\$ 89.42
Technical	Title Examiner	\$ 18.66	\$ 26.25	36.48%	\$ 25.47	\$ 35.82	24.00%	\$ 34.71	\$ 48.82
Technical	Traffic Controller	\$ 22.59	\$ 36.52	36.48%	\$ 30.83	\$ 49.84	24.00%	\$ 42.01	\$ 67.92
Technical	Traffic Controller Senior	\$ 27.19	\$ 42.99	36.48%	\$ 37.11	\$ 58.68	24.00%	\$ 50.58	\$ 79.97
Technical	Transportation Data Analyst	\$ 22.59	\$ 36.52	36.48%	\$ 30.83	\$ 49.84	24.00%	\$ 42.01	\$ 67.92
Technical	Transportation Data Analyst Senior	\$ 27.19	\$ 42.99	36.48%	\$ 37.11	\$ 58.68	24.00%	\$ 50.58	\$ 79.97
Technical	Transportation Data Analyst Supervisor	\$ 27.19	\$ 42.99	36.48%	\$ 37.11	\$ 58.68	24.00%	\$ 50.58	\$ 79.97
Technical	Transportation Data Technician	\$ 22.59	\$ 36.52	36.48%	\$ 30.83	\$ 49.84	24.00%	\$ 42.01	\$ 67.92
Technical	Transportation District Utilities Specialist	\$ 26.68	\$ 42.98	36.48%	\$ 36.42	\$ 58.67	24.00%	\$ 49.63	\$ 79.95
Technical	Transportation Engineering Technician -Survey	\$ 27.71	\$ 47.03	36.48%	\$ 37.82	\$ 64.19	24.00%	\$ 51.54	\$ 87.48
Technical	Transportation Engineering Technician -Survey Senior	\$ 30.59	\$ 49.21	36.48%	\$ 41.75	\$ 67.16	24.00%	\$ 56.90	\$ 91.53
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 32.29	\$ 52.57	36.48%	\$ 44.07	\$ 71.75	24.00%	\$ 60.07	\$ 97.78
Technical	Transportation Materials Technician	\$ 12.97	\$ 18.66	36.48%	\$ 17.71	\$ 25.47	24.00%	\$ 24.13	\$ 34.71
Technical	Transportation Materials Technician Senior	\$ 13.84	\$ 20.24	36.48%	\$ 18.89	\$ 27.62	24.00%	\$ 25.74	\$ 37.64

Texas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 27.71	\$ 46.01	36.48%	\$ 37.82	\$ 62.80	24.00%	\$ 51.54	\$ 85.59
Technical	Transportation Materials Technician Supervisor	\$ 32.29	\$ 52.57	36.48%	\$ 44.07	\$ 71.75	24.00%	\$ 60.07	\$ 97.78
Technical	Transportation Planning Specialist	\$ 26.68	\$ 42.98	36.48%	\$ 36.42	\$ 58.67	24.00%	\$ 49.63	\$ 79.95
Technical	Transportation Planning Specialist Senior	\$ 30.59	\$ 49.21	36.48%	\$ 41.75	\$ 67.16	24.00%	\$ 56.90	\$ 91.53
Technical	Transportation Technical Program Coordinator	\$ 26.68	\$ 42.98	36.48%	\$ 36.42	\$ 58.67	24.00%	\$ 49.63	\$ 79.95
Technical	Transportation Technical Support Coordinator	\$ 26.68	\$ 42.98	36.48%	\$ 36.42	\$ 58.67	24.00%	\$ 49.63	\$ 79.95
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	36.48%	\$ 51.18	\$ 61.42	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 15.43	\$ 18.99	44.35%	\$ 22.28	\$ 27.41	24.00%	\$ 28.71	\$ 35.32
Trades	Boiler Operator II	\$ 19.04	\$ 21.86	44.35%	\$ 27.49	\$ 31.56	24.00%	\$ 35.42	\$ 40.66
Trades	Boiler Operator Senior I	\$ 21.88	\$ 23.88	44.35%	\$ 31.59	\$ 34.48	24.00%	\$ 40.70	\$ 44.42
Trades	Boiler Operator Senior II	\$ 23.90	\$ 32.72	44.35%	\$ 34.50	\$ 47.23	24.00%	\$ 44.46	\$ 60.86
Trades	Carpenter Assistant	\$ 10.28	\$ 13.91	44.35%	\$ 14.84	\$ 20.08	24.00%	\$ 19.13	\$ 25.87
Trades	Carpenter	\$ 13.92	\$ 19.50	44.35%	\$ 20.09	\$ 28.15	24.00%	\$ 25.89	\$ 36.27
Trades	Carpenter Senior	\$ 20.59	\$ 27.81	44.35%	\$ 29.72	\$ 40.14	24.00%	\$ 38.29	\$ 51.73
Trades	Electrician	\$ 21.95	\$ 36.53	44.35%	\$ 31.69	\$ 52.73	24.00%	\$ 40.83	\$ 67.94
Trades	Electrician Assistant	\$ 11.71	\$ 14.45	44.35%	\$ 16.90	\$ 20.86	24.00%	\$ 21.78	\$ 26.87
Trades	Electrician Senior	\$ 16.95	\$ 19.55	44.35%	\$ 24.47	\$ 28.22	24.00%	\$ 31.52	\$ 36.36
Trades	Electrician Supervisor Senior	\$ 19.60	\$ 34.46	44.35%	\$ 28.29	\$ 49.74	24.00%	\$ 36.45	\$ 64.09
Trades	Electronic Equipment Install & Repair Supervisor	\$ 21.38	\$ 31.79	44.35%	\$ 30.87	\$ 45.88	24.00%	\$ 39.77	\$ 59.12
Trades	Electronic Equipment Install & Repair Technician	\$ 16.97	\$ 21.27	44.35%	\$ 24.49	\$ 30.71	24.00%	\$ 31.56	\$ 39.57
Trades	Electronic Technician	\$ 12.91	\$ 16.41	44.35%	\$ 18.64	\$ 23.69	24.00%	\$ 24.02	\$ 30.52
Trades	Electronic Technician Senior	\$ 16.46	\$ 29.11	44.35%	\$ 23.76	\$ 42.03	24.00%	\$ 30.62	\$ 54.15
Trades	Equipment Repair Supervisor	\$ 23.41	\$ 27.40	44.35%	\$ 33.79	\$ 39.55	24.00%	\$ 43.53	\$ 50.97
Trades	Equipment Repair Technician	\$ 12.91	\$ 16.41	44.35%	\$ 18.64	\$ 23.69	24.00%	\$ 24.02	\$ 30.52
Trades	Equipment Repair Technician Senior	\$ 16.46	\$ 23.35	44.35%	\$ 23.76	\$ 33.70	24.00%	\$ 30.62	\$ 43.42
Trades	HVAC Installation & Repair Assistant	\$ 10.07	\$ 16.07	44.35%	\$ 14.54	\$ 23.20	24.00%	\$ 18.74	\$ 29.89
Trades	HVAC Installation & Repair Assistant Senior	\$ 16.07	\$ 27.40	44.35%	\$ 23.20	\$ 39.55	24.00%	\$ 29.89	\$ 50.97
Trades	Laboratory Mechanic	\$ 12.92	\$ 17.53	44.35%	\$ 18.65	\$ 25.30	24.00%	\$ 24.04	\$ 32.60
Trades	Laboratory Mechanic Senior	\$ 17.53	\$ 26.66	44.35%	\$ 25.30	\$ 38.49	24.00%	\$ 32.60	\$ 49.59
Trades	Locksmith	\$ 15.85	\$ 23.32	44.35%	\$ 22.88	\$ 33.66	24.00%	\$ 29.49	\$ 43.37
Trades	Maintenance Field Worker	\$ 12.91	\$ 16.51	44.35%	\$ 18.64	\$ 23.83	24.00%	\$ 24.02	\$ 30.71
Trades	Mason Plasterer	\$ 15.95	\$ 18.38	44.35%	\$ 23.03	\$ 26.54	24.00%	\$ 29.67	\$ 34.19
Trades	Mason Plasterer Assistant	\$ 18.42	\$ 27.25	44.35%	\$ 26.59	\$ 39.34	24.00%	\$ 34.27	\$ 50.69
Trades	Mechanic	\$ 10.38	\$ 23.37	44.35%	\$ 14.99	\$ 33.73	24.00%	\$ 19.31	\$ 43.46
Trades	Painter	\$ 9.98	\$ 22.16	44.35%	\$ 14.41	\$ 31.99	24.00%	\$ 18.57	\$ 41.22
Trades	Plumber / Steamfitter	\$ 21.65	\$ 32.92	44.35%	\$ 31.25	\$ 47.52	24.00%	\$ 40.27	\$ 61.23
Trades	Plumber / Steamfitter Assistant	\$ 12.91	\$ 21.58	44.35%	\$ 18.64	\$ 31.15	24.00%	\$ 24.02	\$ 40.14
Trades	Printing Press Operator B	\$ 21.13	\$ 31.04	44.35%	\$ 30.51	\$ 44.80	24.00%	\$ 39.31	\$ 57.73
Trades	Production Supervisor	\$ 25.06	\$ 38.38	44.35%	\$ 36.17	\$ 55.40	24.00%	\$ 46.61	\$ 71.39
Trades	Radio Specialist	\$ 14.94	\$ 19.15	44.35%	\$ 21.56	\$ 27.64	24.00%	\$ 27.78	\$ 35.62

Texas (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 19.18	\$ 25.07	44.35%	\$ 27.69	\$ 36.19	24.00%	\$ 35.68	\$ 46.63
Trades	Sheet Metal Worker	\$ 14.21	\$ 18.28	44.35%	\$ 20.51	\$ 26.39	24.00%	\$ 26.43	\$ 34.01
Trades	Sheet Metal Worker Assistant	\$ 10.79	\$ 14.44	44.35%	\$ 15.58	\$ 20.84	24.00%	\$ 20.07	\$ 26.85
Trades	Sheet Metal Worker Lead	\$ 18.33	\$ 25.08	44.35%	\$ 26.46	\$ 36.20	24.00%	\$ 34.10	\$ 46.65
Trades	Shipping / Receiving Clerk	\$ 14.29	\$ 19.59	44.35%	\$ 20.63	\$ 28.28	24.00%	\$ 26.58	\$ 36.44
Trades	Storekeeper Assistant I	\$ 10.62	\$ 15.54	44.35%	\$ 15.33	\$ 22.44	24.00%	\$ 19.76	\$ 28.91
Trades	Storekeeper Assistant II	\$ 11.56	\$ 16.71	44.35%	\$ 16.68	\$ 24.12	24.00%	\$ 21.50	\$ 31.08
Trades	Storekeeper I	\$ 7.55	\$ 10.38	44.35%	\$ 10.90	\$ 14.99	24.00%	\$ 14.05	\$ 19.31
Trades	Storekeeper II	\$ 10.44	\$ 12.66	44.35%	\$ 15.07	\$ 18.28	24.00%	\$ 19.42	\$ 23.56
Trades	Storekeeper III	\$ 12.70	\$ 15.54	44.35%	\$ 18.34	\$ 22.44	24.00%	\$ 23.63	\$ 28.91
Trades	Storekeeper Senior	\$ 15.56	\$ 18.15	44.35%	\$ 22.47	\$ 26.21	24.00%	\$ 28.95	\$ 33.77
Trades	Tool Room Assistant	\$ 8.36	\$ 12.66	44.35%	\$ 12.07	\$ 18.28	24.00%	\$ 15.55	\$ 23.56
Trades	Tool Room Assistant Senior	\$ 12.66	\$ 17.68	44.35%	\$ 18.28	\$ 25.52	24.00%	\$ 23.56	\$ 32.88
Trades	Trades Utilities Worker Senior	\$ 12.92	\$ 18.93	44.35%	\$ 18.65	\$ 27.33	24.00%	\$ 24.04	\$ 35.21
Trades	Trades Utility Worker	\$ 9.87	\$ 12.87	44.35%	\$ 14.25	\$ 18.58	24.00%	\$ 18.37	\$ 23.94
Trades	Tradesman Helper	\$ 9.87	\$ 15.90	44.35%	\$ 14.25	\$ 22.96	24.00%	\$ 18.37	\$ 29.58
Trades	Tradesman Helper Senior	\$ 15.90	\$ 19.82	44.35%	\$ 22.96	\$ 28.61	24.00%	\$ 29.58	\$ 36.86
Trades	Welder	\$ 10.88	\$ 18.02	44.35%	\$ 15.71	\$ 26.02	24.00%	\$ 20.24	\$ 33.53
Trades	Welder Senior	\$ 18.07	\$ 21.67	44.35%	\$ 26.09	\$ 31.28	24.00%	\$ 33.62	\$ 40.31
Trades	Work Zone Safety Officer	\$ 22.59	\$ 36.52	44.35%	\$ 32.61	\$ 52.71	24.00%	\$ 42.01	\$ 67.92

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	32.53%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	34.11%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	50.92%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	34.11%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	32.60%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	38.72%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	38.72%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	48.40%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	34.11%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	36.48%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	44.35%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Utah (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 14.35	\$ 20.38	32.23%	\$ 18.98	\$ 26.95	24.00%	\$ 26.69	\$ 37.90
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	32.23%	\$ 11.29	\$ 18.48	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 20.39	\$ 28.30	32.23%	\$ 26.96	\$ 37.42	24.00%	\$ 37.92	\$ 52.64
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	32.23%	\$ 27.37	\$ 34.21	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	32.23%	\$ 20.53	\$ 26.35	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	32.23%	\$ 13.00	\$ 16.42	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 18.68	\$ 21.38	32.23%	\$ 24.70	\$ 28.27	24.00%	\$ 34.75	\$ 39.76
Accounting/Finance	Accounting Manager B	\$ 21.32	\$ 26.16	32.23%	\$ 28.19	\$ 34.59	24.00%	\$ 39.65	\$ 48.66
Accounting/Finance	Accounting Manager C	\$ 26.21	\$ 33.13	32.23%	\$ 34.66	\$ 43.81	24.00%	\$ 48.75	\$ 61.62
Accounting/Finance	Auditing - External Auditor	\$ 18.44	\$ 23.32	32.23%	\$ 24.38	\$ 30.83	24.00%	\$ 34.29	\$ 43.37
Accounting/Finance	Auditing - External Auditor Senior	\$ 23.34	\$ 33.13	32.23%	\$ 30.86	\$ 43.81	24.00%	\$ 43.41	\$ 61.62
Accounting/Finance	Auditing - Internal Auditor	\$ 18.44	\$ 23.32	32.23%	\$ 24.38	\$ 30.83	24.00%	\$ 34.29	\$ 43.37
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 23.37	\$ 33.13	32.23%	\$ 30.90	\$ 43.81	24.00%	\$ 43.46	\$ 61.62
Accounting/Finance	Bookkeeper	\$ 9.70	\$ 14.68	32.23%	\$ 12.83	\$ 19.42	24.00%	\$ 18.05	\$ 27.31
Accounting/Finance	Budget Analyst	\$ 18.08	\$ 23.66	32.23%	\$ 23.91	\$ 31.29	24.00%	\$ 33.64	\$ 44.01
Accounting/Finance	Budget Analyst Senior	\$ 23.67	\$ 36.74	32.23%	\$ 31.30	\$ 48.58	24.00%	\$ 44.03	\$ 68.33
Accounting/Finance	Closure/Disbursement Specialists	\$ 30.15	\$ 33.56	32.23%	\$ 39.87	\$ 44.38	24.00%	\$ 56.09	\$ 62.43
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 28.32	\$ 36.71	32.23%	\$ 37.45	\$ 48.54	24.00%	\$ 52.67	\$ 68.28
Accounting/Finance	CPA	\$ 29.37	\$ 38.81	32.23%	\$ 38.83	\$ 51.31	24.00%	\$ 54.62	\$ 72.18
Accounting/Finance	Fiscal Assistant	\$ 10.21	\$ 15.69	32.23%	\$ 13.51	\$ 20.75	24.00%	\$ 19.00	\$ 29.19
Accounting/Finance	Fiscal Technical Senior	\$ 13.68	\$ 19.52	32.23%	\$ 18.09	\$ 25.81	24.00%	\$ 25.45	\$ 36.30
Accounting/Finance	Fiscal Technician	\$ 15.74	\$ 19.24	32.23%	\$ 20.82	\$ 25.44	24.00%	\$ 29.28	\$ 35.79
Accounting/Finance	Payroll Assistant	\$ 14.95	\$ 18.88	32.23%	\$ 19.76	\$ 24.96	24.00%	\$ 27.80	\$ 35.12
Accounting/Finance	Purchasing / Procurement	\$ 18.88	\$ 28.06	32.23%	\$ 24.96	\$ 37.10	24.00%	\$ 35.12	\$ 52.19
Accounting/Finance	Sr. Compliance Officer	\$ 36.45	\$ 41.43	32.23%	\$ 48.19	\$ 54.78	24.00%	\$ 67.79	\$ 77.06
Accounting/Finance	Supervising Auditor	\$ 36.45	\$ 41.95	32.23%	\$ 48.19	\$ 55.48	24.00%	\$ 67.79	\$ 78.03
Call Center/Customer Service	Customer Service Inbound I	\$ 9.62	\$ 14.14	32.90%	\$ 12.78	\$ 18.80	24.00%	\$ 17.89	\$ 26.31
Call Center/Customer Service	Customer Service Inbound II	\$ 14.20	\$ 22.87	32.90%	\$ 18.88	\$ 30.39	24.00%	\$ 26.42	\$ 42.53

Utah (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.62	\$ 14.14	32.90%	\$ 12.78	\$ 18.80	24.00%	\$ 17.89	\$ 26.31
Call Center/Customer Service	Customer Service Outbound II	\$ 14.20	\$ 22.87	32.90%	\$ 18.88	\$ 30.39	24.00%	\$ 26.42	\$ 42.53
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.44	\$ 15.99	32.90%	\$ 12.55	\$ 21.26	24.00%	\$ 17.56	\$ 29.75
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	32.90%	\$ 27.51	\$ 34.39	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 9.80	\$ 15.00	32.90%	\$ 13.03	\$ 19.93	24.00%	\$ 18.23	\$ 27.89
Call Center/Customer Service	Detailing Representative II	\$ 10.66	\$ 17.25	32.90%	\$ 14.17	\$ 22.93	24.00%	\$ 19.84	\$ 32.09
Call Center/Customer Service	Help Desk Analyst	\$ 12.70	\$ 28.20	32.90%	\$ 16.88	\$ 37.48	24.00%	\$ 23.63	\$ 52.45
Call Center/Customer Service	Market Research Inbound	\$ 18.63	\$ 22.38	32.90%	\$ 24.76	\$ 29.74	24.00%	\$ 34.66	\$ 41.62
Call Center/Customer Service	Market Research Outbound	\$ 22.40	\$ 34.10	32.90%	\$ 29.77	\$ 45.32	24.00%	\$ 41.66	\$ 63.43
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.71	\$ 12.46	32.90%	\$ 11.58	\$ 16.56	24.00%	\$ 16.21	\$ 23.17
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.62	\$ 18.03	32.90%	\$ 16.77	\$ 23.96	24.00%	\$ 23.46	\$ 33.53
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.71	\$ 12.46	32.90%	\$ 11.58	\$ 16.56	24.00%	\$ 16.21	\$ 23.17
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.62	\$ 18.03	32.90%	\$ 16.77	\$ 23.96	24.00%	\$ 23.46	\$ 33.53
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.71	\$ 12.21	32.90%	\$ 11.58	\$ 16.23	24.00%	\$ 16.21	\$ 22.72
Call Center/Customer Service	Sales Inbound I	\$ 9.22	\$ 15.94	32.90%	\$ 12.26	\$ 21.18	24.00%	\$ 17.16	\$ 29.64
Call Center/Customer Service	Sales Inbound II	\$ 12.62	\$ 18.03	32.90%	\$ 16.77	\$ 23.96	24.00%	\$ 23.46	\$ 33.53
Call Center/Customer Service	Sales Outbound I	\$ 11.43	\$ 16.04	32.90%	\$ 15.19	\$ 21.31	24.00%	\$ 21.26	\$ 29.83
Call Center/Customer Service	Sales Outbound II	\$ 12.62	\$ 18.03	32.90%	\$ 16.77	\$ 23.96	24.00%	\$ 23.46	\$ 33.53
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.72	\$ 12.49	32.90%	\$ 10.27	\$ 16.60	24.00%	\$ 14.37	\$ 23.23
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 12.50	\$ 16.19	32.90%	\$ 16.61	\$ 21.52	24.00%	\$ 23.25	\$ 30.12
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 9.20	\$ 12.30	32.90%	\$ 12.23	\$ 16.35	24.00%	\$ 17.12	\$ 22.88
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 12.35	\$ 21.74	32.90%	\$ 16.41	\$ 28.89	24.00%	\$ 22.97	\$ 40.44
Food Related Services	Barista (misc)	\$ 10.78	\$ 15.90	47.91%	\$ 15.95	\$ 23.52	24.00%	\$ 20.05	\$ 29.57
Food Related Services	Building Attendant (misc)	\$ 10.78	\$ 15.90	36.43%	\$ 14.71	\$ 21.69	24.00%	\$ 20.05	\$ 29.57
Food Related Services	Busser	\$ 10.78	\$ 15.90	36.43%	\$ 14.71	\$ 21.69	24.00%	\$ 20.05	\$ 29.57
Food Related Services	Cashiers	\$ 10.78	\$ 15.90	36.43%	\$ 14.71	\$ 21.69	24.00%	\$ 20.05	\$ 29.57
Food Related Services	Dishwasher	\$ 9.80	\$ 12.74	36.43%	\$ 13.37	\$ 17.38	24.00%	\$ 18.23	\$ 23.70
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	36.43%	\$ 19.65	\$ 24.01	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	36.43%	\$ 13.51	\$ 16.51	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.71	\$ 14.21	36.43%	\$ 13.25	\$ 19.39	24.00%	\$ 18.07	\$ 26.44
Food Related Services	Food Operations Manager Assistant	\$ 14.25	\$ 16.68	36.43%	\$ 19.44	\$ 22.76	24.00%	\$ 26.51	\$ 31.03
Food Related Services	Food Production Worker	\$ 7.82	\$ 12.80	36.43%	\$ 10.67	\$ 17.47	24.00%	\$ 14.55	\$ 23.81
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	36.43%	\$ 19.03	\$ 23.26	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	36.43%	\$ 14.73	\$ 18.01	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	36.43%	\$ 17.19	\$ 21.01	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.79	\$ 12.56	36.43%	\$ 10.63	\$ 17.13	24.00%	\$ 14.49	\$ 23.35
Food Related Services	Second Cook Senior	\$ 12.46	\$ 16.39	47.91%	\$ 18.43	\$ 24.24	24.00%	\$ 23.17	\$ 30.48
Food Related Services	Server	\$ 7.48	\$ 10.21	36.43%	\$ 10.20	\$ 13.93	24.00%	\$ 13.91	\$ 19.00
General Administrative	Administrative Assistant I	\$ 10.70	\$ 14.40	32.90%	\$ 14.23	\$ 19.14	24.00%	\$ 19.91	\$ 26.78
General Administrative	Administrative Assistant II	\$ 14.41	\$ 15.59	32.90%	\$ 19.15	\$ 20.71	24.00%	\$ 26.80	\$ 28.99

Utah (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 15.60	\$ 16.92	32.90%	\$ 20.73	\$ 22.48	24.00%	\$ 29.01	\$ 31.47
General Administrative	Administrative Assistant IV	\$ 16.93	\$ 18.73	32.90%	\$ 22.50	\$ 24.89	24.00%	\$ 31.49	\$ 34.84
General Administrative	Administrative Assistant V	\$ 18.75	\$ 21.12	32.90%	\$ 24.92	\$ 28.07	24.00%	\$ 34.88	\$ 39.29
General Administrative	Administrative Staff Assistant	\$ 20.78	\$ 23.76	32.90%	\$ 27.62	\$ 31.58	24.00%	\$ 38.65	\$ 44.19
General Administrative	Administrative Staff Specialist	\$ 23.77	\$ 29.39	32.90%	\$ 31.59	\$ 39.05	24.00%	\$ 44.21	\$ 54.66
General Administrative	Administrative Staff Specialist Senior	\$ 29.40	\$ 22.96	32.90%	\$ 39.07	\$ 30.51	24.00%	\$ 54.68	\$ 42.70
General Administrative	Agency Management Analyst	\$ 19.17	\$ 25.16	32.90%	\$ 25.48	\$ 33.44	24.00%	\$ 35.66	\$ 46.80
General Administrative	Agency Management Analyst Lead	\$ 25.17	\$ 29.24	32.90%	\$ 33.45	\$ 38.86	24.00%	\$ 46.82	\$ 54.39
General Administrative	Agency Management Analyst Senior	\$ 29.30	\$ 45.59	32.90%	\$ 38.94	\$ 60.59	24.00%	\$ 54.49	\$ 84.80
General Administrative	<u>Clerk</u>	\$ 9.30	\$ 10.75	32.90%	\$ 12.36	\$ 14.29	24.00%	\$ 17.30	\$ 20.00
General Administrative	<u>Clerk Jr</u>	\$ 8.25	\$ 9.25	32.90%	\$ 10.96	\$ 12.29	24.00%	\$ 15.35	\$ 17.21
General Administrative	<u>Clerk Sr</u>	\$ 10.80	\$ 12.50	32.90%	\$ 14.35	\$ 16.61	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.71	\$ 12.23	32.90%	\$ 11.58	\$ 16.26	24.00%	\$ 16.21	\$ 22.75
General Administrative	Data Entry Operator Senior	\$ 12.26	\$ 17.60	32.90%	\$ 16.30	\$ 23.40	24.00%	\$ 22.81	\$ 32.74
General Administrative	<u>Document Control Clerk / Filing Specialist</u>	\$ 10.25	\$ 15.00	32.90%	\$ 13.62	\$ 19.94	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.45	\$ 19.20	32.90%	\$ 20.53	\$ 25.52	24.00%	\$ 28.73	\$ 35.72
General Administrative	Executive Secretary Senior	\$ 19.23	\$ 28.48	32.90%	\$ 25.56	\$ 37.86	24.00%	\$ 35.77	\$ 52.98
General Administrative	<u>Intake Specialist (HMGP)</u>	\$ 17.50	\$ 20.75	32.90%	\$ 23.26	\$ 27.58	24.00%	\$ 32.55	\$ 38.60
General Administrative	<u>Inventory Specialist</u>	\$ 15.00	\$ 18.00	32.90%	\$ 19.94	\$ 23.92	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.21	\$ 14.32	32.90%	\$ 16.23	\$ 19.03	24.00%	\$ 22.72	\$ 26.64
General Administrative	Legal Assistant Senior	\$ 14.35	\$ 36.18	32.90%	\$ 19.07	\$ 48.08	24.00%	\$ 26.69	\$ 67.29
General Administrative	Library Assistant	\$ 8.71	\$ 17.16	32.90%	\$ 11.58	\$ 22.81	24.00%	\$ 16.21	\$ 31.92
General Administrative	Medical Assistant I	\$ 11.70	\$ 13.65	32.90%	\$ 15.55	\$ 18.15	24.00%	\$ 21.77	\$ 25.40
General Administrative	Medical Assistant II	\$ 13.69	\$ 19.47	32.90%	\$ 18.20	\$ 25.87	24.00%	\$ 25.47	\$ 36.21
General Administrative	Medical Biller I	\$ 10.20	\$ 12.53	32.90%	\$ 13.56	\$ 16.65	24.00%	\$ 18.98	\$ 23.30
General Administrative	Medical Biller II	\$ 12.56	\$ 19.51	32.90%	\$ 16.69	\$ 25.92	24.00%	\$ 23.35	\$ 36.28
General Administrative	Medical Records Clerk I	\$ 12.26	\$ 17.86	32.90%	\$ 16.30	\$ 23.74	24.00%	\$ 22.81	\$ 33.22
General Administrative	Medical Records Clerk II	\$ 13.24	\$ 19.15	32.90%	\$ 17.60	\$ 25.45	24.00%	\$ 24.63	\$ 35.62
General Administrative	Office Manager	\$ 20.63	\$ 31.41	32.90%	\$ 27.42	\$ 41.74	24.00%	\$ 38.38	\$ 58.41
General Administrative	Office Services Aide	\$ 11.42	\$ 15.73	32.90%	\$ 15.18	\$ 20.91	24.00%	\$ 21.24	\$ 29.26
General Administrative	Office Services Assistant	\$ 12.24	\$ 16.61	32.90%	\$ 16.27	\$ 22.08	24.00%	\$ 22.77	\$ 30.90
General Administrative	Office Services Specialist	\$ 12.90	\$ 17.39	32.90%	\$ 17.14	\$ 23.11	24.00%	\$ 23.99	\$ 32.34
General Administrative	Office Services Supervisor	\$ 13.50	\$ 17.77	32.90%	\$ 17.94	\$ 23.62	24.00%	\$ 25.11	\$ 33.05
General Administrative	Office Services Supervisor Senior	\$ 15.64	\$ 19.94	32.90%	\$ 20.79	\$ 26.50	24.00%	\$ 29.10	\$ 37.08
General Administrative	Operator I	\$ 8.48	\$ 12.19	32.90%	\$ 11.27	\$ 16.21	24.00%	\$ 15.77	\$ 22.68
General Administrative	Operator II	\$ 12.21	\$ 14.25	32.90%	\$ 16.23	\$ 18.94	24.00%	\$ 22.72	\$ 26.51
General Administrative	Operator III (Key Disc Operator)	\$ 14.29	\$ 16.18	32.90%	\$ 18.99	\$ 21.51	24.00%	\$ 26.58	\$ 30.10
General Administrative	Operator IV (Key Disc Operator)	\$ 16.19	\$ 18.76	32.90%	\$ 21.52	\$ 24.93	24.00%	\$ 30.12	\$ 34.90
General Administrative	<u>Paralegal</u>	\$ 14.00	\$ 23.50	32.90%	\$ 18.61	\$ 31.23	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 10.87	\$ 14.55	32.90%	\$ 14.45	\$ 19.33	24.00%	\$ 20.22	\$ 27.06

Utah (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 14.56	\$ 15.52	32.90%	\$ 19.34	\$ 20.62	24.00%	\$ 27.07	\$ 28.86
General Administrative	Photocopy Supervisor	\$ 11.75	\$ 16.32	32.90%	\$ 15.62	\$ 21.69	24.00%	\$ 21.86	\$ 30.36
General Administrative	Photocopy Technician	\$ 10.62	\$ 15.01	32.90%	\$ 14.11	\$ 19.94	24.00%	\$ 19.75	\$ 27.91
General Administrative	Photo-Typesetting Specialist	\$ 13.82	\$ 19.90	32.90%	\$ 18.37	\$ 26.44	24.00%	\$ 25.71	\$ 37.01
General Administrative	Photo-Typesetting Supervisor	\$ 14.76	\$ 21.60	32.90%	\$ 19.62	\$ 28.71	24.00%	\$ 27.46	\$ 40.18
General Administrative	Postal Aide	\$ 7.75	\$ 10.62	32.90%	\$ 10.30	\$ 14.11	24.00%	\$ 14.42	\$ 19.75
General Administrative	Postal Aide Senior	\$ 10.66	\$ 16.78	32.90%	\$ 14.17	\$ 22.30	24.00%	\$ 19.84	\$ 31.21
General Administrative	Postal Assistant	\$ 16.84	\$ 18.71	32.90%	\$ 22.38	\$ 24.87	24.00%	\$ 31.32	\$ 34.80
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	32.90%	\$ 39.87	\$ 59.81	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	32.90%	\$ 26.58	\$ 33.23	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.46	\$ 16.45	32.90%	\$ 16.56	\$ 21.86	24.00%	\$ 23.17	\$ 30.59
General Administrative	Public Relations Specialist	\$ 17.31	\$ 29.60	32.90%	\$ 23.01	\$ 39.34	24.00%	\$ 32.20	\$ 55.06
General Administrative	Public Relations Specialist Assistant	\$ 12.46	\$ 17.28	32.90%	\$ 16.56	\$ 22.97	24.00%	\$ 23.17	\$ 32.14
General Administrative	Receptionist	\$ 8.70	\$ 11.20	32.90%	\$ 11.57	\$ 14.89	24.00%	\$ 16.19	\$ 20.84
General Administrative	Receptionist Senior	\$ 11.21	\$ 17.68	32.90%	\$ 14.90	\$ 23.50	24.00%	\$ 20.86	\$ 32.89
General Administrative	Secretary	\$ 9.20	\$ 12.30	32.90%	\$ 12.23	\$ 16.35	24.00%	\$ 17.12	\$ 22.88
General Administrative	Secretary Senior	\$ 12.35	\$ 21.80	32.90%	\$ 16.41	\$ 28.97	24.00%	\$ 22.97	\$ 40.55
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	32.90%	\$ 20.27	\$ 23.92	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.70	\$ 26.15	32.90%	\$ 14.23	\$ 34.76	24.00%	\$ 19.91	\$ 48.64
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	32.90%	\$ 26.58	\$ 35.21	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 19.18	\$ 23.66	32.90%	\$ 25.49	\$ 31.45	24.00%	\$ 35.68	\$ 44.01
Human Resources	Classification / Compensation Analyst Senior	\$ 23.71	\$ 31.41	32.90%	\$ 31.51	\$ 41.74	24.00%	\$ 44.10	\$ 58.41
Human Resources	Classification / Compensation Consultant	\$ 31.43	\$ 42.09	32.90%	\$ 41.76	\$ 55.94	24.00%	\$ 58.45	\$ 78.29
Human Resources	EEO Program Analyst	\$ 18.53	\$ 29.57	32.90%	\$ 24.62	\$ 39.30	24.00%	\$ 34.46	\$ 55.01
Human Resources	EEO Program Specialist	\$ 20.43	\$ 32.26	32.90%	\$ 27.15	\$ 42.87	24.00%	\$ 38.00	\$ 60.00
Human Resources	Employee Relations Analyst	\$ 16.68	\$ 21.12	32.90%	\$ 22.17	\$ 28.07	24.00%	\$ 31.03	\$ 39.29
Human Resources	Employee Relations Analyst Senior	\$ 21.17	\$ 37.37	32.90%	\$ 28.14	\$ 49.66	24.00%	\$ 39.38	\$ 69.50
Human Resources	Human Resources Assistant	\$ 12.80	\$ 18.44	32.90%	\$ 17.01	\$ 24.50	24.00%	\$ 23.81	\$ 34.29
Human Resources	Human Resources Generalist	\$ 14.84	\$ 18.88	32.90%	\$ 19.72	\$ 25.09	24.00%	\$ 27.60	\$ 35.11
Human Resources	Human Resources Generalist Senior	\$ 18.99	\$ 33.16	32.90%	\$ 25.23	\$ 44.07	24.00%	\$ 35.31	\$ 61.68
Human Resources	Personnel Analyst	\$ 14.69	\$ 18.68	32.90%	\$ 19.53	\$ 24.83	24.00%	\$ 27.33	\$ 34.75
Human Resources	Personnel Analyst Senior	\$ 18.73	\$ 22.66	32.90%	\$ 24.89	\$ 30.12	24.00%	\$ 34.84	\$ 42.15
Human Resources	Personnel Practices Analyst	\$ 22.72	\$ 26.76	32.90%	\$ 30.20	\$ 35.56	24.00%	\$ 42.26	\$ 49.77
Human Resources	Personnel Practices Analyst Senior	\$ 26.81	\$ 34.13	32.90%	\$ 35.63	\$ 45.36	24.00%	\$ 49.86	\$ 63.48
Human Resources	Personnel Practices Manager	\$ 33.58	\$ 41.78	32.90%	\$ 44.63	\$ 55.52	24.00%	\$ 62.46	\$ 77.70
Human Services	Social Worker	\$ 16.36	\$ 27.71	32.29%	\$ 21.64	\$ 36.66	24.00%	\$ 30.43	\$ 51.54
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	32.29%	\$ 29.77	\$ 41.01	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.41	\$ 17.13	32.29%	\$ 16.42	\$ 22.67	24.00%	\$ 23.08	\$ 31.87
Human Services	Support Enforcement Specialist Senior	\$ 17.19	\$ 20.28	32.29%	\$ 22.74	\$ 26.83	24.00%	\$ 31.98	\$ 37.72
Human Services	Utilization Review Analyst	\$ 17.19	\$ 24.66	32.29%	\$ 22.74	\$ 32.63	24.00%	\$ 31.98	\$ 45.87

Utah (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 24.71	\$ 39.64	32.29%	\$ 32.69	\$ 52.44	24.00%	\$ 45.96	\$ 73.73
Insurance	Claims Adjuster I	\$ 14.20	\$ 17.19	32.29%	\$ 18.79	\$ 22.74	24.00%	\$ 26.42	\$ 31.98
Insurance	Claims Adjuster II	\$ 17.24	\$ 24.66	32.29%	\$ 22.81	\$ 32.63	24.00%	\$ 32.07	\$ 45.87
Insurance	Claims Specialist	\$ 24.71	\$ 31.14	32.29%	\$ 32.69	\$ 41.20	24.00%	\$ 45.96	\$ 57.92
Insurance	Worker's Compensation Specialist	\$ 23.35	\$ 34.92	32.29%	\$ 30.89	\$ 46.20	24.00%	\$ 43.43	\$ 64.96
Laborer/Industrial	CDL Driver	\$ 12.46	\$ 17.88	36.43%	\$ 17.00	\$ 24.39	24.00%	\$ 23.17	\$ 33.25
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	36.43%	\$ 29.33	\$ 38.50	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	36.43%	\$ 38.13	\$ 45.31	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	36.43%	\$ 41.27	\$ 47.75	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	36.43%	\$ 33.77	\$ 40.93	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	36.43%	\$ 33.77	\$ 40.25	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	36.43%	\$ 42.98	\$ 51.50	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	36.43%	\$ 36.15	\$ 45.77	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.37	\$ 19.16	36.43%	\$ 18.24	\$ 26.14	24.00%	\$ 24.87	\$ 35.64
Laborer/Industrial	Forklift Operator	\$ 10.42	\$ 14.52	36.43%	\$ 14.22	\$ 19.81	24.00%	\$ 19.38	\$ 27.00
Laborer/Industrial	Forklift Operator Senior	\$ 14.55	\$ 21.17	36.43%	\$ 19.85	\$ 28.89	24.00%	\$ 27.06	\$ 39.38
Laborer/Industrial	Grounds Worker	\$ 8.44	\$ 11.70	36.43%	\$ 11.51	\$ 15.97	24.00%	\$ 15.70	\$ 21.77
Laborer/Industrial	Grounds Worker Lead	\$ 11.75	\$ 15.69	36.43%	\$ 16.03	\$ 21.41	24.00%	\$ 21.86	\$ 29.19
Laborer/Industrial	Grounds Worker Senior	\$ 12.55	\$ 15.60	36.43%	\$ 17.12	\$ 21.28	24.00%	\$ 23.34	\$ 29.01
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.71	\$ 12.21	36.43%	\$ 11.89	\$ 16.66	24.00%	\$ 16.21	\$ 22.72
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.22	\$ 15.60	36.43%	\$ 16.68	\$ 21.28	24.00%	\$ 22.74	\$ 29.01
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.63	\$ 11.73	36.43%	\$ 10.40	\$ 16.01	24.00%	\$ 14.18	\$ 21.82
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.63	\$ 11.73	36.43%	\$ 10.40	\$ 16.01	24.00%	\$ 14.18	\$ 21.82
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.63	\$ 11.73	36.43%	\$ 10.40	\$ 16.01	24.00%	\$ 14.18	\$ 21.82
Laborer/Industrial	Housekeeping Supervisor	\$ 10.42	\$ 14.47	36.43%	\$ 14.22	\$ 19.74	24.00%	\$ 19.38	\$ 26.91
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.50	\$ 22.43	36.43%	\$ 19.78	\$ 30.60	24.00%	\$ 26.96	\$ 41.71
Laborer/Industrial	Housekeeping Worker	\$ 7.72	\$ 11.81	36.43%	\$ 10.54	\$ 16.11	24.00%	\$ 14.37	\$ 21.97
Laborer/Industrial	Housekeeping Worker Senior	\$ 11.86	\$ 15.14	36.43%	\$ 16.18	\$ 20.66	24.00%	\$ 22.06	\$ 28.17
Laborer/Industrial	Inventory Worker Light	\$ 9.22	\$ 14.45	36.43%	\$ 12.58	\$ 19.71	24.00%	\$ 17.16	\$ 26.87
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.44	\$ 16.21	36.43%	\$ 11.51	\$ 22.12	24.00%	\$ 15.70	\$ 30.16
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.22	\$ 11.21	36.43%	\$ 11.22	\$ 15.30	24.00%	\$ 15.30	\$ 20.86
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.26	\$ 18.18	36.43%	\$ 15.37	\$ 24.81	24.00%	\$ 20.95	\$ 33.82
Laborer/Industrial	Packer	\$ 7.63	\$ 11.73	36.43%	\$ 10.40	\$ 16.01	24.00%	\$ 14.18	\$ 21.82
Laborer/Industrial	Warehouse Specialist I	\$ 8.44	\$ 11.73	36.43%	\$ 11.51	\$ 16.01	24.00%	\$ 15.70	\$ 21.82
Laborer/Industrial	Warehouse Specialist II	\$ 11.75	\$ 14.69	36.43%	\$ 16.03	\$ 20.05	24.00%	\$ 21.86	\$ 27.33
Laborer/Industrial	Warehouse Specialist III	\$ 14.74	\$ 18.78	36.43%	\$ 20.11	\$ 25.62	24.00%	\$ 27.42	\$ 34.93
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	36.43%	\$ 12.28	\$ 15.01	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.63	\$ 11.73	36.43%	\$ 10.40	\$ 16.01	24.00%	\$ 14.18	\$ 21.82
Laborer/Industrial	Warehouse Worker II	\$ 11.75	\$ 14.69	36.43%	\$ 16.03	\$ 20.05	24.00%	\$ 21.86	\$ 27.33
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	36.43%	\$ 33.36	\$ 43.66	24.00%	\$ 45.48	\$ 59.52

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	36.43%	\$ 33.36	\$ 40.25	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	36.43%	\$ 33.36	\$ 40.25	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.21	\$ 14.47	32.29%	\$ 14.83	\$ 19.14	24.00%	\$ 20.86	\$ 26.91
Media	Audio Visual Technician Senior	\$ 14.50	\$ 24.02	32.29%	\$ 19.18	\$ 31.78	24.00%	\$ 26.96	\$ 44.69
Media	Graphic Artist	\$ 13.20	\$ 15.76	32.29%	\$ 17.47	\$ 20.85	24.00%	\$ 24.56	\$ 29.32
Media	Graphic Artist Senior	\$ 15.76	\$ 22.17	32.29%	\$ 20.85	\$ 29.33	24.00%	\$ 29.32	\$ 41.24
Media	Graphic Designer	\$ 13.20	\$ 15.76	32.29%	\$ 17.47	\$ 20.85	24.00%	\$ 24.56	\$ 29.32
Media	Graphic Designer Senior	\$ 15.79	\$ 22.17	32.29%	\$ 20.89	\$ 29.33	24.00%	\$ 29.37	\$ 41.24
Media	Photographer	\$ 8.71	\$ 11.54	32.29%	\$ 11.53	\$ 15.26	24.00%	\$ 16.21	\$ 21.46
Media	Photographer Senior	\$ 11.56	\$ 18.49	32.29%	\$ 15.29	\$ 24.46	24.00%	\$ 21.50	\$ 34.39
Media	TV / Video Production Specialist	\$ 17.44	\$ 22.44	32.29%	\$ 23.07	\$ 29.68	24.00%	\$ 32.43	\$ 41.73
Media	TV / Video Production Technician	\$ 22.47	\$ 30.40	32.29%	\$ 29.72	\$ 40.21	24.00%	\$ 41.79	\$ 56.54
Security	Armed Security Officer	\$ 13.96	\$ 18.68	45.54%	\$ 20.31	\$ 27.19	24.00%	\$ 25.96	\$ 34.75
Security	<u>Captain</u>	\$ 19.60	\$ 27.94	45.54%	\$ 28.53	\$ 40.66	24.00%	\$ 36.46	\$ 51.96
Security	Dispatcher/Police	\$ 13.53	\$ 23.05	45.54%	\$ 19.69	\$ 33.55	24.00%	\$ 25.16	\$ 42.88
Security	<u>Lieutenant</u>	\$ 17.64	\$ 24.51	45.54%	\$ 25.68	\$ 35.66	24.00%	\$ 32.82	\$ 45.58
Security	<u>Sergeant</u>	\$ 16.17	\$ 22.54	45.54%	\$ 23.54	\$ 32.81	24.00%	\$ 30.08	\$ 41.93
Security	Unarmed Security Guard	\$ 9.43	\$ 18.43	45.54%	\$ 13.72	\$ 26.82	24.00%	\$ 17.54	\$ 34.28
Tax	Data Entry Clerk	\$ 8.71	\$ 11.21	32.90%	\$ 11.58	\$ 14.90	24.00%	\$ 16.21	\$ 20.86
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.26	\$ 17.68	32.90%	\$ 14.97	\$ 23.50	24.00%	\$ 20.95	\$ 32.89
Tax	Error Resolution and Document Processor	\$ 14.65	\$ 20.36	32.90%	\$ 19.48	\$ 27.06	24.00%	\$ 27.26	\$ 37.87
Tax	General Clerical	\$ 8.48	\$ 12.54	32.90%	\$ 11.27	\$ 16.66	24.00%	\$ 15.77	\$ 23.32
Tax	On-Site Administrator (Day)	\$ 9.91	\$ 21.43	32.90%	\$ 13.17	\$ 28.48	24.00%	\$ 18.43	\$ 39.85
Tax	On-Site Administrator (Evening)	\$ 9.91	\$ 21.43	32.90%	\$ 13.17	\$ 28.48	24.00%	\$ 18.43	\$ 39.85
Tax	Remittance Processor	\$ 17.61	\$ 26.10	32.90%	\$ 23.41	\$ 34.69	24.00%	\$ 32.76	\$ 48.55
Tax	Taxpayer Information & Assistance Agent	\$ 15.60	\$ 22.42	32.90%	\$ 20.74	\$ 29.79	24.00%	\$ 29.03	\$ 41.70
Technical	Agricultural Technician	\$ 16.05	\$ 26.04	36.25%	\$ 21.86	\$ 35.48	24.00%	\$ 29.85	\$ 48.44
Technical	Agricultural Technician Lead	\$ 18.00	\$ 28.76	36.25%	\$ 24.52	\$ 39.18	24.00%	\$ 33.47	\$ 53.49
Technical	Agricultural Technician Supervisor	\$ 21.61	\$ 34.65	36.25%	\$ 29.45	\$ 47.21	24.00%	\$ 40.20	\$ 64.45
Technical	Analytical Chemist	\$ 17.01	\$ 28.76	36.25%	\$ 23.17	\$ 39.18	24.00%	\$ 31.63	\$ 53.49
Technical	Analytical Chemist Assistant	\$ 19.87	\$ 32.72	36.25%	\$ 27.07	\$ 44.58	24.00%	\$ 36.96	\$ 60.86
Technical	Analytical Chemist Senior	\$ 25.07	\$ 40.92	36.25%	\$ 34.16	\$ 55.76	24.00%	\$ 46.64	\$ 76.12
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	36.25%	\$ 26.97	\$ 42.28	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	36.25%	\$ 39.36	\$ 51.03	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 17.96	\$ 27.00	36.25%	\$ 24.47	\$ 36.79	24.00%	\$ 33.40	\$ 50.23
Technical	Bridge Design Drafter Senior	\$ 19.15	\$ 29.20	36.25%	\$ 26.10	\$ 39.79	24.00%	\$ 35.62	\$ 54.31
Technical	Cartographic Drafter	\$ 22.57	\$ 31.80	36.25%	\$ 30.76	\$ 43.32	24.00%	\$ 41.99	\$ 59.14
Technical	Cartographic Drafter Assistant	\$ 17.69	\$ 26.61	36.25%	\$ 24.11	\$ 36.26	24.00%	\$ 32.91	\$ 49.50
Technical	Cartographic Supervisor	\$ 30.80	\$ 41.40	36.25%	\$ 41.96	\$ 56.41	24.00%	\$ 57.28	\$ 77.01
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	36.25%	\$ 21.80	\$ 26.57	24.00%	\$ 29.76	\$ 36.27

Utah (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	36.25%	\$ 53.94	\$ 65.60	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 27.15	\$ 38.43	36.25%	\$ 36.99	\$ 52.37	24.00%	\$ 50.50	\$ 71.49
Technical	Engineering Design Drafting Supervisor	\$ 31.59	\$ 44.04	36.25%	\$ 43.04	\$ 60.01	24.00%	\$ 58.76	\$ 81.92
Technical	Engineering Design Drafting Technician	\$ 15.25	\$ 20.19	36.25%	\$ 20.78	\$ 27.51	24.00%	\$ 28.37	\$ 37.56
Technical	Engineering Drafting Technician	\$ 15.28	\$ 20.19	36.25%	\$ 20.82	\$ 27.51	24.00%	\$ 28.42	\$ 37.56
Technical	Engineering Drafting Technician Senior	\$ 17.71	\$ 25.75	36.25%	\$ 24.13	\$ 35.08	24.00%	\$ 32.94	\$ 47.89
Technical	Environmental Engineer	\$ 25.08	\$ 39.63	36.25%	\$ 34.18	\$ 54.00	24.00%	\$ 46.66	\$ 73.71
Technical	Environmental Engineer Senior	\$ 27.01	\$ 43.35	36.25%	\$ 36.81	\$ 59.07	24.00%	\$ 50.25	\$ 80.64
Technical	Environmental Program Analyst	\$ 21.28	\$ 31.44	36.25%	\$ 28.99	\$ 42.84	24.00%	\$ 39.58	\$ 58.49
Technical	Environmental Program Planner	\$ 22.74	\$ 33.97	36.25%	\$ 30.98	\$ 46.29	24.00%	\$ 42.30	\$ 63.19
Technical	Environmental Program Specialist	\$ 24.45	\$ 30.70	36.25%	\$ 33.31	\$ 41.83	24.00%	\$ 45.47	\$ 57.10
Technical	Environmental Specialist - Field	\$ 22.74	\$ 33.19	36.25%	\$ 30.98	\$ 45.22	24.00%	\$ 42.30	\$ 61.73
Technical	Environmental Specialist Senior - Field	\$ 23.39	\$ 34.74	36.25%	\$ 31.87	\$ 47.33	24.00%	\$ 43.50	\$ 64.61
Technical	Environmental Technician	\$ 21.28	\$ 31.44	36.25%	\$ 28.99	\$ 42.84	24.00%	\$ 39.58	\$ 58.49
Technical	Environmental Technician Senior	\$ 22.74	\$ 33.97	36.25%	\$ 30.98	\$ 46.29	24.00%	\$ 42.30	\$ 63.19
Technical	Help Desk Support	\$ 15.50	\$ 25.00	36.25%	\$ 21.12	\$ 34.06	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	36.25%	\$ 23.50	\$ 32.70	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 19.39	\$ 23.70	36.25%	\$ 26.42	\$ 32.29	24.00%	\$ 36.06	\$ 44.08
Technical	Laboratory Technician	\$ 16.24	\$ 24.33	36.25%	\$ 22.13	\$ 33.15	24.00%	\$ 30.21	\$ 45.25
Technical	Laboratory Technician Senior	\$ 17.24	\$ 26.23	36.25%	\$ 23.49	\$ 35.74	24.00%	\$ 32.07	\$ 48.79
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	36.25%	\$ 29.98	\$ 36.11	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 25.85	\$ 34.47	36.25%	\$ 35.22	\$ 46.96	24.00%	\$ 48.08	\$ 64.11
Technical	Residential Plan Reviewer	\$ 18.85	\$ 29.45	36.25%	\$ 25.68	\$ 40.12	24.00%	\$ 35.06	\$ 54.77
Technical	Right of Way Technician	\$ 26.75	\$ 42.30	36.25%	\$ 36.45	\$ 57.63	24.00%	\$ 49.75	\$ 78.67
Technical	Right of Way Technician Supervisor	\$ 28.88	\$ 46.43	36.25%	\$ 39.34	\$ 63.26	24.00%	\$ 53.71	\$ 86.36
Technical	Safety Engineer	\$ 26.36	\$ 41.34	36.25%	\$ 35.91	\$ 56.32	24.00%	\$ 49.03	\$ 76.88
Technical	Safety Engineer Senior	\$ 29.96	\$ 47.29	36.25%	\$ 40.83	\$ 64.44	24.00%	\$ 55.73	\$ 87.97
Technical	Title Examiner	\$ 18.36	\$ 25.82	36.25%	\$ 25.01	\$ 35.18	24.00%	\$ 34.15	\$ 48.02
Technical	Traffic Controller	\$ 22.22	\$ 35.92	36.25%	\$ 30.28	\$ 48.95	24.00%	\$ 41.33	\$ 66.82
Technical	Traffic Controller Senior	\$ 26.75	\$ 42.30	36.25%	\$ 36.45	\$ 57.63	24.00%	\$ 49.75	\$ 78.67
Technical	Transportation Data Analyst	\$ 22.22	\$ 35.92	36.25%	\$ 30.28	\$ 48.95	24.00%	\$ 41.33	\$ 66.82
Technical	Transportation Data Analyst Senior	\$ 26.75	\$ 42.30	36.25%	\$ 36.45	\$ 57.63	24.00%	\$ 49.75	\$ 78.67
Technical	Transportation Data Analyst Supervisor	\$ 26.75	\$ 42.30	36.25%	\$ 36.45	\$ 57.63	24.00%	\$ 49.75	\$ 78.67
Technical	Transportation Data Technician	\$ 22.22	\$ 35.92	36.25%	\$ 30.28	\$ 48.95	24.00%	\$ 41.33	\$ 66.82
Technical	Transportation District Utilities Specialist	\$ 26.25	\$ 42.29	36.25%	\$ 35.77	\$ 57.61	24.00%	\$ 48.82	\$ 78.65
Technical	Transportation Engineering Technician -Survey	\$ 27.26	\$ 46.27	36.25%	\$ 37.14	\$ 63.04	24.00%	\$ 50.70	\$ 86.05
Technical	Transportation Engineering Technician -Survey Senior	\$ 30.09	\$ 48.41	36.25%	\$ 41.00	\$ 65.96	24.00%	\$ 55.97	\$ 90.05
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 31.77	\$ 51.72	36.25%	\$ 43.28	\$ 70.46	24.00%	\$ 59.09	\$ 96.19
Technical	Transportation Materials Technician	\$ 12.76	\$ 18.36	36.25%	\$ 17.39	\$ 25.01	24.00%	\$ 23.74	\$ 34.15
Technical	Transportation Materials Technician Senior	\$ 13.62	\$ 19.91	36.25%	\$ 18.55	\$ 27.12	24.00%	\$ 25.32	\$ 37.03

Utah (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 27.26	\$ 45.27	36.25%	\$ 37.14	\$ 61.67	24.00%	\$ 50.70	\$ 84.19
Technical	Transportation Materials Technician Supervisor	\$ 31.77	\$ 51.72	36.25%	\$ 43.28	\$ 70.46	24.00%	\$ 59.09	\$ 96.19
Technical	Transportation Planning Specialist	\$ 26.25	\$ 42.29	36.25%	\$ 35.77	\$ 57.61	24.00%	\$ 48.82	\$ 78.65
Technical	Transportation Planning Specialist Senior	\$ 30.09	\$ 48.41	36.25%	\$ 41.00	\$ 65.96	24.00%	\$ 55.97	\$ 90.05
Technical	Transportation Technical Program Coordinator	\$ 26.25	\$ 42.29	36.25%	\$ 35.77	\$ 57.61	24.00%	\$ 48.82	\$ 78.65
Technical	Transportation Technical Support Coordinator	\$ 26.25	\$ 42.29	36.25%	\$ 35.77	\$ 57.61	24.00%	\$ 48.82	\$ 78.65
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	36.25%	\$ 51.09	\$ 61.31	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 15.18	\$ 18.68	43.54%	\$ 21.79	\$ 26.82	24.00%	\$ 28.24	\$ 34.75
Trades	Boiler Operator II	\$ 18.73	\$ 21.51	43.54%	\$ 26.89	\$ 30.87	24.00%	\$ 34.84	\$ 40.00
Trades	Boiler Operator Senior I	\$ 21.53	\$ 23.50	43.54%	\$ 30.90	\$ 33.73	24.00%	\$ 40.04	\$ 43.70
Trades	Boiler Operator Senior II	\$ 23.52	\$ 32.19	43.54%	\$ 33.75	\$ 46.21	24.00%	\$ 43.74	\$ 59.87
Trades	Carpenter Assistant	\$ 10.12	\$ 13.68	43.54%	\$ 14.52	\$ 19.64	24.00%	\$ 18.82	\$ 25.45
Trades	Carpenter	\$ 13.69	\$ 19.18	43.54%	\$ 19.66	\$ 27.53	24.00%	\$ 25.47	\$ 35.68
Trades	Carpenter Senior	\$ 20.25	\$ 27.36	43.54%	\$ 29.07	\$ 39.27	24.00%	\$ 37.67	\$ 50.88
Trades	Electrician	\$ 21.59	\$ 35.93	43.54%	\$ 31.00	\$ 51.58	24.00%	\$ 40.16	\$ 66.84
Trades	Electrician Assistant	\$ 11.52	\$ 14.21	43.54%	\$ 16.53	\$ 20.40	24.00%	\$ 21.42	\$ 26.44
Trades	Electrician Senior	\$ 16.67	\$ 19.23	43.54%	\$ 23.93	\$ 27.61	24.00%	\$ 31.01	\$ 35.77
Trades	Electrician Supervisor Senior	\$ 19.28	\$ 33.90	43.54%	\$ 27.68	\$ 48.65	24.00%	\$ 35.86	\$ 63.05
Trades	Electronic Equipment Install & Repair Supervisor	\$ 21.04	\$ 31.27	43.54%	\$ 30.19	\$ 44.88	24.00%	\$ 39.13	\$ 58.16
Trades	Electronic Equipment Install & Repair Technician	\$ 16.69	\$ 20.93	43.54%	\$ 23.96	\$ 30.04	24.00%	\$ 31.05	\$ 38.92
Trades	Electronic Technician	\$ 12.70	\$ 16.14	43.54%	\$ 18.23	\$ 23.17	24.00%	\$ 23.63	\$ 30.03
Trades	Electronic Technician Senior	\$ 16.19	\$ 28.64	43.54%	\$ 23.24	\$ 41.11	24.00%	\$ 30.12	\$ 53.27
Trades	Equipment Repair Supervisor	\$ 23.02	\$ 26.96	43.54%	\$ 33.05	\$ 38.69	24.00%	\$ 42.83	\$ 50.14
Trades	Equipment Repair Technician	\$ 12.70	\$ 16.14	43.54%	\$ 18.23	\$ 23.17	24.00%	\$ 23.63	\$ 30.03
Trades	Equipment Repair Technician Senior	\$ 16.19	\$ 22.97	43.54%	\$ 23.24	\$ 32.97	24.00%	\$ 30.12	\$ 42.72
Trades	HVAC Installation & Repair Assistant	\$ 9.91	\$ 15.81	43.54%	\$ 14.22	\$ 22.69	24.00%	\$ 18.43	\$ 29.41
Trades	HVAC Installation & Repair Assistant Senior	\$ 15.81	\$ 26.96	43.54%	\$ 22.69	\$ 38.69	24.00%	\$ 29.41	\$ 50.14
Trades	Laboratory Mechanic	\$ 12.71	\$ 17.24	43.54%	\$ 18.25	\$ 24.75	24.00%	\$ 23.65	\$ 32.07
Trades	Laboratory Mechanic Senior	\$ 17.24	\$ 26.23	43.54%	\$ 24.75	\$ 37.65	24.00%	\$ 32.07	\$ 48.79
Trades	Locksmith	\$ 15.60	\$ 22.94	43.54%	\$ 22.39	\$ 32.92	24.00%	\$ 29.01	\$ 42.66
Trades	Maintenance Field Worker	\$ 12.70	\$ 16.24	43.54%	\$ 18.23	\$ 23.31	24.00%	\$ 23.63	\$ 30.21
Trades	Mason Plasterer	\$ 15.69	\$ 18.08	43.54%	\$ 22.53	\$ 25.96	24.00%	\$ 29.19	\$ 33.64
Trades	Mason Plasterer Assistant	\$ 18.12	\$ 26.81	43.54%	\$ 26.02	\$ 38.48	24.00%	\$ 33.71	\$ 49.86
Trades	Mechanic	\$ 10.21	\$ 22.99	43.54%	\$ 14.66	\$ 32.99	24.00%	\$ 19.00	\$ 42.75
Trades	Painter	\$ 9.82	\$ 21.80	43.54%	\$ 14.10	\$ 31.29	24.00%	\$ 18.27	\$ 40.55
Trades	Plumber / Steamfitter	\$ 21.30	\$ 32.39	43.54%	\$ 30.57	\$ 46.49	24.00%	\$ 39.62	\$ 60.24
Trades	Plumber / Steamfitter Assistant	\$ 12.70	\$ 21.23	43.54%	\$ 18.23	\$ 30.48	24.00%	\$ 23.63	\$ 39.49
Trades	Printing Press Operator B	\$ 20.79	\$ 30.53	43.54%	\$ 29.84	\$ 43.83	24.00%	\$ 38.67	\$ 56.79
Trades	Production Supervisor	\$ 24.65	\$ 37.76	43.54%	\$ 35.39	\$ 54.20	24.00%	\$ 45.85	\$ 70.23
Trades	Radio Specialist	\$ 14.69	\$ 18.84	43.54%	\$ 21.09	\$ 27.04	24.00%	\$ 27.33	\$ 35.04

Utah (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 18.87	\$ 24.66	43.54%	\$ 27.08	\$ 35.40	24.00%	\$ 35.10	\$ 45.87
Trades	Sheet Metal Worker	\$ 13.98	\$ 17.99	43.54%	\$ 20.06	\$ 25.82	24.00%	\$ 26.00	\$ 33.46
Trades	Sheet Metal Worker Assistant	\$ 10.62	\$ 14.20	43.54%	\$ 15.24	\$ 20.39	24.00%	\$ 19.75	\$ 26.42
Trades	Sheet Metal Worker Lead	\$ 18.04	\$ 24.67	43.54%	\$ 25.89	\$ 35.41	24.00%	\$ 33.55	\$ 45.89
Trades	Shipping / Receiving Clerk	\$ 14.06	\$ 19.27	43.54%	\$ 20.18	\$ 27.66	24.00%	\$ 26.14	\$ 35.84
Trades	Storekeeper Assistant I	\$ 10.45	\$ 15.29	43.54%	\$ 15.00	\$ 21.95	24.00%	\$ 19.44	\$ 28.44
Trades	Storekeeper Assistant II	\$ 11.37	\$ 16.44	43.54%	\$ 16.32	\$ 23.60	24.00%	\$ 21.15	\$ 30.57
Trades	Storekeeper I	\$ 7.43	\$ 10.21	43.54%	\$ 10.66	\$ 14.66	24.00%	\$ 13.82	\$ 19.00
Trades	Storekeeper II	\$ 10.27	\$ 12.46	43.54%	\$ 14.75	\$ 17.88	24.00%	\$ 19.11	\$ 23.17
Trades	Storekeeper III	\$ 12.50	\$ 15.29	43.54%	\$ 17.94	\$ 21.95	24.00%	\$ 23.25	\$ 28.44
Trades	Storekeeper Senior	\$ 15.31	\$ 17.86	43.54%	\$ 21.98	\$ 25.64	24.00%	\$ 28.48	\$ 33.22
Trades	Tool Room Assistant	\$ 8.22	\$ 12.46	43.54%	\$ 11.80	\$ 17.88	24.00%	\$ 15.30	\$ 23.17
Trades	Tool Room Assistant Senior	\$ 12.46	\$ 17.39	43.54%	\$ 17.88	\$ 24.96	24.00%	\$ 23.17	\$ 32.34
Trades	Trades Utilities Worker Senior	\$ 12.71	\$ 18.62	43.54%	\$ 18.25	\$ 26.73	24.00%	\$ 23.65	\$ 34.64
Trades	Trades Utility Worker	\$ 9.71	\$ 12.66	43.54%	\$ 13.94	\$ 18.18	24.00%	\$ 18.07	\$ 23.56
Trades	Tradesman Helper	\$ 9.71	\$ 15.64	43.54%	\$ 13.94	\$ 22.46	24.00%	\$ 18.07	\$ 29.10
Trades	Tradesman Helper Senior	\$ 15.64	\$ 19.50	43.54%	\$ 22.46	\$ 27.98	24.00%	\$ 29.10	\$ 36.26
Trades	Welder	\$ 10.70	\$ 17.73	43.54%	\$ 15.36	\$ 25.45	24.00%	\$ 19.91	\$ 32.98
Trades	Welder Senior	\$ 17.78	\$ 21.32	43.54%	\$ 25.52	\$ 30.60	24.00%	\$ 33.07	\$ 39.65
Trades	Work Zone Safety Officer	\$ 22.22	\$ 35.92	43.54%	\$ 31.90	\$ 51.57	24.00%	\$ 41.33	\$ 66.82

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	32.23%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	32.90%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	47.91%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	32.90%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	32.29%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	36.43%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	32.29%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	45.54%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	32.90%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	36.25%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	43.54%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Vermont (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 15.64	\$ 22.21	32.11%	\$ 20.66	\$ 29.34	24.00%	\$ 29.09	\$ 41.31
Accounting/Finance	Accountant JR	\$ 10.00	\$ 13.97	32.11%	\$ 13.21	\$ 18.46	24.00%	\$ 18.60	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 22.22	\$ 30.84	32.11%	\$ 29.36	\$ 40.75	24.00%	\$ 41.33	\$ 57.37
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	32.11%	\$ 27.35	\$ 34.18	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	32.11%	\$ 20.51	\$ 26.32	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 10.00	\$ 12.42	32.11%	\$ 13.21	\$ 16.41	24.00%	\$ 18.60	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 20.36	\$ 23.30	32.11%	\$ 26.90	\$ 30.78	24.00%	\$ 37.88	\$ 43.34
Accounting/Finance	Accounting Manager B	\$ 23.24	\$ 28.52	32.11%	\$ 30.70	\$ 37.67	24.00%	\$ 43.22	\$ 53.04
Accounting/Finance	Accounting Manager C	\$ 28.57	\$ 36.11	32.11%	\$ 37.74	\$ 47.71	24.00%	\$ 53.14	\$ 67.17
Accounting/Finance	Auditing - External Auditor	\$ 20.10	\$ 25.42	32.11%	\$ 26.55	\$ 33.58	24.00%	\$ 37.38	\$ 47.28
Accounting/Finance	Auditing - External Auditor Senior	\$ 25.44	\$ 36.11	32.11%	\$ 33.61	\$ 47.71	24.00%	\$ 47.32	\$ 67.17
Accounting/Finance	Auditing - Internal Auditor	\$ 20.10	\$ 25.42	32.11%	\$ 26.55	\$ 33.58	24.00%	\$ 37.38	\$ 47.28
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 25.47	\$ 36.11	32.11%	\$ 33.65	\$ 47.71	24.00%	\$ 47.37	\$ 67.17
Accounting/Finance	Bookkeeper	\$ 10.57	\$ 16.00	32.11%	\$ 13.97	\$ 21.14	24.00%	\$ 19.67	\$ 29.77
Accounting/Finance	Budget Analyst	\$ 19.71	\$ 25.79	32.11%	\$ 26.04	\$ 34.07	24.00%	\$ 36.66	\$ 47.97
Accounting/Finance	Budget Analyst Senior	\$ 25.80	\$ 40.04	32.11%	\$ 34.09	\$ 52.90	24.00%	\$ 47.99	\$ 74.48
Accounting/Finance	Closure/Disbursement Specialists	\$ 32.87	\$ 36.58	32.11%	\$ 43.42	\$ 48.33	24.00%	\$ 61.13	\$ 68.04
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 30.87	\$ 40.01	32.11%	\$ 40.78	\$ 52.86	24.00%	\$ 57.41	\$ 74.42
Accounting/Finance	CPA	\$ 32.01	\$ 42.30	32.11%	\$ 42.29	\$ 55.88	24.00%	\$ 59.54	\$ 78.67
Accounting/Finance	Fiscal Assistant	\$ 11.13	\$ 17.10	32.11%	\$ 14.71	\$ 22.60	24.00%	\$ 20.71	\$ 31.82
Accounting/Finance	Fiscal Technical Senior	\$ 14.91	\$ 21.27	32.11%	\$ 19.70	\$ 28.10	24.00%	\$ 27.74	\$ 39.57
Accounting/Finance	Fiscal Technician	\$ 17.16	\$ 20.97	32.11%	\$ 22.67	\$ 27.71	24.00%	\$ 31.91	\$ 39.01
Accounting/Finance	Payroll Assistant	\$ 16.29	\$ 20.58	32.11%	\$ 21.52	\$ 27.19	24.00%	\$ 30.30	\$ 38.27
Accounting/Finance	Purchasing / Procurement	\$ 20.58	\$ 30.58	32.11%	\$ 27.19	\$ 40.40	24.00%	\$ 38.27	\$ 56.88
Accounting/Finance	Sr. Compliance Officer	\$ 39.73	\$ 45.16	32.11%	\$ 52.48	\$ 59.66	24.00%	\$ 73.89	\$ 83.99
Accounting/Finance	Supervising Auditor	\$ 39.73	\$ 45.73	32.11%	\$ 52.48	\$ 60.41	24.00%	\$ 73.89	\$ 85.05
Call Center/Customer Service	Customer Service Inbound I	\$ 10.48	\$ 15.42	33.39%	\$ 13.98	\$ 20.56	24.00%	\$ 19.49	\$ 28.68
Call Center/Customer Service	Customer Service Inbound II	\$ 15.48	\$ 24.93	33.39%	\$ 20.65	\$ 33.25	24.00%	\$ 28.79	\$ 46.36

Vermont (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 10.48	\$ 15.42	33.39%	\$ 13.98	\$ 20.56	24.00%	\$ 19.49	\$ 28.68
Call Center/Customer Service	Customer Service Outbound II	\$ 15.48	\$ 24.93	33.39%	\$ 20.65	\$ 33.25	24.00%	\$ 28.79	\$ 46.36
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.29	\$ 17.43	33.39%	\$ 13.72	\$ 23.25	24.00%	\$ 19.14	\$ 32.43
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	33.39%	\$ 27.61	\$ 34.51	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 10.68	\$ 16.35	33.39%	\$ 14.25	\$ 21.80	24.00%	\$ 19.87	\$ 30.40
Call Center/Customer Service	Detailing Representative II	\$ 11.62	\$ 18.80	33.39%	\$ 15.51	\$ 25.08	24.00%	\$ 21.62	\$ 34.97
Call Center/Customer Service	Help Desk Analyst	\$ 13.85	\$ 30.74	33.39%	\$ 18.47	\$ 41.00	24.00%	\$ 25.75	\$ 57.17
Call Center/Customer Service	Market Research Inbound	\$ 20.31	\$ 24.39	33.39%	\$ 27.09	\$ 32.54	24.00%	\$ 37.78	\$ 45.37
Call Center/Customer Service	Market Research Outbound	\$ 24.41	\$ 37.17	33.39%	\$ 32.56	\$ 49.58	24.00%	\$ 45.41	\$ 69.13
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 10.00	\$ 13.58	33.39%	\$ 13.34	\$ 18.11	24.00%	\$ 18.60	\$ 25.26
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 13.75	\$ 19.65	33.39%	\$ 18.34	\$ 26.21	24.00%	\$ 25.58	\$ 36.54
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 10.00	\$ 13.58	33.39%	\$ 13.34	\$ 18.11	24.00%	\$ 18.60	\$ 25.26
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 13.75	\$ 19.65	33.39%	\$ 18.34	\$ 26.21	24.00%	\$ 25.58	\$ 36.54
Call Center/Customer Service	Sales & Promotion Sampler	\$ 10.00	\$ 13.31	33.39%	\$ 13.34	\$ 17.76	24.00%	\$ 18.60	\$ 24.76
Call Center/Customer Service	Sales Inbound I	\$ 10.05	\$ 17.37	33.39%	\$ 13.41	\$ 23.17	24.00%	\$ 18.70	\$ 32.31
Call Center/Customer Service	Sales Inbound II	\$ 13.75	\$ 19.65	33.39%	\$ 18.34	\$ 26.21	24.00%	\$ 25.58	\$ 36.54
Call Center/Customer Service	Sales Outbound I	\$ 12.46	\$ 17.48	33.39%	\$ 16.62	\$ 23.31	24.00%	\$ 23.17	\$ 32.51
Call Center/Customer Service	Sales Outbound II	\$ 13.75	\$ 19.65	33.39%	\$ 18.34	\$ 26.21	24.00%	\$ 25.58	\$ 36.54
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 10.00	\$ 13.61	33.39%	\$ 13.34	\$ 18.16	24.00%	\$ 18.60	\$ 25.32
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 13.62	\$ 17.65	33.39%	\$ 18.17	\$ 23.54	24.00%	\$ 25.34	\$ 32.83
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 10.03	\$ 13.41	33.39%	\$ 13.38	\$ 17.89	24.00%	\$ 18.66	\$ 24.94
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 13.46	\$ 23.70	33.39%	\$ 17.96	\$ 31.61	24.00%	\$ 25.04	\$ 44.08
Food Related Services	Barista (misc)	\$ 11.75	\$ 17.33	49.66%	\$ 17.59	\$ 25.93	24.00%	\$ 21.86	\$ 32.23
Food Related Services	Building Attendant (misc)	\$ 11.75	\$ 17.33	37.76%	\$ 16.19	\$ 23.87	24.00%	\$ 21.86	\$ 32.23
Food Related Services	Busser	\$ 11.75	\$ 17.33	37.76%	\$ 16.19	\$ 23.87	24.00%	\$ 21.86	\$ 32.23
Food Related Services	Cashiers	\$ 11.75	\$ 17.33	37.76%	\$ 16.19	\$ 23.87	24.00%	\$ 21.86	\$ 32.23
Food Related Services	Dishwasher	\$ 10.68	\$ 13.89	37.76%	\$ 14.72	\$ 19.13	24.00%	\$ 19.87	\$ 25.83
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	37.76%	\$ 19.84	\$ 24.25	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 10.00	\$ 12.10	37.76%	\$ 13.78	\$ 16.67	24.00%	\$ 18.60	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 10.59	\$ 15.49	37.76%	\$ 14.59	\$ 21.34	24.00%	\$ 19.69	\$ 28.81
Food Related Services	Food Operations Manager Assistant	\$ 15.53	\$ 18.18	37.76%	\$ 21.40	\$ 25.05	24.00%	\$ 28.89	\$ 33.82
Food Related Services	Food Production Worker	\$ 10.00	\$ 13.95	37.76%	\$ 13.78	\$ 19.22	24.00%	\$ 18.60	\$ 25.95
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	37.76%	\$ 19.22	\$ 23.49	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	37.76%	\$ 14.88	\$ 18.18	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	37.76%	\$ 17.36	\$ 21.22	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 10.00	\$ 13.69	37.76%	\$ 13.78	\$ 18.85	24.00%	\$ 18.60	\$ 25.46
Food Related Services	Second Cook Senior	\$ 13.58	\$ 17.86	49.66%	\$ 20.32	\$ 26.73	24.00%	\$ 25.26	\$ 33.23
Food Related Services	Server	\$ 10.00	\$ 11.13	37.76%	\$ 13.78	\$ 15.34	24.00%	\$ 18.60	\$ 20.71
General Administrative	Administrative Assistant I	\$ 11.67	\$ 15.69	33.39%	\$ 15.56	\$ 20.94	24.00%	\$ 21.70	\$ 29.19
General Administrative	Administrative Assistant II	\$ 15.71	\$ 16.99	33.39%	\$ 20.95	\$ 22.66	24.00%	\$ 29.21	\$ 31.60

Vermont (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 17.00	\$ 18.44	33.39%	\$ 22.67	\$ 24.60	24.00%	\$ 31.62	\$ 34.30
General Administrative	Administrative Assistant IV	\$ 18.45	\$ 20.42	33.39%	\$ 24.61	\$ 27.23	24.00%	\$ 34.32	\$ 37.98
General Administrative	Administrative Assistant V	\$ 20.44	\$ 23.02	33.39%	\$ 27.26	\$ 30.71	24.00%	\$ 38.02	\$ 42.82
General Administrative	Administrative Staff Assistant	\$ 22.65	\$ 25.90	33.39%	\$ 30.21	\$ 34.54	24.00%	\$ 42.13	\$ 48.17
General Administrative	Administrative Staff Specialist	\$ 25.91	\$ 32.03	33.39%	\$ 34.56	\$ 42.73	24.00%	\$ 48.19	\$ 59.58
General Administrative	Administrative Staff Specialist Senior	\$ 32.04	\$ 25.02	33.39%	\$ 42.74	\$ 33.38	24.00%	\$ 59.60	\$ 46.54
General Administrative	Agency Management Analyst	\$ 20.90	\$ 27.43	33.39%	\$ 27.88	\$ 36.58	24.00%	\$ 38.87	\$ 51.01
General Administrative	Agency Management Analyst Lead	\$ 27.44	\$ 31.87	33.39%	\$ 36.60	\$ 42.51	24.00%	\$ 51.03	\$ 59.28
General Administrative	Agency Management Analyst Senior	\$ 31.93	\$ 49.69	33.39%	\$ 42.60	\$ 66.28	24.00%	\$ 59.40	\$ 92.42
General Administrative	Clerk	\$ 11.26	\$ 13.02	33.39%	\$ 15.02	\$ 17.36	24.00%	\$ 20.95	\$ 24.21
General Administrative	Clerk Jr	\$ 10.00	\$ 11.21	33.39%	\$ 13.34	\$ 14.96	24.00%	\$ 18.60	\$ 20.85
General Administrative	Clerk Sr	\$ 13.07	\$ 15.13	33.39%	\$ 17.43	\$ 20.18	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 10.00	\$ 13.33	33.39%	\$ 13.34	\$ 17.79	24.00%	\$ 18.60	\$ 24.80
General Administrative	Data Entry Operator Senior	\$ 13.37	\$ 19.19	33.39%	\$ 17.83	\$ 25.60	24.00%	\$ 24.86	\$ 35.69
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	33.39%	\$ 13.67	\$ 20.01	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 16.84	\$ 20.93	33.39%	\$ 22.46	\$ 27.92	24.00%	\$ 31.32	\$ 38.93
General Administrative	Executive Secretary Senior	\$ 20.96	\$ 31.05	33.39%	\$ 27.96	\$ 41.41	24.00%	\$ 38.99	\$ 57.75
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	33.39%	\$ 23.34	\$ 27.68	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	33.39%	\$ 20.01	\$ 24.01	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 13.31	\$ 15.61	33.39%	\$ 17.76	\$ 20.82	24.00%	\$ 24.76	\$ 29.03
General Administrative	Legal Assistant Senior	\$ 15.64	\$ 39.43	33.39%	\$ 20.86	\$ 52.60	24.00%	\$ 29.09	\$ 73.35
General Administrative	Library Assistant	\$ 10.00	\$ 18.71	33.39%	\$ 13.34	\$ 24.95	24.00%	\$ 18.60	\$ 34.80
General Administrative	Medical Assistant I	\$ 12.76	\$ 14.88	33.39%	\$ 17.02	\$ 19.85	24.00%	\$ 23.73	\$ 27.68
General Administrative	Medical Assistant II	\$ 14.93	\$ 21.22	33.39%	\$ 19.91	\$ 28.30	24.00%	\$ 27.76	\$ 39.47
General Administrative	Medical Biller I	\$ 11.12	\$ 13.65	33.39%	\$ 14.84	\$ 18.21	24.00%	\$ 20.69	\$ 25.40
General Administrative	Medical Biller II	\$ 13.69	\$ 21.26	33.39%	\$ 18.26	\$ 28.36	24.00%	\$ 25.46	\$ 39.55
General Administrative	Medical Records Clerk I	\$ 13.37	\$ 19.47	33.39%	\$ 17.83	\$ 25.97	24.00%	\$ 24.86	\$ 36.21
General Administrative	Medical Records Clerk II	\$ 14.43	\$ 20.88	33.39%	\$ 19.25	\$ 27.85	24.00%	\$ 26.85	\$ 38.83
General Administrative	Office Manager	\$ 22.49	\$ 34.23	33.39%	\$ 30.00	\$ 45.66	24.00%	\$ 41.83	\$ 63.67
General Administrative	Office Services Aide	\$ 12.45	\$ 17.15	33.39%	\$ 16.60	\$ 22.87	24.00%	\$ 23.15	\$ 31.89
General Administrative	Office Services Assistant	\$ 13.34	\$ 18.11	33.39%	\$ 17.80	\$ 24.16	24.00%	\$ 24.82	\$ 33.68
General Administrative	Office Services Specialist	\$ 14.06	\$ 18.95	33.39%	\$ 18.75	\$ 25.28	24.00%	\$ 26.15	\$ 35.25
General Administrative	Office Services Supervisor	\$ 14.71	\$ 19.37	33.39%	\$ 19.62	\$ 25.84	24.00%	\$ 27.36	\$ 36.03
General Administrative	Office Services Supervisor Senior	\$ 17.05	\$ 21.73	33.39%	\$ 22.74	\$ 28.99	24.00%	\$ 31.72	\$ 40.42
General Administrative	Operator I	\$ 10.00	\$ 13.29	33.39%	\$ 13.34	\$ 17.73	24.00%	\$ 18.60	\$ 24.72
General Administrative	Operator II	\$ 13.31	\$ 15.53	33.39%	\$ 17.76	\$ 20.72	24.00%	\$ 24.76	\$ 28.89
General Administrative	Operator III (Key Disc Operator)	\$ 15.58	\$ 17.64	33.39%	\$ 20.78	\$ 23.53	24.00%	\$ 28.97	\$ 32.81
General Administrative	Operator IV (Key Disc Operator)	\$ 17.65	\$ 20.45	33.39%	\$ 23.54	\$ 27.28	24.00%	\$ 32.83	\$ 38.03
General Administrative	Paralegal	\$ 14.00	\$ 23.50	33.39%	\$ 18.67	\$ 31.35	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 11.85	\$ 15.85	33.39%	\$ 15.80	\$ 21.15	24.00%	\$ 22.04	\$ 29.49

Vermont (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 15.87	\$ 16.91	33.39%	\$ 21.16	\$ 22.56	24.00%	\$ 29.51	\$ 31.46
General Administrative	Photocopy Supervisor	\$ 12.81	\$ 17.79	33.39%	\$ 17.09	\$ 23.73	24.00%	\$ 23.83	\$ 33.09
General Administrative	Photocopy Technician	\$ 11.57	\$ 16.36	33.39%	\$ 15.43	\$ 21.82	24.00%	\$ 21.52	\$ 30.42
General Administrative	Photo-Typesetting Specialist	\$ 15.06	\$ 21.69	33.39%	\$ 20.09	\$ 28.93	24.00%	\$ 28.02	\$ 40.34
General Administrative	Photo-Typesetting Supervisor	\$ 16.09	\$ 23.55	33.39%	\$ 21.46	\$ 31.41	24.00%	\$ 29.93	\$ 43.80
General Administrative	Postal Aide	\$ 10.00	\$ 11.57	33.39%	\$ 13.34	\$ 15.43	24.00%	\$ 18.60	\$ 21.52
General Administrative	Postal Aide Senior	\$ 11.62	\$ 18.29	33.39%	\$ 15.51	\$ 24.40	24.00%	\$ 21.62	\$ 34.02
General Administrative	Postal Assistant	\$ 18.35	\$ 20.40	33.39%	\$ 24.48	\$ 27.21	24.00%	\$ 34.14	\$ 37.94
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	33.39%	\$ 40.02	\$ 60.03	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	33.39%	\$ 26.68	\$ 33.35	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 13.58	\$ 17.93	33.39%	\$ 18.11	\$ 23.91	24.00%	\$ 25.26	\$ 33.35
General Administrative	Public Relations Specialist	\$ 18.87	\$ 32.27	33.39%	\$ 25.17	\$ 43.04	24.00%	\$ 35.09	\$ 60.01
General Administrative	Public Relations Specialist Assistant	\$ 13.58	\$ 18.84	33.39%	\$ 18.11	\$ 25.12	24.00%	\$ 25.26	\$ 35.03
General Administrative	Receptionist	\$ 10.00	\$ 12.21	33.39%	\$ 13.34	\$ 16.29	24.00%	\$ 18.60	\$ 22.71
General Administrative	Receptionist Senior	\$ 12.22	\$ 19.27	33.39%	\$ 16.30	\$ 25.71	24.00%	\$ 22.73	\$ 35.85
General Administrative	Secretary	\$ 10.03	\$ 13.41	33.39%	\$ 13.38	\$ 17.89	24.00%	\$ 18.66	\$ 24.94
General Administrative	Secretary Senior	\$ 13.46	\$ 23.76	33.39%	\$ 17.96	\$ 31.69	24.00%	\$ 25.04	\$ 44.20
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	33.39%	\$ 20.34	\$ 24.01	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 11.67	\$ 28.50	33.39%	\$ 15.56	\$ 38.02	24.00%	\$ 21.70	\$ 53.02
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	33.39%	\$ 26.68	\$ 35.34	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 20.91	\$ 25.79	33.39%	\$ 27.89	\$ 34.40	24.00%	\$ 38.89	\$ 47.97
Human Resources	Classification / Compensation Analyst Senior	\$ 25.84	\$ 34.23	33.39%	\$ 34.47	\$ 45.66	24.00%	\$ 48.07	\$ 63.67
Human Resources	Classification / Compensation Consultant	\$ 34.25	\$ 45.88	33.39%	\$ 45.69	\$ 61.19	24.00%	\$ 63.71	\$ 85.33
Human Resources	EEO Program Analyst	\$ 20.19	\$ 32.23	33.39%	\$ 26.93	\$ 43.00	24.00%	\$ 37.56	\$ 59.95
Human Resources	EEO Program Specialist	\$ 22.27	\$ 35.16	33.39%	\$ 29.70	\$ 46.90	24.00%	\$ 41.41	\$ 65.40
Human Resources	Employee Relations Analyst	\$ 18.18	\$ 23.02	33.39%	\$ 24.26	\$ 30.71	24.00%	\$ 33.82	\$ 42.82
Human Resources	Employee Relations Analyst Senior	\$ 23.08	\$ 40.73	33.39%	\$ 30.78	\$ 54.33	24.00%	\$ 42.92	\$ 75.75
Human Resources	Human Resources Assistant	\$ 13.95	\$ 20.10	33.39%	\$ 18.61	\$ 26.81	24.00%	\$ 25.95	\$ 37.38
Human Resources	Human Resources Generalist	\$ 16.18	\$ 20.58	33.39%	\$ 21.58	\$ 27.45	24.00%	\$ 30.09	\$ 38.27
Human Resources	Human Resources Generalist Senior	\$ 20.69	\$ 36.14	33.39%	\$ 27.60	\$ 48.21	24.00%	\$ 38.49	\$ 67.23
Human Resources	Personnel Analyst	\$ 16.02	\$ 20.36	33.39%	\$ 21.36	\$ 27.16	24.00%	\$ 29.79	\$ 37.88
Human Resources	Personnel Analyst Senior	\$ 20.42	\$ 24.70	33.39%	\$ 27.23	\$ 32.95	24.00%	\$ 37.98	\$ 45.94
Human Resources	Personnel Practices Analyst	\$ 24.77	\$ 29.17	33.39%	\$ 33.03	\$ 38.91	24.00%	\$ 46.06	\$ 54.25
Human Resources	Personnel Practices Analyst Senior	\$ 29.22	\$ 37.20	33.39%	\$ 38.98	\$ 49.62	24.00%	\$ 54.35	\$ 69.19
Human Resources	Personnel Practices Manager	\$ 36.60	\$ 45.53	33.39%	\$ 48.82	\$ 60.74	24.00%	\$ 68.08	\$ 84.69
Human Services	Social Worker	\$ 17.83	\$ 30.20	32.16%	\$ 23.57	\$ 39.92	24.00%	\$ 33.17	\$ 56.18
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	32.16%	\$ 29.74	\$ 40.97	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 13.53	\$ 18.68	32.16%	\$ 17.88	\$ 24.68	24.00%	\$ 25.16	\$ 34.74
Human Services	Support Enforcement Specialist Senior	\$ 18.74	\$ 22.10	32.16%	\$ 24.77	\$ 29.21	24.00%	\$ 34.86	\$ 41.12
Human Services	Utilization Review Analyst	\$ 18.74	\$ 26.88	32.16%	\$ 24.77	\$ 35.53	24.00%	\$ 34.86	\$ 50.00

Vermont (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 26.93	\$ 43.21	32.16%	\$ 35.60	\$ 57.10	24.00%	\$ 50.10	\$ 80.36
Insurance	Claims Adjuster I	\$ 15.48	\$ 18.74	32.16%	\$ 20.46	\$ 24.77	24.00%	\$ 28.79	\$ 34.86
Insurance	Claims Adjuster II	\$ 18.79	\$ 26.88	32.16%	\$ 24.84	\$ 35.53	24.00%	\$ 34.95	\$ 50.00
Insurance	Claims Specialist	\$ 26.93	\$ 33.94	32.16%	\$ 35.60	\$ 44.86	24.00%	\$ 50.10	\$ 63.13
Insurance	Worker's Compensation Specialist	\$ 25.45	\$ 38.07	32.16%	\$ 33.63	\$ 50.31	24.00%	\$ 47.34	\$ 70.80
Laborer/Industrial	CDL Driver	\$ 13.58	\$ 19.49	37.76%	\$ 18.71	\$ 26.85	24.00%	\$ 25.26	\$ 36.25
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	37.76%	\$ 29.62	\$ 38.88	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	37.76%	\$ 38.50	\$ 45.75	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	37.76%	\$ 41.67	\$ 48.22	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	37.76%	\$ 34.10	\$ 41.33	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	37.76%	\$ 34.10	\$ 40.64	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	37.76%	\$ 43.39	\$ 52.00	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	37.76%	\$ 36.51	\$ 46.22	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 14.57	\$ 20.89	37.76%	\$ 20.08	\$ 28.77	24.00%	\$ 27.11	\$ 38.85
Laborer/Industrial	Forklift Operator	\$ 11.36	\$ 15.82	37.76%	\$ 15.65	\$ 21.80	24.00%	\$ 21.12	\$ 29.43
Laborer/Industrial	Forklift Operator Senior	\$ 15.85	\$ 23.08	37.76%	\$ 21.84	\$ 31.79	24.00%	\$ 29.49	\$ 42.92
Laborer/Industrial	Grounds Worker	\$ 10.00	\$ 12.76	37.76%	\$ 13.78	\$ 17.57	24.00%	\$ 18.60	\$ 23.73
Laborer/Industrial	Grounds Worker Lead	\$ 12.81	\$ 17.10	37.76%	\$ 17.65	\$ 23.56	24.00%	\$ 23.83	\$ 31.82
Laborer/Industrial	Grounds Worker Senior	\$ 13.68	\$ 17.00	37.76%	\$ 18.84	\$ 23.42	24.00%	\$ 25.44	\$ 31.62
Laborer/Industrial	Groundskeeper / Landscaper	\$ 10.00	\$ 13.31	37.76%	\$ 13.78	\$ 18.34	24.00%	\$ 18.60	\$ 24.76
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 13.32	\$ 17.00	37.76%	\$ 18.35	\$ 23.42	24.00%	\$ 24.78	\$ 31.62
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 10.00	\$ 12.79	37.76%	\$ 13.78	\$ 17.62	24.00%	\$ 18.60	\$ 23.79
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 10.00	\$ 12.79	37.76%	\$ 13.78	\$ 17.62	24.00%	\$ 18.60	\$ 23.79
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 10.00	\$ 12.79	37.76%	\$ 13.78	\$ 17.62	24.00%	\$ 18.60	\$ 23.79
Laborer/Industrial	Housekeeping Supervisor	\$ 11.36	\$ 15.77	37.76%	\$ 15.65	\$ 21.72	24.00%	\$ 21.12	\$ 29.33
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 15.80	\$ 24.44	37.76%	\$ 21.77	\$ 33.67	24.00%	\$ 29.39	\$ 45.47
Laborer/Industrial	Housekeeping Worker	\$ 10.00	\$ 12.87	37.76%	\$ 13.78	\$ 17.74	24.00%	\$ 18.60	\$ 23.95
Laborer/Industrial	Housekeeping Worker Senior	\$ 12.93	\$ 16.51	37.76%	\$ 17.81	\$ 22.74	24.00%	\$ 24.05	\$ 30.70
Laborer/Industrial	Inventory Worker Light	\$ 10.05	\$ 15.75	37.76%	\$ 13.85	\$ 21.69	24.00%	\$ 18.70	\$ 29.29
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 10.00	\$ 17.67	37.76%	\$ 13.78	\$ 24.34	24.00%	\$ 18.60	\$ 32.87
Laborer/Industrial	Motor Vehicle Operator A	\$ 10.00	\$ 12.22	37.76%	\$ 13.78	\$ 16.84	24.00%	\$ 18.60	\$ 22.73
Laborer/Industrial	Motor Vehicle Operator B	\$ 12.28	\$ 19.82	37.76%	\$ 16.91	\$ 27.30	24.00%	\$ 22.83	\$ 36.86
Laborer/Industrial	Packer	\$ 10.00	\$ 12.79	37.76%	\$ 13.78	\$ 17.62	24.00%	\$ 18.60	\$ 23.79
Laborer/Industrial	Warehouse Specialist I	\$ 10.00	\$ 12.79	37.76%	\$ 13.78	\$ 17.62	24.00%	\$ 18.60	\$ 23.79
Laborer/Industrial	Warehouse Specialist II	\$ 12.81	\$ 16.02	37.76%	\$ 17.65	\$ 22.06	24.00%	\$ 23.83	\$ 29.79
Laborer/Industrial	Warehouse Specialist III	\$ 16.07	\$ 20.47	37.76%	\$ 22.14	\$ 28.20	24.00%	\$ 29.89	\$ 38.07
Laborer/Industrial	Warehouse worker (included)	\$ 10.00	\$ 11.00	37.76%	\$ 13.78	\$ 15.15	24.00%	\$ 18.60	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 10.00	\$ 12.79	37.76%	\$ 13.78	\$ 17.62	24.00%	\$ 18.60	\$ 23.79
Laborer/Industrial	Warehouse Worker II	\$ 12.81	\$ 16.02	37.76%	\$ 17.65	\$ 22.06	24.00%	\$ 23.83	\$ 29.79
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	37.76%	\$ 33.68	\$ 44.08	24.00%	\$ 45.48	\$ 59.52

Vermont (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	37.76%	\$ 33.68	\$ 40.64	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	37.76%	\$ 33.68	\$ 40.64	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 12.22	\$ 15.77	32.16%	\$ 16.15	\$ 20.84	24.00%	\$ 22.73	\$ 29.33
Media	Audio Visual Technician Senior	\$ 15.80	\$ 26.19	32.16%	\$ 20.88	\$ 34.61	24.00%	\$ 29.39	\$ 48.71
Media	Graphic Artist	\$ 14.39	\$ 17.18	32.16%	\$ 19.02	\$ 22.70	24.00%	\$ 26.77	\$ 31.95
Media	Graphic Artist Senior	\$ 17.18	\$ 24.17	32.16%	\$ 22.70	\$ 31.94	24.00%	\$ 31.95	\$ 44.95
Media	Graphic Designer	\$ 14.39	\$ 17.18	32.16%	\$ 19.02	\$ 22.70	24.00%	\$ 26.77	\$ 31.95
Media	Graphic Designer Senior	\$ 17.21	\$ 24.17	32.16%	\$ 22.75	\$ 31.94	24.00%	\$ 32.01	\$ 44.95
Media	Photographer	\$ 10.00	\$ 12.57	32.16%	\$ 13.22	\$ 16.62	24.00%	\$ 18.60	\$ 23.39
Media	Photographer Senior	\$ 12.60	\$ 20.15	32.16%	\$ 16.65	\$ 26.63	24.00%	\$ 23.43	\$ 37.48
Media	TV / Video Production Specialist	\$ 19.01	\$ 24.46	32.16%	\$ 25.12	\$ 32.32	24.00%	\$ 35.35	\$ 45.49
Media	TV / Video Production Technician	\$ 24.49	\$ 33.13	32.16%	\$ 32.36	\$ 43.79	24.00%	\$ 45.55	\$ 61.62
Security	Armed Security Officer	\$ 15.21	\$ 20.36	47.20%	\$ 22.39	\$ 29.97	24.00%	\$ 28.30	\$ 37.88
Security	<u>Captain</u>	\$ 21.37	\$ 30.45	47.20%	\$ 31.45	\$ 44.82	24.00%	\$ 39.74	\$ 56.64
Security	Dispatcher/Police	\$ 14.74	\$ 25.13	47.20%	\$ 21.70	\$ 36.99	24.00%	\$ 27.42	\$ 46.74
Security	<u>Lieutenant</u>	\$ 19.23	\$ 26.71	47.20%	\$ 28.31	\$ 39.32	24.00%	\$ 35.77	\$ 49.68
Security	<u>Sergeant</u>	\$ 17.63	\$ 24.57	47.20%	\$ 25.95	\$ 36.17	24.00%	\$ 32.79	\$ 45.71
Security	Unarmed Security Guard	\$ 10.28	\$ 20.09	47.20%	\$ 15.13	\$ 29.57	24.00%	\$ 19.12	\$ 37.36
Tax	Data Entry Clerk	\$ 10.00	\$ 12.22	33.39%	\$ 13.34	\$ 16.30	24.00%	\$ 18.60	\$ 22.73
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 12.28	\$ 19.27	33.39%	\$ 16.37	\$ 25.71	24.00%	\$ 22.83	\$ 35.85
Tax	Error Resolution and Document Processor	\$ 15.97	\$ 22.19	33.39%	\$ 21.31	\$ 29.60	24.00%	\$ 29.71	\$ 41.27
Tax	General Clerical	\$ 10.00	\$ 13.66	33.39%	\$ 13.34	\$ 18.23	24.00%	\$ 18.60	\$ 25.42
Tax	On-Site Administrator (Day)	\$ 10.80	\$ 23.35	33.39%	\$ 14.41	\$ 31.15	24.00%	\$ 20.09	\$ 43.44
Tax	On-Site Administrator (Evening)	\$ 10.80	\$ 23.35	33.39%	\$ 14.41	\$ 31.15	24.00%	\$ 20.09	\$ 43.44
Tax	Remittance Processor	\$ 19.20	\$ 28.45	33.39%	\$ 25.61	\$ 37.95	24.00%	\$ 35.71	\$ 52.92
Tax	Taxpayer Information & Assistance Agent	\$ 17.01	\$ 24.43	33.39%	\$ 22.69	\$ 32.59	24.00%	\$ 31.64	\$ 45.45
Technical	Agricultural Technician	\$ 17.49	\$ 28.39	36.16%	\$ 23.81	\$ 38.65	24.00%	\$ 32.53	\$ 52.80
Technical	Agricultural Technician Lead	\$ 19.62	\$ 31.35	36.16%	\$ 26.71	\$ 42.68	24.00%	\$ 36.48	\$ 58.30
Technical	Agricultural Technician Supervisor	\$ 23.56	\$ 37.77	36.16%	\$ 32.08	\$ 51.42	24.00%	\$ 43.82	\$ 70.25
Technical	Analytical Chemist	\$ 18.54	\$ 31.35	36.16%	\$ 25.24	\$ 42.68	24.00%	\$ 34.48	\$ 58.30
Technical	Analytical Chemist Assistant	\$ 21.66	\$ 35.66	36.16%	\$ 29.49	\$ 48.56	24.00%	\$ 40.28	\$ 66.33
Technical	Analytical Chemist Senior	\$ 27.33	\$ 44.61	36.16%	\$ 37.21	\$ 60.73	24.00%	\$ 50.83	\$ 82.97
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	36.16%	\$ 26.95	\$ 42.25	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	36.16%	\$ 39.34	\$ 50.99	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 19.57	\$ 29.43	36.16%	\$ 26.65	\$ 40.08	24.00%	\$ 36.41	\$ 54.75
Technical	Bridge Design Drafter Senior	\$ 20.88	\$ 31.83	36.16%	\$ 28.43	\$ 43.34	24.00%	\$ 38.83	\$ 59.20
Technical	Cartographic Drafter	\$ 24.60	\$ 34.66	36.16%	\$ 33.50	\$ 47.19	24.00%	\$ 45.77	\$ 64.46
Technical	Cartographic Drafter Assistant	\$ 19.28	\$ 29.01	36.16%	\$ 26.26	\$ 39.50	24.00%	\$ 35.87	\$ 53.95
Technical	Cartographic Supervisor	\$ 33.57	\$ 45.13	36.16%	\$ 45.71	\$ 61.45	24.00%	\$ 62.44	\$ 83.94
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	36.16%	\$ 21.79	\$ 26.55	24.00%	\$ 29.76	\$ 36.27

Vermont (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	36.16%	\$ 53.91	\$ 65.56	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 29.59	\$ 41.89	36.16%	\$ 40.30	\$ 57.04	24.00%	\$ 55.05	\$ 77.92
Technical	Engineering Design Drafting Supervisor	\$ 34.43	\$ 48.00	36.16%	\$ 46.89	\$ 65.36	24.00%	\$ 64.05	\$ 89.28
Technical	Engineering Design Drafting Technician	\$ 16.62	\$ 22.01	36.16%	\$ 22.64	\$ 29.97	24.00%	\$ 30.92	\$ 40.94
Technical	Engineering Drafting Technician	\$ 16.66	\$ 22.01	36.16%	\$ 22.68	\$ 29.97	24.00%	\$ 30.98	\$ 40.94
Technical	Engineering Drafting Technician Senior	\$ 19.31	\$ 28.07	36.16%	\$ 26.29	\$ 38.22	24.00%	\$ 35.91	\$ 52.20
Technical	Environmental Engineer	\$ 27.34	\$ 43.19	36.16%	\$ 37.23	\$ 58.81	24.00%	\$ 50.85	\$ 80.34
Technical	Environmental Engineer Senior	\$ 29.44	\$ 47.25	36.16%	\$ 40.09	\$ 64.34	24.00%	\$ 54.77	\$ 87.89
Technical	Environmental Program Analyst	\$ 23.19	\$ 34.27	36.16%	\$ 31.58	\$ 46.67	24.00%	\$ 43.14	\$ 63.75
Technical	Environmental Program Planner	\$ 24.79	\$ 37.03	36.16%	\$ 33.75	\$ 50.42	24.00%	\$ 46.10	\$ 68.88
Technical	Environmental Program Specialist	\$ 26.65	\$ 33.46	36.16%	\$ 36.28	\$ 45.56	24.00%	\$ 49.56	\$ 62.24
Technical	Environmental Specialist - Field	\$ 24.79	\$ 36.18	36.16%	\$ 33.75	\$ 49.26	24.00%	\$ 46.10	\$ 67.29
Technical	Environmental Specialist Senior - Field	\$ 25.49	\$ 37.86	36.16%	\$ 34.71	\$ 51.56	24.00%	\$ 47.41	\$ 70.43
Technical	Environmental Technician	\$ 23.19	\$ 34.27	36.16%	\$ 31.58	\$ 46.67	24.00%	\$ 43.14	\$ 63.75
Technical	Environmental Technician Senior	\$ 24.79	\$ 37.03	36.16%	\$ 33.75	\$ 50.42	24.00%	\$ 46.10	\$ 68.88
Technical	Help Desk Support	\$ 15.50	\$ 25.00	36.16%	\$ 21.10	\$ 34.04	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	36.16%	\$ 23.49	\$ 32.68	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 21.13	\$ 25.83	36.16%	\$ 28.77	\$ 35.17	24.00%	\$ 39.31	\$ 48.04
Technical	Laboratory Technician	\$ 17.70	\$ 26.52	36.16%	\$ 24.10	\$ 36.11	24.00%	\$ 32.93	\$ 49.32
Technical	Laboratory Technician Senior	\$ 18.79	\$ 28.59	36.16%	\$ 25.59	\$ 38.93	24.00%	\$ 34.95	\$ 53.18
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	36.16%	\$ 29.96	\$ 36.08	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 28.18	\$ 37.57	36.16%	\$ 38.37	\$ 51.15	24.00%	\$ 52.41	\$ 69.88
Technical	Residential Plan Reviewer	\$ 20.55	\$ 32.09	36.16%	\$ 27.97	\$ 43.70	24.00%	\$ 38.21	\$ 59.70
Technical	Right of Way Technician	\$ 29.16	\$ 46.10	36.16%	\$ 39.70	\$ 62.77	24.00%	\$ 54.23	\$ 85.75
Technical	Right of Way Technician Supervisor	\$ 31.47	\$ 50.61	36.16%	\$ 42.86	\$ 68.91	24.00%	\$ 58.54	\$ 94.13
Technical	Safety Engineer	\$ 28.73	\$ 45.05	36.16%	\$ 39.12	\$ 61.35	24.00%	\$ 53.44	\$ 83.80
Technical	Safety Engineer Senior	\$ 32.66	\$ 51.55	36.16%	\$ 44.47	\$ 70.19	24.00%	\$ 60.75	\$ 95.88
Technical	Title Examiner	\$ 20.01	\$ 28.14	36.16%	\$ 27.25	\$ 38.32	24.00%	\$ 37.22	\$ 52.34
Technical	Traffic Controller	\$ 24.22	\$ 39.16	36.16%	\$ 32.98	\$ 53.32	24.00%	\$ 45.05	\$ 72.83
Technical	Traffic Controller Senior	\$ 29.16	\$ 46.10	36.16%	\$ 39.70	\$ 62.77	24.00%	\$ 54.23	\$ 85.75
Technical	Transportation Data Analyst	\$ 24.22	\$ 39.16	36.16%	\$ 32.98	\$ 53.32	24.00%	\$ 45.05	\$ 72.83
Technical	Transportation Data Analyst Senior	\$ 29.16	\$ 46.10	36.16%	\$ 39.70	\$ 62.77	24.00%	\$ 54.23	\$ 85.75
Technical	Transportation Data Analyst Supervisor	\$ 29.16	\$ 46.10	36.16%	\$ 39.70	\$ 62.77	24.00%	\$ 54.23	\$ 85.75
Technical	Transportation Data Technician	\$ 24.22	\$ 39.16	36.16%	\$ 32.98	\$ 53.32	24.00%	\$ 45.05	\$ 72.83
Technical	Transportation District Utilities Specialist	\$ 28.61	\$ 46.09	36.16%	\$ 38.96	\$ 62.76	24.00%	\$ 53.22	\$ 85.73
Technical	Transportation Engineering Technician -Survey	\$ 29.71	\$ 50.43	36.16%	\$ 40.46	\$ 68.66	24.00%	\$ 55.26	\$ 93.80
Technical	Transportation Engineering Technician -Survey Senior	\$ 32.80	\$ 52.77	36.16%	\$ 44.66	\$ 71.85	24.00%	\$ 61.01	\$ 98.15
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 34.63	\$ 56.37	36.16%	\$ 47.15	\$ 76.75	24.00%	\$ 64.41	\$ 104.84
Technical	Transportation Materials Technician	\$ 13.91	\$ 20.01	36.16%	\$ 18.94	\$ 27.25	24.00%	\$ 25.87	\$ 37.22
Technical	Transportation Materials Technician Senior	\$ 14.84	\$ 21.70	36.16%	\$ 20.21	\$ 29.55	24.00%	\$ 27.60	\$ 40.36

Vermont (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 29.71	\$ 49.34	36.16%	\$ 40.46	\$ 67.18	24.00%	\$ 55.26	\$ 91.77
Technical	Transportation Materials Technician Supervisor	\$ 34.63	\$ 56.37	36.16%	\$ 47.15	\$ 76.75	24.00%	\$ 64.41	\$ 104.84
Technical	Transportation Planning Specialist	\$ 28.61	\$ 46.09	36.16%	\$ 38.96	\$ 62.76	24.00%	\$ 53.22	\$ 85.73
Technical	Transportation Planning Specialist Senior	\$ 32.80	\$ 52.77	36.16%	\$ 44.66	\$ 71.85	24.00%	\$ 61.01	\$ 98.15
Technical	Transportation Technical Program Coordinator	\$ 28.61	\$ 46.09	36.16%	\$ 38.96	\$ 62.76	24.00%	\$ 53.22	\$ 85.73
Technical	Transportation Technical Support Coordinator	\$ 28.61	\$ 46.09	36.16%	\$ 38.96	\$ 62.76	24.00%	\$ 53.22	\$ 85.73
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	36.16%	\$ 51.06	\$ 61.27	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 16.55	\$ 20.36	43.70%	\$ 23.78	\$ 29.26	24.00%	\$ 30.78	\$ 37.88
Trades	Boiler Operator II	\$ 20.42	\$ 23.44	43.70%	\$ 29.34	\$ 33.68	24.00%	\$ 37.98	\$ 43.60
Trades	Boiler Operator Senior I	\$ 23.46	\$ 25.61	43.70%	\$ 33.71	\$ 36.80	24.00%	\$ 43.64	\$ 47.63
Trades	Boiler Operator Senior II	\$ 25.63	\$ 35.09	43.70%	\$ 36.83	\$ 50.42	24.00%	\$ 47.67	\$ 65.26
Trades	Carpenter Assistant	\$ 11.03	\$ 14.91	43.70%	\$ 15.84	\$ 21.43	24.00%	\$ 20.51	\$ 27.74
Trades	Carpenter	\$ 14.93	\$ 20.91	43.70%	\$ 21.45	\$ 30.05	24.00%	\$ 27.76	\$ 38.89
Trades	Carpenter Senior	\$ 22.07	\$ 29.82	43.70%	\$ 31.72	\$ 42.85	24.00%	\$ 41.06	\$ 55.46
Trades	Electrician	\$ 23.54	\$ 39.17	43.70%	\$ 33.82	\$ 56.28	24.00%	\$ 43.78	\$ 72.85
Trades	Electrician Assistant	\$ 12.55	\$ 15.49	43.70%	\$ 18.04	\$ 22.26	24.00%	\$ 23.35	\$ 28.81
Trades	Electrician Senior	\$ 18.17	\$ 20.96	43.70%	\$ 26.11	\$ 30.12	24.00%	\$ 33.80	\$ 38.99
Trades	Electrician Supervisor Senior	\$ 21.02	\$ 36.94	43.70%	\$ 30.20	\$ 53.09	24.00%	\$ 39.09	\$ 68.72
Trades	Electronic Equipment Install & Repair Supervisor	\$ 22.93	\$ 34.08	43.70%	\$ 32.95	\$ 48.98	24.00%	\$ 42.65	\$ 63.39
Trades	Electronic Equipment Install & Repair Technician	\$ 18.19	\$ 22.81	43.70%	\$ 26.15	\$ 32.78	24.00%	\$ 33.84	\$ 42.43
Trades	Electronic Technician	\$ 13.85	\$ 17.60	43.70%	\$ 19.90	\$ 25.29	24.00%	\$ 25.75	\$ 32.73
Trades	Electronic Technician Senior	\$ 17.65	\$ 31.22	43.70%	\$ 25.36	\$ 44.86	24.00%	\$ 32.83	\$ 58.07
Trades	Equipment Repair Supervisor	\$ 25.10	\$ 29.38	43.70%	\$ 36.06	\$ 42.22	24.00%	\$ 46.68	\$ 54.65
Trades	Equipment Repair Technician	\$ 13.85	\$ 17.60	43.70%	\$ 19.90	\$ 25.29	24.00%	\$ 25.75	\$ 32.73
Trades	Equipment Repair Technician Senior	\$ 17.65	\$ 25.03	43.70%	\$ 25.36	\$ 35.97	24.00%	\$ 32.83	\$ 46.56
Trades	HVAC Installation & Repair Assistant	\$ 10.80	\$ 17.23	43.70%	\$ 15.52	\$ 24.76	24.00%	\$ 20.09	\$ 32.05
Trades	HVAC Installation & Repair Assistant Senior	\$ 17.23	\$ 29.38	43.70%	\$ 24.76	\$ 42.22	24.00%	\$ 32.05	\$ 54.65
Trades	Laboratory Mechanic	\$ 13.86	\$ 18.79	43.70%	\$ 19.91	\$ 27.01	24.00%	\$ 25.77	\$ 34.95
Trades	Laboratory Mechanic Senior	\$ 18.79	\$ 28.59	43.70%	\$ 27.01	\$ 41.08	24.00%	\$ 34.95	\$ 53.18
Trades	Locksmith	\$ 17.00	\$ 25.00	43.70%	\$ 24.43	\$ 35.93	24.00%	\$ 31.62	\$ 46.50
Trades	Maintenance Field Worker	\$ 13.85	\$ 17.70	43.70%	\$ 19.90	\$ 25.44	24.00%	\$ 25.75	\$ 32.93
Trades	Mason Plasterer	\$ 17.10	\$ 19.71	43.70%	\$ 24.58	\$ 28.33	24.00%	\$ 31.82	\$ 36.66
Trades	Mason Plasterer Assistant	\$ 19.75	\$ 29.22	43.70%	\$ 28.39	\$ 41.99	24.00%	\$ 36.74	\$ 54.35
Trades	Mechanic	\$ 11.13	\$ 25.05	43.70%	\$ 16.00	\$ 36.00	24.00%	\$ 20.71	\$ 46.60
Trades	Painter	\$ 10.71	\$ 23.76	43.70%	\$ 15.38	\$ 34.14	24.00%	\$ 19.91	\$ 44.20
Trades	Plumber / Steamfitter	\$ 23.22	\$ 35.30	43.70%	\$ 33.36	\$ 50.73	24.00%	\$ 43.18	\$ 65.66
Trades	Plumber / Steamfitter Assistant	\$ 13.85	\$ 23.14	43.70%	\$ 19.90	\$ 33.25	24.00%	\$ 25.75	\$ 43.04
Trades	Printing Press Operator B	\$ 22.66	\$ 33.28	43.70%	\$ 32.56	\$ 47.82	24.00%	\$ 42.15	\$ 61.90
Trades	Production Supervisor	\$ 26.87	\$ 41.15	43.70%	\$ 38.61	\$ 59.14	24.00%	\$ 49.98	\$ 76.55
Trades	Radio Specialist	\$ 16.02	\$ 20.53	43.70%	\$ 23.01	\$ 29.51	24.00%	\$ 29.79	\$ 38.19

Vermont (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 20.57	\$ 26.88	43.70%	\$ 29.55	\$ 38.63	24.00%	\$ 38.25	\$ 50.00
Trades	Sheet Metal Worker	\$ 15.24	\$ 19.60	43.70%	\$ 21.89	\$ 28.17	24.00%	\$ 28.34	\$ 36.47
Trades	Sheet Metal Worker Assistant	\$ 11.57	\$ 15.48	43.70%	\$ 16.63	\$ 22.25	24.00%	\$ 21.52	\$ 28.79
Trades	Sheet Metal Worker Lead	\$ 19.66	\$ 26.89	43.70%	\$ 28.25	\$ 38.64	24.00%	\$ 36.56	\$ 50.02
Trades	Shipping / Receiving Clerk	\$ 15.32	\$ 21.00	43.70%	\$ 22.02	\$ 30.18	24.00%	\$ 28.50	\$ 39.07
Trades	Storekeeper Assistant I	\$ 11.39	\$ 16.67	43.70%	\$ 16.37	\$ 23.95	24.00%	\$ 21.18	\$ 31.00
Trades	Storekeeper Assistant II	\$ 12.39	\$ 17.92	43.70%	\$ 17.81	\$ 25.75	24.00%	\$ 23.05	\$ 33.33
Trades	Storekeeper I	\$ 10.00	\$ 11.13	43.70%	\$ 14.37	\$ 16.00	24.00%	\$ 18.60	\$ 20.71
Trades	Storekeeper II	\$ 11.20	\$ 13.58	43.70%	\$ 16.09	\$ 19.51	24.00%	\$ 20.83	\$ 25.26
Trades	Storekeeper III	\$ 13.62	\$ 16.67	43.70%	\$ 19.57	\$ 23.95	24.00%	\$ 25.34	\$ 31.00
Trades	Storekeeper Senior	\$ 16.69	\$ 19.47	43.70%	\$ 23.98	\$ 27.97	24.00%	\$ 31.04	\$ 36.21
Trades	Tool Room Assistant	\$ 10.00	\$ 13.58	43.70%	\$ 14.37	\$ 19.51	24.00%	\$ 18.60	\$ 25.26
Trades	Tool Room Assistant Senior	\$ 13.58	\$ 18.95	43.70%	\$ 19.51	\$ 27.24	24.00%	\$ 25.26	\$ 35.25
Trades	Trades Utilities Worker Senior	\$ 13.86	\$ 20.30	43.70%	\$ 19.91	\$ 29.17	24.00%	\$ 25.77	\$ 37.76
Trades	Trades Utility Worker	\$ 10.59	\$ 13.80	43.70%	\$ 15.21	\$ 19.84	24.00%	\$ 19.69	\$ 25.67
Trades	Tradesman Helper	\$ 10.59	\$ 17.05	43.70%	\$ 15.21	\$ 24.50	24.00%	\$ 19.69	\$ 31.72
Trades	Tradesman Helper Senior	\$ 17.05	\$ 21.25	43.70%	\$ 24.50	\$ 30.54	24.00%	\$ 31.72	\$ 39.53
Trades	Welder	\$ 11.67	\$ 19.33	43.70%	\$ 16.77	\$ 27.77	24.00%	\$ 21.70	\$ 35.95
Trades	Welder Senior	\$ 19.38	\$ 23.24	43.70%	\$ 27.85	\$ 33.39	24.00%	\$ 36.05	\$ 43.22
Trades	Work Zone Safety Officer	\$ 24.22	\$ 39.16	43.70%	\$ 34.80	\$ 56.27	24.00%	\$ 45.05	\$ 72.83

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	32.11%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	33.39%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	49.66%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	33.39%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	32.16%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	37.76%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	32.16%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	47.20%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	33.39%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	36.16%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	43.70%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Virginia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 16.12	\$ 22.90	32.08%	\$ 21.30	\$ 30.24	24.00%	\$ 29.99	\$ 42.59
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	32.08%	\$ 11.28	\$ 18.45	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 22.91	\$ 31.80	32.08%	\$ 30.26	\$ 42.00	24.00%	\$ 42.61	\$ 59.14
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	32.08%	\$ 27.34	\$ 34.18	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	32.08%	\$ 20.51	\$ 26.32	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	32.08%	\$ 12.99	\$ 16.40	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 20.99	\$ 24.02	32.08%	\$ 27.73	\$ 31.73	24.00%	\$ 39.05	\$ 44.68
Accounting/Finance	Accounting Manager B	\$ 23.96	\$ 29.40	32.08%	\$ 31.64	\$ 38.83	24.00%	\$ 44.56	\$ 54.68
Accounting/Finance	Accounting Manager C	\$ 29.45	\$ 37.23	32.08%	\$ 38.90	\$ 49.17	24.00%	\$ 54.78	\$ 69.24
Accounting/Finance	Auditing - External Auditor	\$ 20.72	\$ 26.20	32.08%	\$ 27.36	\$ 34.61	24.00%	\$ 38.53	\$ 48.74
Accounting/Finance	Auditing - External Auditor Senior	\$ 26.22	\$ 37.23	32.08%	\$ 34.64	\$ 49.17	24.00%	\$ 48.78	\$ 69.24
Accounting/Finance	Auditing - Internal Auditor	\$ 20.72	\$ 26.20	32.08%	\$ 27.36	\$ 34.61	24.00%	\$ 38.53	\$ 48.74
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 26.26	\$ 37.23	32.08%	\$ 34.68	\$ 49.17	24.00%	\$ 48.84	\$ 69.24
Accounting/Finance	Bookkeeper	\$ 10.90	\$ 16.50	32.08%	\$ 14.40	\$ 21.79	24.00%	\$ 20.28	\$ 30.69
Accounting/Finance	Budget Analyst	\$ 20.32	\$ 26.59	32.08%	\$ 26.84	\$ 35.12	24.00%	\$ 37.80	\$ 49.45
Accounting/Finance	Budget Analyst Senior	\$ 26.60	\$ 41.28	32.08%	\$ 35.13	\$ 54.52	24.00%	\$ 49.47	\$ 76.78
Accounting/Finance	Closure/Disbursement Specialists	\$ 33.88	\$ 37.71	32.08%	\$ 44.75	\$ 49.81	24.00%	\$ 63.02	\$ 70.14
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 31.82	\$ 41.25	32.08%	\$ 42.03	\$ 54.48	24.00%	\$ 59.18	\$ 76.72
Accounting/Finance	CPA	\$ 33.00	\$ 43.60	32.08%	\$ 43.58	\$ 57.59	24.00%	\$ 61.38	\$ 81.10
Accounting/Finance	Fiscal Assistant	\$ 11.48	\$ 17.63	32.08%	\$ 15.16	\$ 23.29	24.00%	\$ 21.35	\$ 32.80
Accounting/Finance	Fiscal Technical Senior	\$ 15.38	\$ 21.93	32.08%	\$ 20.31	\$ 28.96	24.00%	\$ 28.60	\$ 40.79
Accounting/Finance	Fiscal Technician	\$ 17.69	\$ 21.62	32.08%	\$ 23.36	\$ 28.56	24.00%	\$ 32.90	\$ 40.21
Accounting/Finance	Payroll Assistant	\$ 16.79	\$ 21.21	32.08%	\$ 22.18	\$ 28.02	24.00%	\$ 31.24	\$ 39.46
Accounting/Finance	Purchasing / Procurement	\$ 21.21	\$ 31.52	32.08%	\$ 28.02	\$ 41.64	24.00%	\$ 39.46	\$ 58.64
Accounting/Finance	Sr. Compliance Officer	\$ 40.95	\$ 46.55	32.08%	\$ 54.09	\$ 61.48	24.00%	\$ 76.17	\$ 86.58
Accounting/Finance	Supervising Auditor	\$ 40.95	\$ 47.14	32.08%	\$ 54.09	\$ 62.26	24.00%	\$ 76.17	\$ 87.68
Call Center/Customer Service	Customer Service Inbound I	\$ 10.80	\$ 15.89	33.34%	\$ 14.41	\$ 21.19	24.00%	\$ 20.10	\$ 29.56
Call Center/Customer Service	Customer Service Inbound II	\$ 15.96	\$ 25.70	33.34%	\$ 21.28	\$ 34.26	24.00%	\$ 29.68	\$ 47.79

Virginia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 10.80	\$ 15.89	33.34%	\$ 14.41	\$ 21.19	24.00%	\$ 20.10	\$ 29.56
Call Center/Customer Service	Customer Service Outbound II	\$ 15.96	\$ 25.70	33.34%	\$ 21.28	\$ 34.26	24.00%	\$ 29.68	\$ 47.79
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.61	\$ 17.97	33.34%	\$ 14.14	\$ 23.96	24.00%	\$ 19.73	\$ 33.43
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	33.34%	\$ 27.60	\$ 34.50	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 11.01	\$ 16.85	33.34%	\$ 14.69	\$ 22.47	24.00%	\$ 20.49	\$ 31.34
Call Center/Customer Service	Detailing Representative II	\$ 11.98	\$ 19.38	33.34%	\$ 15.98	\$ 25.85	24.00%	\$ 22.29	\$ 36.05
Call Center/Customer Service	Help Desk Analyst	\$ 14.27	\$ 31.69	33.34%	\$ 19.03	\$ 42.25	24.00%	\$ 26.55	\$ 58.94
Call Center/Customer Service	Market Research Inbound	\$ 20.94	\$ 25.14	33.34%	\$ 27.92	\$ 33.53	24.00%	\$ 38.94	\$ 46.77
Call Center/Customer Service	Market Research Outbound	\$ 25.17	\$ 38.32	33.34%	\$ 33.56	\$ 51.09	24.00%	\$ 46.81	\$ 71.27
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.79	\$ 14.00	33.34%	\$ 13.06	\$ 18.67	24.00%	\$ 18.21	\$ 26.04
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 14.17	\$ 20.25	33.34%	\$ 18.90	\$ 27.01	24.00%	\$ 26.37	\$ 37.67
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.79	\$ 14.00	33.34%	\$ 13.06	\$ 18.67	24.00%	\$ 18.21	\$ 26.04
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 14.17	\$ 20.25	33.34%	\$ 18.90	\$ 27.01	24.00%	\$ 26.37	\$ 37.67
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.79	\$ 13.72	33.34%	\$ 13.06	\$ 18.30	24.00%	\$ 18.21	\$ 25.53
Call Center/Customer Service	Sales Inbound I	\$ 10.36	\$ 17.91	33.34%	\$ 13.82	\$ 23.88	24.00%	\$ 19.28	\$ 33.31
Call Center/Customer Service	Sales Inbound II	\$ 14.17	\$ 20.25	33.34%	\$ 18.90	\$ 27.01	24.00%	\$ 26.37	\$ 37.67
Call Center/Customer Service	Sales Outbound I	\$ 12.84	\$ 18.02	33.34%	\$ 17.12	\$ 24.03	24.00%	\$ 23.89	\$ 33.51
Call Center/Customer Service	Sales Outbound II	\$ 14.17	\$ 20.25	33.34%	\$ 18.90	\$ 27.01	24.00%	\$ 26.37	\$ 37.67
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.68	\$ 14.03	33.34%	\$ 11.57	\$ 18.71	24.00%	\$ 16.14	\$ 26.10
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 14.04	\$ 18.19	33.34%	\$ 18.72	\$ 24.26	24.00%	\$ 26.12	\$ 33.84
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 10.34	\$ 13.82	33.34%	\$ 13.79	\$ 18.43	24.00%	\$ 19.24	\$ 25.71
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 13.88	\$ 24.43	33.34%	\$ 18.50	\$ 32.57	24.00%	\$ 25.81	\$ 45.44
Food Related Services	Barista (misc)	\$ 12.12	\$ 17.86	49.60%	\$ 18.12	\$ 26.73	24.00%	\$ 22.53	\$ 33.23
Food Related Services	Building Attendant (misc)	\$ 12.12	\$ 17.86	37.72%	\$ 16.69	\$ 24.60	24.00%	\$ 22.53	\$ 33.23
Food Related Services	Busser	\$ 12.12	\$ 17.86	37.72%	\$ 16.69	\$ 24.60	24.00%	\$ 22.53	\$ 33.23
Food Related Services	Cashiers	\$ 12.12	\$ 17.86	37.72%	\$ 16.69	\$ 24.60	24.00%	\$ 22.53	\$ 33.23
Food Related Services	Dishwasher	\$ 11.01	\$ 14.32	37.72%	\$ 15.17	\$ 19.72	24.00%	\$ 20.49	\$ 26.63
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	37.72%	\$ 19.83	\$ 24.24	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	37.72%	\$ 13.63	\$ 16.66	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 10.91	\$ 15.97	37.72%	\$ 15.03	\$ 21.99	24.00%	\$ 20.30	\$ 29.70
Food Related Services	Food Operations Manager Assistant	\$ 16.01	\$ 18.75	37.72%	\$ 22.05	\$ 25.82	24.00%	\$ 29.79	\$ 34.87
Food Related Services	Food Production Worker	\$ 8.79	\$ 14.38	37.72%	\$ 12.10	\$ 19.81	24.00%	\$ 16.35	\$ 26.75
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	37.72%	\$ 19.21	\$ 23.48	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	37.72%	\$ 14.87	\$ 18.18	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	37.72%	\$ 17.35	\$ 21.21	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.76	\$ 14.11	37.72%	\$ 12.06	\$ 19.43	24.00%	\$ 16.29	\$ 26.24
Food Related Services	Second Cook Senior	\$ 14.00	\$ 18.42	49.60%	\$ 20.94	\$ 27.55	24.00%	\$ 26.04	\$ 34.25
Food Related Services	Server	\$ 8.40	\$ 11.48	37.72%	\$ 11.57	\$ 15.81	24.00%	\$ 15.63	\$ 21.35
General Administrative	Administrative Assistant I	\$ 12.03	\$ 16.18	33.34%	\$ 16.04	\$ 21.57	24.00%	\$ 22.37	\$ 30.09
General Administrative	Administrative Assistant II	\$ 16.19	\$ 17.51	33.34%	\$ 21.59	\$ 23.35	24.00%	\$ 30.11	\$ 32.57

Virginia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 17.52	\$ 19.01	33.34%	\$ 23.37	\$ 25.35	24.00%	\$ 32.59	\$ 35.36
General Administrative	Administrative Assistant IV	\$ 19.02	\$ 21.05	33.34%	\$ 25.36	\$ 28.06	24.00%	\$ 35.38	\$ 39.15
General Administrative	Administrative Assistant V	\$ 21.07	\$ 23.73	33.34%	\$ 28.09	\$ 31.65	24.00%	\$ 39.19	\$ 44.15
General Administrative	Administrative Staff Assistant	\$ 23.35	\$ 26.70	33.34%	\$ 31.13	\$ 35.60	24.00%	\$ 43.43	\$ 49.66
General Administrative	Administrative Staff Specialist	\$ 26.71	\$ 33.02	33.34%	\$ 35.61	\$ 44.03	24.00%	\$ 49.68	\$ 61.42
General Administrative	Administrative Staff Specialist Senior	\$ 33.03	\$ 25.79	33.34%	\$ 44.04	\$ 34.39	24.00%	\$ 61.44	\$ 47.98
General Administrative	Agency Management Analyst	\$ 21.54	\$ 28.27	33.34%	\$ 28.73	\$ 37.70	24.00%	\$ 40.07	\$ 52.59
General Administrative	Agency Management Analyst Lead	\$ 28.28	\$ 32.85	33.34%	\$ 37.71	\$ 43.81	24.00%	\$ 52.61	\$ 61.11
General Administrative	Agency Management Analyst Senior	\$ 32.92	\$ 51.23	33.34%	\$ 43.90	\$ 68.30	24.00%	\$ 61.23	\$ 95.28
General Administrative	Clerk	\$ 9.30	\$ 10.75	33.34%	\$ 12.40	\$ 14.33	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	33.34%	\$ 11.00	\$ 12.33	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	33.34%	\$ 14.40	\$ 16.67	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.79	\$ 13.75	33.34%	\$ 13.06	\$ 18.33	24.00%	\$ 18.21	\$ 25.57
General Administrative	Data Entry Operator Senior	\$ 13.78	\$ 19.78	33.34%	\$ 18.37	\$ 26.38	24.00%	\$ 25.63	\$ 36.79
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	33.34%	\$ 13.67	\$ 20.00	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 17.36	\$ 21.58	33.34%	\$ 23.14	\$ 28.77	24.00%	\$ 32.29	\$ 40.13
General Administrative	Executive Secretary Senior	\$ 21.61	\$ 32.01	33.34%	\$ 28.81	\$ 42.68	24.00%	\$ 40.19	\$ 59.53
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	33.34%	\$ 23.33	\$ 27.67	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	33.34%	\$ 20.00	\$ 24.00	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 13.72	\$ 16.09	33.34%	\$ 18.30	\$ 21.46	24.00%	\$ 25.53	\$ 29.93
General Administrative	Legal Assistant Senior	\$ 16.12	\$ 40.65	33.34%	\$ 21.50	\$ 54.21	24.00%	\$ 29.99	\$ 75.61
General Administrative	Library Assistant	\$ 9.79	\$ 19.29	33.34%	\$ 13.06	\$ 25.71	24.00%	\$ 18.21	\$ 35.87
General Administrative	Medical Assistant I	\$ 13.15	\$ 15.34	33.34%	\$ 17.53	\$ 20.46	24.00%	\$ 24.46	\$ 28.54
General Administrative	Medical Assistant II	\$ 15.39	\$ 21.87	33.34%	\$ 20.52	\$ 29.17	24.00%	\$ 28.62	\$ 40.68
General Administrative	Medical Biller I	\$ 11.47	\$ 14.08	33.34%	\$ 15.29	\$ 18.77	24.00%	\$ 21.33	\$ 26.18
General Administrative	Medical Biller II	\$ 14.11	\$ 21.92	33.34%	\$ 18.81	\$ 29.22	24.00%	\$ 26.24	\$ 40.77
General Administrative	Medical Records Clerk I	\$ 13.78	\$ 20.07	33.34%	\$ 18.37	\$ 26.76	24.00%	\$ 25.63	\$ 37.32
General Administrative	Medical Records Clerk II	\$ 14.88	\$ 21.52	33.34%	\$ 19.84	\$ 28.70	24.00%	\$ 27.68	\$ 40.03
General Administrative	Office Manager	\$ 23.18	\$ 35.29	33.34%	\$ 30.91	\$ 47.05	24.00%	\$ 43.12	\$ 65.64
General Administrative	Office Services Aide	\$ 12.83	\$ 17.68	33.34%	\$ 17.11	\$ 23.57	24.00%	\$ 23.87	\$ 32.88
General Administrative	Office Services Assistant	\$ 13.76	\$ 18.67	33.34%	\$ 18.34	\$ 24.89	24.00%	\$ 25.59	\$ 34.72
General Administrative	Office Services Specialist	\$ 14.49	\$ 19.54	33.34%	\$ 19.33	\$ 26.05	24.00%	\$ 26.96	\$ 36.34
General Administrative	Office Services Supervisor	\$ 15.17	\$ 19.97	33.34%	\$ 20.22	\$ 26.63	24.00%	\$ 28.21	\$ 37.14
General Administrative	Office Services Supervisor Senior	\$ 17.58	\$ 22.40	33.34%	\$ 23.44	\$ 29.87	24.00%	\$ 32.70	\$ 41.67
General Administrative	Operator I	\$ 9.53	\$ 13.70	33.34%	\$ 12.70	\$ 18.27	24.00%	\$ 17.72	\$ 25.48
General Administrative	Operator II	\$ 13.72	\$ 16.01	33.34%	\$ 18.30	\$ 21.35	24.00%	\$ 25.53	\$ 29.79
General Administrative	Operator III (Key Disc Operator)	\$ 16.06	\$ 18.18	33.34%	\$ 21.41	\$ 24.25	24.00%	\$ 29.87	\$ 33.82
General Administrative	Operator IV (Key Disc Operator)	\$ 18.19	\$ 21.08	33.34%	\$ 24.26	\$ 28.11	24.00%	\$ 33.84	\$ 39.21
General Administrative	Paralegal	\$ 14.00	\$ 23.50	33.34%	\$ 18.67	\$ 31.33	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 12.21	\$ 16.34	33.34%	\$ 16.29	\$ 21.79	24.00%	\$ 22.72	\$ 30.40

Virginia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 16.36	\$ 17.43	33.34%	\$ 21.81	\$ 23.25	24.00%	\$ 30.42	\$ 32.43
General Administrative	Photocopy Supervisor	\$ 13.21	\$ 18.34	33.34%	\$ 17.61	\$ 24.45	24.00%	\$ 24.56	\$ 34.11
General Administrative	Photocopy Technician	\$ 11.93	\$ 16.86	33.34%	\$ 15.90	\$ 22.48	24.00%	\$ 22.19	\$ 31.36
General Administrative	Photo-Typesetting Specialist	\$ 15.53	\$ 22.36	33.34%	\$ 20.71	\$ 29.81	24.00%	\$ 28.88	\$ 41.59
General Administrative	Photo-Typesetting Supervisor	\$ 16.59	\$ 24.27	33.34%	\$ 22.12	\$ 32.37	24.00%	\$ 30.85	\$ 45.15
General Administrative	Postal Aide	\$ 8.71	\$ 11.93	33.34%	\$ 11.62	\$ 15.90	24.00%	\$ 16.20	\$ 22.19
General Administrative	Postal Aide Senior	\$ 11.98	\$ 18.86	33.34%	\$ 15.98	\$ 25.14	24.00%	\$ 22.29	\$ 35.07
General Administrative	Postal Assistant	\$ 18.92	\$ 21.03	33.34%	\$ 25.23	\$ 28.04	24.00%	\$ 35.19	\$ 39.11
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	33.34%	\$ 40.00	\$ 60.00	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	33.34%	\$ 26.67	\$ 33.34	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 14.00	\$ 18.48	33.34%	\$ 18.67	\$ 24.64	24.00%	\$ 26.04	\$ 34.37
General Administrative	Public Relations Specialist	\$ 19.45	\$ 33.26	33.34%	\$ 25.94	\$ 44.35	24.00%	\$ 36.18	\$ 61.87
General Administrative	Public Relations Specialist Assistant	\$ 14.00	\$ 19.42	33.34%	\$ 18.67	\$ 25.89	24.00%	\$ 26.04	\$ 36.12
General Administrative	Receptionist	\$ 9.78	\$ 12.59	33.34%	\$ 13.04	\$ 16.79	24.00%	\$ 18.19	\$ 23.42
General Administrative	Receptionist Senior	\$ 12.60	\$ 19.87	33.34%	\$ 16.80	\$ 26.49	24.00%	\$ 23.44	\$ 36.96
General Administrative	Secretary	\$ 10.34	\$ 13.82	33.34%	\$ 13.79	\$ 18.43	24.00%	\$ 19.24	\$ 25.71
General Administrative	Secretary Senior	\$ 13.88	\$ 24.49	33.34%	\$ 18.50	\$ 32.66	24.00%	\$ 25.81	\$ 45.56
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	33.34%	\$ 20.33	\$ 24.00	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 12.03	\$ 29.38	33.34%	\$ 16.04	\$ 39.18	24.00%	\$ 22.37	\$ 54.66
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	33.34%	\$ 26.67	\$ 35.32	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 21.55	\$ 26.59	33.34%	\$ 28.74	\$ 35.45	24.00%	\$ 40.09	\$ 49.45
Human Resources	Classification / Compensation Analyst Senior	\$ 26.64	\$ 35.29	33.34%	\$ 35.52	\$ 47.05	24.00%	\$ 49.55	\$ 65.64
Human Resources	Classification / Compensation Consultant	\$ 35.31	\$ 47.29	33.34%	\$ 47.08	\$ 63.06	24.00%	\$ 65.68	\$ 87.97
Human Resources	EEO Program Analyst	\$ 20.82	\$ 33.23	33.34%	\$ 27.76	\$ 44.31	24.00%	\$ 38.72	\$ 61.81
Human Resources	EEO Program Specialist	\$ 22.95	\$ 36.25	33.34%	\$ 30.61	\$ 48.33	24.00%	\$ 42.69	\$ 67.42
Human Resources	Employee Relations Analyst	\$ 18.75	\$ 23.73	33.34%	\$ 25.00	\$ 31.65	24.00%	\$ 34.87	\$ 44.15
Human Resources	Employee Relations Analyst Senior	\$ 23.79	\$ 41.98	33.34%	\$ 31.72	\$ 55.98	24.00%	\$ 44.25	\$ 78.09
Human Resources	Human Resources Assistant	\$ 14.38	\$ 20.72	33.34%	\$ 19.18	\$ 27.62	24.00%	\$ 26.75	\$ 38.53
Human Resources	Human Resources Generalist	\$ 16.67	\$ 21.21	33.34%	\$ 22.23	\$ 28.28	24.00%	\$ 31.02	\$ 39.46
Human Resources	Human Resources Generalist Senior	\$ 21.33	\$ 37.26	33.34%	\$ 28.45	\$ 49.68	24.00%	\$ 39.68	\$ 69.30
Human Resources	Personnel Analyst	\$ 16.51	\$ 20.99	33.34%	\$ 22.01	\$ 27.99	24.00%	\$ 30.71	\$ 39.05
Human Resources	Personnel Analyst Senior	\$ 21.05	\$ 25.46	33.34%	\$ 28.06	\$ 33.95	24.00%	\$ 39.15	\$ 47.36
Human Resources	Personnel Practices Analyst	\$ 25.53	\$ 30.07	33.34%	\$ 34.04	\$ 40.09	24.00%	\$ 47.49	\$ 55.93
Human Resources	Personnel Practices Analyst Senior	\$ 30.12	\$ 38.35	33.34%	\$ 40.17	\$ 51.14	24.00%	\$ 56.03	\$ 71.33
Human Resources	Personnel Practices Manager	\$ 37.73	\$ 46.94	33.34%	\$ 50.31	\$ 62.59	24.00%	\$ 70.18	\$ 87.31
Human Services	Social Worker	\$ 18.38	\$ 31.14	32.14%	\$ 24.29	\$ 41.14	24.00%	\$ 34.19	\$ 57.91
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	32.14%	\$ 29.73	\$ 40.96	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 13.94	\$ 19.25	32.14%	\$ 18.42	\$ 25.44	24.00%	\$ 25.93	\$ 35.81
Human Services	Support Enforcement Specialist Senior	\$ 19.32	\$ 22.79	32.14%	\$ 25.53	\$ 30.11	24.00%	\$ 35.93	\$ 42.38
Human Services	Utilization Review Analyst	\$ 19.32	\$ 27.71	32.14%	\$ 25.53	\$ 36.62	24.00%	\$ 35.93	\$ 51.54

Virginia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 27.77	\$ 44.54	32.14%	\$ 36.69	\$ 58.85	24.00%	\$ 51.64	\$ 82.84
Insurance	Claims Adjuster I	\$ 15.96	\$ 19.32	32.14%	\$ 21.09	\$ 25.53	24.00%	\$ 29.68	\$ 35.93
Insurance	Claims Adjuster II	\$ 19.37	\$ 27.71	32.14%	\$ 25.60	\$ 36.62	24.00%	\$ 36.03	\$ 51.54
Insurance	Claims Specialist	\$ 27.77	\$ 34.99	32.14%	\$ 36.69	\$ 46.24	24.00%	\$ 51.64	\$ 65.08
Insurance	Worker's Compensation Specialist	\$ 26.23	\$ 39.24	32.14%	\$ 34.67	\$ 51.85	24.00%	\$ 48.80	\$ 72.99
Laborer/Industrial	CDL Driver	\$ 14.00	\$ 20.09	37.72%	\$ 19.28	\$ 27.67	24.00%	\$ 26.04	\$ 37.37
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	37.72%	\$ 29.61	\$ 38.86	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	37.72%	\$ 38.49	\$ 45.74	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	37.72%	\$ 41.66	\$ 48.20	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	37.72%	\$ 34.09	\$ 41.32	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	37.72%	\$ 34.09	\$ 40.63	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	37.72%	\$ 43.38	\$ 51.99	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	37.72%	\$ 36.50	\$ 46.21	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 15.02	\$ 21.53	37.72%	\$ 20.69	\$ 29.65	24.00%	\$ 27.94	\$ 40.05
Laborer/Industrial	Forklift Operator	\$ 11.71	\$ 16.31	37.72%	\$ 16.12	\$ 22.46	24.00%	\$ 21.78	\$ 30.34
Laborer/Industrial	Forklift Operator Senior	\$ 16.34	\$ 23.79	37.72%	\$ 22.51	\$ 32.76	24.00%	\$ 30.40	\$ 44.25
Laborer/Industrial	Grounds Worker	\$ 9.48	\$ 13.15	37.72%	\$ 13.06	\$ 18.11	24.00%	\$ 17.64	\$ 24.46
Laborer/Industrial	Grounds Worker Lead	\$ 13.21	\$ 17.63	37.72%	\$ 18.19	\$ 24.28	24.00%	\$ 24.56	\$ 32.80
Laborer/Industrial	Grounds Worker Senior	\$ 14.10	\$ 17.52	37.72%	\$ 19.42	\$ 24.13	24.00%	\$ 26.22	\$ 32.59
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.79	\$ 13.72	37.72%	\$ 13.48	\$ 18.90	24.00%	\$ 18.21	\$ 25.53
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 13.73	\$ 17.52	37.72%	\$ 18.91	\$ 24.13	24.00%	\$ 25.55	\$ 32.59
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.57	\$ 13.18	37.72%	\$ 11.80	\$ 18.16	24.00%	\$ 15.94	\$ 24.52
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.57	\$ 13.18	37.72%	\$ 11.80	\$ 18.16	24.00%	\$ 15.94	\$ 24.52
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.57	\$ 13.18	37.72%	\$ 11.80	\$ 18.16	24.00%	\$ 15.94	\$ 24.52
Laborer/Industrial	Housekeeping Supervisor	\$ 11.71	\$ 16.26	37.72%	\$ 16.12	\$ 22.39	24.00%	\$ 21.78	\$ 30.24
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 16.29	\$ 25.20	37.72%	\$ 22.43	\$ 34.70	24.00%	\$ 30.30	\$ 46.87
Laborer/Industrial	Housekeeping Worker	\$ 8.68	\$ 13.27	37.72%	\$ 11.95	\$ 18.28	24.00%	\$ 16.14	\$ 24.69
Laborer/Industrial	Housekeeping Worker Senior	\$ 13.33	\$ 17.02	37.72%	\$ 18.35	\$ 23.43	24.00%	\$ 24.79	\$ 31.65
Laborer/Industrial	Inventory Worker Light	\$ 10.36	\$ 16.23	37.72%	\$ 14.27	\$ 22.36	24.00%	\$ 19.28	\$ 30.20
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 9.48	\$ 18.22	37.72%	\$ 13.06	\$ 25.09	24.00%	\$ 17.64	\$ 33.88
Laborer/Industrial	Motor Vehicle Operator A	\$ 9.24	\$ 12.60	37.72%	\$ 12.73	\$ 17.35	24.00%	\$ 17.19	\$ 23.44
Laborer/Industrial	Motor Vehicle Operator B	\$ 12.65	\$ 20.43	37.72%	\$ 17.43	\$ 28.14	24.00%	\$ 23.54	\$ 38.00
Laborer/Industrial	Packer	\$ 8.57	\$ 13.18	37.72%	\$ 11.80	\$ 18.16	24.00%	\$ 15.94	\$ 24.52
Laborer/Industrial	Warehouse Specialist I	\$ 9.48	\$ 13.18	37.72%	\$ 13.06	\$ 18.16	24.00%	\$ 17.64	\$ 24.52
Laborer/Industrial	Warehouse Specialist II	\$ 13.21	\$ 16.51	37.72%	\$ 18.19	\$ 22.74	24.00%	\$ 24.56	\$ 30.71
Laborer/Industrial	Warehouse Specialist III	\$ 16.56	\$ 21.10	37.72%	\$ 22.81	\$ 29.06	24.00%	\$ 30.81	\$ 39.25
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	37.72%	\$ 12.39	\$ 15.15	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.57	\$ 13.18	37.72%	\$ 11.80	\$ 18.16	24.00%	\$ 15.94	\$ 24.52
Laborer/Industrial	Warehouse Worker II	\$ 13.21	\$ 16.51	37.72%	\$ 18.19	\$ 22.74	24.00%	\$ 24.56	\$ 30.71
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	37.72%	\$ 33.67	\$ 44.07	24.00%	\$ 45.48	\$ 59.52

Virginia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	37.72%	\$ 33.67	\$ 40.63	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	37.72%	\$ 33.67	\$ 40.63	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 12.60	\$ 16.26	32.14%	\$ 16.65	\$ 21.48	24.00%	\$ 23.44	\$ 30.24
Media	Audio Visual Technician Senior	\$ 16.29	\$ 26.99	32.14%	\$ 21.52	\$ 35.67	24.00%	\$ 30.30	\$ 50.21
Media	Graphic Artist	\$ 14.84	\$ 17.71	32.14%	\$ 19.60	\$ 23.40	24.00%	\$ 27.59	\$ 32.94
Media	Graphic Artist Senior	\$ 17.71	\$ 24.91	32.14%	\$ 23.40	\$ 32.92	24.00%	\$ 32.94	\$ 46.34
Media	Graphic Designer	\$ 14.84	\$ 17.71	32.14%	\$ 19.60	\$ 23.40	24.00%	\$ 27.59	\$ 32.94
Media	Graphic Designer Senior	\$ 17.74	\$ 24.91	32.14%	\$ 23.45	\$ 32.92	24.00%	\$ 33.00	\$ 46.34
Media	Photographer	\$ 9.79	\$ 12.96	32.14%	\$ 12.94	\$ 17.13	24.00%	\$ 18.21	\$ 24.11
Media	Photographer Senior	\$ 12.99	\$ 20.77	32.14%	\$ 17.16	\$ 27.45	24.00%	\$ 24.15	\$ 38.64
Media	TV / Video Production Specialist	\$ 19.59	\$ 25.21	32.14%	\$ 25.89	\$ 33.31	24.00%	\$ 36.44	\$ 46.89
Media	TV / Video Production Technician	\$ 25.24	\$ 34.15	32.14%	\$ 33.36	\$ 45.13	24.00%	\$ 46.95	\$ 63.53
Security	Armed Security Officer	\$ 15.68	\$ 20.99	47.15%	\$ 23.08	\$ 30.89	24.00%	\$ 29.17	\$ 39.05
Security	<u>Captain</u>	\$ 22.03	\$ 31.39	47.15%	\$ 32.41	\$ 46.19	24.00%	\$ 40.97	\$ 58.38
Security	Dispatcher/Police	\$ 15.20	\$ 25.90	47.15%	\$ 22.37	\$ 38.12	24.00%	\$ 28.27	\$ 48.18
Security	<u>Lieutenant</u>	\$ 19.82	\$ 27.53	47.15%	\$ 29.17	\$ 40.52	24.00%	\$ 36.87	\$ 51.21
Security	<u>Sergeant</u>	\$ 18.17	\$ 25.33	47.15%	\$ 26.74	\$ 37.28	24.00%	\$ 33.80	\$ 47.12
Security	Unarmed Security Guard	\$ 10.60	\$ 20.71	47.15%	\$ 15.59	\$ 30.47	24.00%	\$ 19.71	\$ 38.51
Tax	Data Entry Clerk	\$ 9.79	\$ 12.60	33.34%	\$ 13.06	\$ 16.80	24.00%	\$ 18.21	\$ 23.44
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 12.65	\$ 19.87	33.34%	\$ 16.87	\$ 26.49	24.00%	\$ 23.54	\$ 36.96
Tax	Error Resolution and Document Processor	\$ 16.47	\$ 22.88	33.34%	\$ 21.96	\$ 30.50	24.00%	\$ 30.63	\$ 42.55
Tax	General Clerical	\$ 9.53	\$ 14.09	33.34%	\$ 12.70	\$ 18.78	24.00%	\$ 17.72	\$ 26.20
Tax	On-Site Administrator (Day)	\$ 11.13	\$ 24.08	33.34%	\$ 14.85	\$ 32.10	24.00%	\$ 20.71	\$ 44.78
Tax	On-Site Administrator (Evening)	\$ 11.13	\$ 24.08	33.34%	\$ 14.85	\$ 32.10	24.00%	\$ 20.71	\$ 44.78
Tax	Remittance Processor	\$ 19.79	\$ 29.33	33.34%	\$ 26.39	\$ 39.11	24.00%	\$ 36.81	\$ 54.55
Tax	Taxpayer Information & Assistance Agent	\$ 17.53	\$ 25.19	33.34%	\$ 23.38	\$ 33.59	24.00%	\$ 32.61	\$ 46.85
Technical	Agricultural Technician	\$ 18.03	\$ 29.26	36.14%	\$ 24.55	\$ 39.84	24.00%	\$ 33.54	\$ 54.43
Technical	Agricultural Technician Lead	\$ 20.22	\$ 32.31	36.14%	\$ 27.53	\$ 43.99	24.00%	\$ 37.61	\$ 60.10
Technical	Agricultural Technician Supervisor	\$ 24.29	\$ 38.93	36.14%	\$ 33.06	\$ 53.00	24.00%	\$ 45.17	\$ 72.42
Technical	Analytical Chemist	\$ 19.11	\$ 32.31	36.14%	\$ 26.01	\$ 43.99	24.00%	\$ 35.54	\$ 60.10
Technical	Analytical Chemist Assistant	\$ 22.32	\$ 36.76	36.14%	\$ 30.39	\$ 50.05	24.00%	\$ 41.52	\$ 68.38
Technical	Analytical Chemist Senior	\$ 28.17	\$ 45.98	36.14%	\$ 38.36	\$ 62.60	24.00%	\$ 52.40	\$ 85.53
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	36.14%	\$ 26.95	\$ 42.24	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	36.14%	\$ 39.33	\$ 50.98	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 20.18	\$ 30.34	36.14%	\$ 27.47	\$ 41.31	24.00%	\$ 37.53	\$ 56.44
Technical	Bridge Design Drafter Senior	\$ 21.52	\$ 32.81	36.14%	\$ 29.30	\$ 44.67	24.00%	\$ 40.03	\$ 61.03
Technical	Cartographic Drafter	\$ 25.36	\$ 35.73	36.14%	\$ 34.53	\$ 48.64	24.00%	\$ 47.18	\$ 66.46
Technical	Cartographic Drafter Assistant	\$ 19.88	\$ 29.90	36.14%	\$ 27.06	\$ 40.71	24.00%	\$ 36.98	\$ 55.62
Technical	Cartographic Supervisor	\$ 34.61	\$ 46.52	36.14%	\$ 47.11	\$ 63.34	24.00%	\$ 64.37	\$ 86.53
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	36.14%	\$ 21.78	\$ 26.55	24.00%	\$ 29.76	\$ 36.27

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	36.14%	\$ 53.90	\$ 65.55	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 30.51	\$ 43.19	36.14%	\$ 41.53	\$ 58.79	24.00%	\$ 56.75	\$ 80.32
Technical	Engineering Design Drafting Supervisor	\$ 35.50	\$ 49.48	36.14%	\$ 48.33	\$ 67.37	24.00%	\$ 66.03	\$ 92.04
Technical	Engineering Design Drafting Technician	\$ 17.14	\$ 22.69	36.14%	\$ 23.33	\$ 30.89	24.00%	\$ 31.88	\$ 42.20
Technical	Engineering Drafting Technician	\$ 17.17	\$ 22.69	36.14%	\$ 23.38	\$ 30.89	24.00%	\$ 31.94	\$ 42.20
Technical	Engineering Drafting Technician Senior	\$ 19.90	\$ 28.93	36.14%	\$ 27.09	\$ 39.39	24.00%	\$ 37.02	\$ 53.82
Technical	Environmental Engineer	\$ 28.18	\$ 44.53	36.14%	\$ 38.37	\$ 60.62	24.00%	\$ 52.42	\$ 82.82
Technical	Environmental Engineer Senior	\$ 30.35	\$ 48.71	36.14%	\$ 41.32	\$ 66.32	24.00%	\$ 56.46	\$ 90.61
Technical	Environmental Program Analyst	\$ 23.91	\$ 35.33	36.14%	\$ 32.55	\$ 48.10	24.00%	\$ 44.47	\$ 65.72
Technical	Environmental Program Planner	\$ 25.55	\$ 38.17	36.14%	\$ 34.79	\$ 51.97	24.00%	\$ 47.53	\$ 71.00
Technical	Environmental Program Specialist	\$ 27.47	\$ 34.50	36.14%	\$ 37.40	\$ 46.96	24.00%	\$ 51.09	\$ 64.16
Technical	Environmental Specialist - Field	\$ 25.55	\$ 37.29	36.14%	\$ 34.79	\$ 50.77	24.00%	\$ 47.53	\$ 69.36
Technical	Environmental Specialist Senior - Field	\$ 26.28	\$ 39.03	36.14%	\$ 35.78	\$ 53.14	24.00%	\$ 48.88	\$ 72.60
Technical	Environmental Technician	\$ 23.91	\$ 35.33	36.14%	\$ 32.55	\$ 48.10	24.00%	\$ 44.47	\$ 65.72
Technical	Environmental Technician Senior	\$ 25.55	\$ 38.17	36.14%	\$ 34.79	\$ 51.97	24.00%	\$ 47.53	\$ 71.00
Technical	Help Desk Support	\$ 15.50	\$ 25.00	36.14%	\$ 21.10	\$ 34.04	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	36.14%	\$ 23.48	\$ 32.67	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 21.79	\$ 26.63	36.14%	\$ 29.66	\$ 36.25	24.00%	\$ 40.52	\$ 49.52
Technical	Laboratory Technician	\$ 18.25	\$ 27.34	36.14%	\$ 24.85	\$ 37.22	24.00%	\$ 33.94	\$ 50.85
Technical	Laboratory Technician Senior	\$ 19.37	\$ 29.47	36.14%	\$ 26.37	\$ 40.12	24.00%	\$ 36.03	\$ 54.82
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	36.14%	\$ 29.95	\$ 36.08	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 29.05	\$ 38.73	36.14%	\$ 39.54	\$ 52.73	24.00%	\$ 54.03	\$ 72.04
Technical	Residential Plan Reviewer	\$ 21.18	\$ 33.09	36.14%	\$ 28.83	\$ 45.04	24.00%	\$ 39.39	\$ 61.54
Technical	Right of Way Technician	\$ 30.06	\$ 47.52	36.14%	\$ 40.92	\$ 64.70	24.00%	\$ 55.91	\$ 88.40
Technical	Right of Way Technician Supervisor	\$ 32.45	\$ 52.17	36.14%	\$ 44.17	\$ 71.03	24.00%	\$ 60.35	\$ 97.04
Technical	Safety Engineer	\$ 29.62	\$ 46.45	36.14%	\$ 40.32	\$ 63.23	24.00%	\$ 55.09	\$ 86.39
Technical	Safety Engineer Senior	\$ 33.67	\$ 53.14	36.14%	\$ 45.84	\$ 72.35	24.00%	\$ 62.62	\$ 98.84
Technical	Title Examiner	\$ 20.63	\$ 29.01	36.14%	\$ 28.08	\$ 39.49	24.00%	\$ 38.37	\$ 53.96
Technical	Traffic Controller	\$ 24.97	\$ 40.37	36.14%	\$ 33.99	\$ 54.95	24.00%	\$ 46.44	\$ 75.08
Technical	Traffic Controller Senior	\$ 30.06	\$ 47.52	36.14%	\$ 40.92	\$ 64.70	24.00%	\$ 55.91	\$ 88.40
Technical	Transportation Data Analyst	\$ 24.97	\$ 40.37	36.14%	\$ 33.99	\$ 54.95	24.00%	\$ 46.44	\$ 75.08
Technical	Transportation Data Analyst Senior	\$ 30.06	\$ 47.52	36.14%	\$ 40.92	\$ 64.70	24.00%	\$ 55.91	\$ 88.40
Technical	Transportation Data Analyst Supervisor	\$ 30.06	\$ 47.52	36.14%	\$ 40.92	\$ 64.70	24.00%	\$ 55.91	\$ 88.40
Technical	Transportation Data Technician	\$ 24.97	\$ 40.37	36.14%	\$ 33.99	\$ 54.95	24.00%	\$ 46.44	\$ 75.08
Technical	Transportation District Utilities Specialist	\$ 29.49	\$ 47.51	36.14%	\$ 40.15	\$ 64.68	24.00%	\$ 54.86	\$ 88.38
Technical	Transportation Engineering Technician -Survey	\$ 30.63	\$ 51.99	36.14%	\$ 41.70	\$ 70.77	24.00%	\$ 56.97	\$ 96.69
Technical	Transportation Engineering Technician -Survey Senior	\$ 33.81	\$ 54.40	36.14%	\$ 46.03	\$ 74.06	24.00%	\$ 62.89	\$ 101.18
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 35.70	\$ 58.11	36.14%	\$ 48.60	\$ 79.11	24.00%	\$ 66.39	\$ 108.08
Technical	Transportation Materials Technician	\$ 14.34	\$ 20.63	36.14%	\$ 19.52	\$ 28.08	24.00%	\$ 26.67	\$ 38.37
Technical	Transportation Materials Technician Senior	\$ 15.30	\$ 22.37	36.14%	\$ 20.83	\$ 30.45	24.00%	\$ 28.45	\$ 41.61

Virginia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 30.63	\$ 50.86	36.14%	\$ 41.70	\$ 69.24	24.00%	\$ 56.97	\$ 94.60
Technical	Transportation Materials Technician Supervisor	\$ 35.70	\$ 58.11	36.14%	\$ 48.60	\$ 79.11	24.00%	\$ 66.39	\$ 108.08
Technical	Transportation Planning Specialist	\$ 29.49	\$ 47.51	36.14%	\$ 40.15	\$ 64.68	24.00%	\$ 54.86	\$ 88.38
Technical	Transportation Planning Specialist Senior	\$ 33.81	\$ 54.40	36.14%	\$ 46.03	\$ 74.06	24.00%	\$ 62.89	\$ 101.18
Technical	Transportation Technical Program Coordinator	\$ 29.49	\$ 47.51	36.14%	\$ 40.15	\$ 64.68	24.00%	\$ 54.86	\$ 88.38
Technical	Transportation Technical Support Coordinator	\$ 29.49	\$ 47.51	36.14%	\$ 40.15	\$ 64.68	24.00%	\$ 54.86	\$ 88.38
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	36.14%	\$ 51.05	\$ 61.26	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 17.06	\$ 20.99	43.66%	\$ 24.51	\$ 30.16	24.00%	\$ 31.73	\$ 39.05
Trades	Boiler Operator II	\$ 21.05	\$ 24.16	43.66%	\$ 30.24	\$ 34.71	24.00%	\$ 39.15	\$ 44.95
Trades	Boiler Operator Senior I	\$ 24.19	\$ 26.40	43.66%	\$ 34.75	\$ 37.93	24.00%	\$ 44.99	\$ 49.10
Trades	Boiler Operator Senior II	\$ 26.42	\$ 36.17	43.66%	\$ 37.96	\$ 51.96	24.00%	\$ 49.15	\$ 67.27
Trades	Carpenter Assistant	\$ 11.37	\$ 15.38	43.66%	\$ 16.33	\$ 22.09	24.00%	\$ 21.14	\$ 28.60
Trades	Carpenter	\$ 15.39	\$ 21.55	43.66%	\$ 22.10	\$ 30.96	24.00%	\$ 28.62	\$ 40.09
Trades	Carpenter Senior	\$ 22.75	\$ 30.74	43.66%	\$ 32.69	\$ 44.16	24.00%	\$ 42.32	\$ 57.18
Trades	Electrician	\$ 24.26	\$ 40.38	43.66%	\$ 34.86	\$ 58.00	24.00%	\$ 45.13	\$ 75.10
Trades	Electrician Assistant	\$ 12.94	\$ 15.97	43.66%	\$ 18.59	\$ 22.94	24.00%	\$ 24.07	\$ 29.70
Trades	Electrician Senior	\$ 18.73	\$ 21.61	43.66%	\$ 26.91	\$ 31.04	24.00%	\$ 34.85	\$ 40.19
Trades	Electrician Supervisor Senior	\$ 21.66	\$ 38.09	43.66%	\$ 31.12	\$ 54.71	24.00%	\$ 40.30	\$ 70.84
Trades	Electronic Equipment Install & Repair Supervisor	\$ 23.64	\$ 35.13	43.66%	\$ 33.95	\$ 50.47	24.00%	\$ 43.96	\$ 65.35
Trades	Electronic Equipment Install & Repair Technician	\$ 18.76	\$ 23.51	43.66%	\$ 26.95	\$ 33.78	24.00%	\$ 34.89	\$ 43.74
Trades	Electronic Technician	\$ 14.27	\$ 18.14	43.66%	\$ 20.51	\$ 26.06	24.00%	\$ 26.55	\$ 33.74
Trades	Electronic Technician Senior	\$ 18.19	\$ 32.18	43.66%	\$ 26.14	\$ 46.23	24.00%	\$ 33.84	\$ 59.86
Trades	Equipment Repair Supervisor	\$ 25.87	\$ 30.29	43.66%	\$ 37.17	\$ 43.51	24.00%	\$ 48.12	\$ 56.34
Trades	Equipment Repair Technician	\$ 14.27	\$ 18.14	43.66%	\$ 20.51	\$ 26.06	24.00%	\$ 26.55	\$ 33.74
Trades	Equipment Repair Technician Senior	\$ 18.19	\$ 25.81	43.66%	\$ 26.14	\$ 37.07	24.00%	\$ 33.84	\$ 48.00
Trades	HVAC Installation & Repair Assistant	\$ 11.13	\$ 17.77	43.66%	\$ 16.00	\$ 25.52	24.00%	\$ 20.71	\$ 33.04
Trades	HVAC Installation & Repair Assistant Senior	\$ 17.77	\$ 30.29	43.66%	\$ 25.52	\$ 43.51	24.00%	\$ 33.04	\$ 56.34
Trades	Laboratory Mechanic	\$ 14.28	\$ 19.37	43.66%	\$ 20.52	\$ 27.83	24.00%	\$ 26.57	\$ 36.03
Trades	Laboratory Mechanic Senior	\$ 19.37	\$ 29.47	43.66%	\$ 27.83	\$ 42.34	24.00%	\$ 36.03	\$ 54.82
Trades	Locksmith	\$ 17.52	\$ 25.77	43.66%	\$ 25.17	\$ 37.02	24.00%	\$ 32.59	\$ 47.94
Trades	Maintenance Field Worker	\$ 14.27	\$ 18.25	43.66%	\$ 20.51	\$ 26.22	24.00%	\$ 26.55	\$ 33.94
Trades	Mason Plasterer	\$ 17.63	\$ 20.32	43.66%	\$ 25.33	\$ 29.19	24.00%	\$ 32.80	\$ 37.80
Trades	Mason Plasterer Assistant	\$ 20.36	\$ 30.12	43.66%	\$ 29.26	\$ 43.27	24.00%	\$ 37.88	\$ 56.03
Trades	Mechanic	\$ 11.48	\$ 25.83	43.66%	\$ 16.49	\$ 37.10	24.00%	\$ 21.35	\$ 48.04
Trades	Painter	\$ 11.04	\$ 24.49	43.66%	\$ 15.85	\$ 35.19	24.00%	\$ 20.53	\$ 45.56
Trades	Plumber / Steamfitter	\$ 23.93	\$ 36.39	43.66%	\$ 34.38	\$ 52.28	24.00%	\$ 44.52	\$ 67.68
Trades	Plumber / Steamfitter Assistant	\$ 14.27	\$ 23.86	43.66%	\$ 20.51	\$ 34.27	24.00%	\$ 26.55	\$ 44.37
Trades	Printing Press Operator B	\$ 23.36	\$ 34.31	43.66%	\$ 33.56	\$ 49.29	24.00%	\$ 43.45	\$ 63.81
Trades	Production Supervisor	\$ 27.70	\$ 42.43	43.66%	\$ 39.79	\$ 60.95	24.00%	\$ 51.52	\$ 78.91
Trades	Radio Specialist	\$ 16.51	\$ 21.17	43.66%	\$ 23.72	\$ 30.41	24.00%	\$ 30.71	\$ 39.37

Virginia (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 21.20	\$ 27.71	43.66%	\$ 30.46	\$ 39.81	24.00%	\$ 39.43	\$ 51.54
Trades	Sheet Metal Worker	\$ 15.71	\$ 20.21	43.66%	\$ 22.56	\$ 29.03	24.00%	\$ 29.21	\$ 37.59
Trades	Sheet Metal Worker Assistant	\$ 11.93	\$ 15.96	43.66%	\$ 17.14	\$ 22.93	24.00%	\$ 22.19	\$ 29.68
Trades	Sheet Metal Worker Lead	\$ 20.27	\$ 27.72	43.66%	\$ 29.11	\$ 39.83	24.00%	\$ 37.69	\$ 51.56
Trades	Shipping / Receiving Clerk	\$ 15.79	\$ 21.65	43.66%	\$ 22.69	\$ 31.11	24.00%	\$ 29.38	\$ 40.27
Trades	Storekeeper Assistant I	\$ 11.74	\$ 17.18	43.66%	\$ 16.87	\$ 24.68	24.00%	\$ 21.84	\$ 31.96
Trades	Storekeeper Assistant II	\$ 12.78	\$ 18.47	43.66%	\$ 18.35	\$ 26.53	24.00%	\$ 23.76	\$ 34.35
Trades	Storekeeper I	\$ 8.35	\$ 11.48	43.66%	\$ 11.99	\$ 16.49	24.00%	\$ 15.53	\$ 21.35
Trades	Storekeeper II	\$ 11.54	\$ 14.00	43.66%	\$ 16.58	\$ 20.11	24.00%	\$ 21.47	\$ 26.04
Trades	Storekeeper III	\$ 14.04	\$ 17.18	43.66%	\$ 20.17	\$ 24.68	24.00%	\$ 26.12	\$ 31.96
Trades	Storekeeper Senior	\$ 17.20	\$ 20.07	43.66%	\$ 24.71	\$ 28.83	24.00%	\$ 32.00	\$ 37.32
Trades	Tool Room Assistant	\$ 9.24	\$ 14.00	43.66%	\$ 13.28	\$ 20.11	24.00%	\$ 17.19	\$ 26.04
Trades	Tool Room Assistant Senior	\$ 14.00	\$ 19.54	43.66%	\$ 20.11	\$ 28.07	24.00%	\$ 26.04	\$ 36.34
Trades	Trades Utilities Worker Senior	\$ 14.28	\$ 20.93	43.66%	\$ 20.52	\$ 30.06	24.00%	\$ 26.57	\$ 38.92
Trades	Trades Utility Worker	\$ 10.91	\$ 14.23	43.66%	\$ 15.68	\$ 20.44	24.00%	\$ 20.30	\$ 26.47
Trades	Tradesman Helper	\$ 10.91	\$ 17.58	43.66%	\$ 15.68	\$ 25.25	24.00%	\$ 20.30	\$ 32.70
Trades	Tradesman Helper Senior	\$ 17.58	\$ 21.91	43.66%	\$ 25.25	\$ 31.47	24.00%	\$ 32.70	\$ 40.75
Trades	Welder	\$ 12.03	\$ 19.92	43.66%	\$ 17.28	\$ 28.62	24.00%	\$ 22.37	\$ 37.06
Trades	Welder Senior	\$ 19.98	\$ 23.96	43.66%	\$ 28.70	\$ 34.41	24.00%	\$ 37.16	\$ 44.56
Trades	Work Zone Safety Officer	\$ 24.97	\$ 40.37	43.66%	\$ 35.87	\$ 57.99	24.00%	\$ 46.44	\$ 75.08

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	32.08%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	33.34%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	49.60%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	33.34%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	32.14%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	37.72%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	32.14%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	47.15%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	33.34%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	36.14%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	43.66%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Washington (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 17.81	\$ 25.29	39.03%	\$ 24.76	\$ 35.16	24.00%	\$ 33.13	\$ 47.04
Accounting/Finance	Accountant JR	\$ 11.00	\$ 13.97	39.03%	\$ 15.29	\$ 19.43	24.00%	\$ 20.46	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 25.30	\$ 35.12	39.03%	\$ 35.18	\$ 48.83	24.00%	\$ 47.07	\$ 65.33
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	39.03%	\$ 28.78	\$ 35.97	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	39.03%	\$ 21.58	\$ 27.70	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 11.00	\$ 12.42	39.03%	\$ 15.29	\$ 17.27	24.00%	\$ 20.46	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 23.19	\$ 26.53	39.03%	\$ 32.24	\$ 36.89	24.00%	\$ 43.13	\$ 49.35
Accounting/Finance	Accounting Manager B	\$ 26.46	\$ 32.47	39.03%	\$ 36.79	\$ 45.14	24.00%	\$ 49.22	\$ 60.39
Accounting/Finance	Accounting Manager C	\$ 32.53	\$ 41.12	39.03%	\$ 45.23	\$ 57.17	24.00%	\$ 60.51	\$ 76.48
Accounting/Finance	Auditing - External Auditor	\$ 22.88	\$ 28.94	39.03%	\$ 31.81	\$ 40.24	24.00%	\$ 42.56	\$ 53.83
Accounting/Finance	Auditing - External Auditor Senior	\$ 28.97	\$ 41.12	39.03%	\$ 40.27	\$ 57.17	24.00%	\$ 53.88	\$ 76.48
Accounting/Finance	Auditing - Internal Auditor	\$ 22.88	\$ 28.94	39.03%	\$ 31.81	\$ 40.24	24.00%	\$ 42.56	\$ 53.83
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 29.00	\$ 41.12	39.03%	\$ 40.32	\$ 57.17	24.00%	\$ 53.95	\$ 76.48
Accounting/Finance	Bookkeeper	\$ 12.04	\$ 18.22	39.03%	\$ 16.74	\$ 25.34	24.00%	\$ 22.40	\$ 33.90
Accounting/Finance	Budget Analyst	\$ 22.45	\$ 29.37	39.03%	\$ 31.21	\$ 40.83	24.00%	\$ 41.75	\$ 54.62
Accounting/Finance	Budget Analyst Senior	\$ 29.38	\$ 45.60	39.03%	\$ 40.85	\$ 63.39	24.00%	\$ 54.65	\$ 84.81
Accounting/Finance	Closure/Disbursement Specialists	\$ 37.42	\$ 41.65	39.03%	\$ 52.03	\$ 57.91	24.00%	\$ 69.61	\$ 77.48
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 35.15	\$ 45.56	39.03%	\$ 48.86	\$ 63.34	24.00%	\$ 65.37	\$ 84.74
Accounting/Finance	CPA	\$ 36.45	\$ 48.16	39.03%	\$ 50.67	\$ 66.96	24.00%	\$ 67.79	\$ 89.59
Accounting/Finance	Fiscal Assistant	\$ 12.68	\$ 19.48	39.03%	\$ 17.62	\$ 27.08	24.00%	\$ 23.58	\$ 36.23
Accounting/Finance	Fiscal Technical Senior	\$ 16.98	\$ 24.22	39.03%	\$ 23.61	\$ 33.68	24.00%	\$ 31.59	\$ 45.05
Accounting/Finance	Fiscal Technician	\$ 19.54	\$ 23.88	39.03%	\$ 27.16	\$ 33.20	24.00%	\$ 36.34	\$ 44.42
Accounting/Finance	Payroll Assistant	\$ 18.55	\$ 23.43	39.03%	\$ 25.79	\$ 32.58	24.00%	\$ 34.50	\$ 43.58
Accounting/Finance	Purchasing / Procurement	\$ 23.43	\$ 34.82	39.03%	\$ 32.58	\$ 48.41	24.00%	\$ 43.58	\$ 64.77
Accounting/Finance	Sr. Compliance Officer	\$ 45.24	\$ 51.42	39.03%	\$ 62.89	\$ 71.49	24.00%	\$ 84.14	\$ 95.64
Accounting/Finance	Supervising Auditor	\$ 45.24	\$ 52.07	39.03%	\$ 62.89	\$ 72.39	24.00%	\$ 84.14	\$ 96.85
Call Center/Customer Service	Customer Service Inbound I	\$ 11.93	\$ 17.55	39.51%	\$ 16.65	\$ 24.49	24.00%	\$ 22.20	\$ 32.65
Call Center/Customer Service	Customer Service Inbound II	\$ 17.63	\$ 28.38	39.51%	\$ 24.59	\$ 39.60	24.00%	\$ 32.79	\$ 52.79

Washington (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 11.93	\$ 17.55	39.51%	\$ 16.65	\$ 24.49	24.00%	\$ 22.20	\$ 32.65
Call Center/Customer Service	Customer Service Outbound II	\$ 17.63	\$ 28.38	39.51%	\$ 24.59	\$ 39.60	24.00%	\$ 32.79	\$ 52.79
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 11.72	\$ 19.85	39.51%	\$ 16.34	\$ 27.69	24.00%	\$ 21.79	\$ 36.92
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	39.51%	\$ 28.88	\$ 36.10	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 12.17	\$ 18.61	39.51%	\$ 16.97	\$ 25.97	24.00%	\$ 22.63	\$ 34.62
Call Center/Customer Service	Detailing Representative II	\$ 13.24	\$ 21.41	39.51%	\$ 18.47	\$ 29.87	24.00%	\$ 24.62	\$ 39.83
Call Center/Customer Service	Help Desk Analyst	\$ 15.77	\$ 35.00	39.51%	\$ 22.00	\$ 48.83	24.00%	\$ 29.33	\$ 65.10
Call Center/Customer Service	Market Research Inbound	\$ 23.13	\$ 27.77	39.51%	\$ 32.26	\$ 38.75	24.00%	\$ 43.02	\$ 51.66
Call Center/Customer Service	Market Research Outbound	\$ 27.80	\$ 42.32	39.51%	\$ 38.78	\$ 59.05	24.00%	\$ 51.70	\$ 78.72
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 11.00	\$ 15.46	39.51%	\$ 15.35	\$ 21.57	24.00%	\$ 20.46	\$ 28.76
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 15.66	\$ 22.37	39.51%	\$ 21.84	\$ 31.21	24.00%	\$ 29.12	\$ 41.61
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 11.00	\$ 15.46	39.51%	\$ 15.35	\$ 21.57	24.00%	\$ 20.46	\$ 28.76
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 15.66	\$ 22.37	39.51%	\$ 21.84	\$ 31.21	24.00%	\$ 29.12	\$ 41.61
Call Center/Customer Service	Sales & Promotion Sampler	\$ 11.00	\$ 15.16	39.51%	\$ 15.35	\$ 21.15	24.00%	\$ 20.46	\$ 28.19
Call Center/Customer Service	Sales Inbound I	\$ 11.45	\$ 19.78	39.51%	\$ 15.97	\$ 27.60	24.00%	\$ 21.29	\$ 36.79
Call Center/Customer Service	Sales Inbound II	\$ 15.66	\$ 22.37	39.51%	\$ 21.84	\$ 31.21	24.00%	\$ 29.12	\$ 41.61
Call Center/Customer Service	Sales Outbound I	\$ 14.19	\$ 19.90	39.51%	\$ 19.79	\$ 27.77	24.00%	\$ 26.38	\$ 37.02
Call Center/Customer Service	Sales Outbound II	\$ 15.66	\$ 22.37	39.51%	\$ 21.84	\$ 31.21	24.00%	\$ 29.12	\$ 41.61
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 11.00	\$ 15.50	39.51%	\$ 15.35	\$ 21.62	24.00%	\$ 20.46	\$ 28.83
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 15.51	\$ 20.10	39.51%	\$ 21.64	\$ 28.04	24.00%	\$ 28.85	\$ 37.38
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 11.42	\$ 15.27	39.51%	\$ 15.94	\$ 21.30	24.00%	\$ 21.25	\$ 28.40
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 15.33	\$ 26.98	39.51%	\$ 21.38	\$ 37.64	24.00%	\$ 28.51	\$ 50.19
Food Related Services	Barista (misc)	\$ 13.38	\$ 19.73	56.68%	\$ 20.97	\$ 30.92	24.00%	\$ 24.89	\$ 36.70
Food Related Services	Building Attendant (misc)	\$ 13.38	\$ 19.73	43.10%	\$ 19.15	\$ 28.24	24.00%	\$ 24.89	\$ 36.70
Food Related Services	Busser	\$ 13.38	\$ 19.73	43.10%	\$ 19.15	\$ 28.24	24.00%	\$ 24.89	\$ 36.70
Food Related Services	Cashiers	\$ 13.38	\$ 19.73	43.10%	\$ 19.15	\$ 28.24	24.00%	\$ 24.89	\$ 36.70
Food Related Services	Dishwasher	\$ 12.17	\$ 15.82	43.10%	\$ 17.41	\$ 22.63	24.00%	\$ 22.63	\$ 29.42
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	43.10%	\$ 20.61	\$ 25.19	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 11.00	\$ 12.10	43.10%	\$ 15.74	\$ 17.32	24.00%	\$ 20.46	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 12.06	\$ 17.64	43.10%	\$ 17.25	\$ 25.24	24.00%	\$ 22.42	\$ 32.81
Food Related Services	Food Operations Manager Assistant	\$ 17.69	\$ 20.71	43.10%	\$ 25.31	\$ 29.63	24.00%	\$ 32.90	\$ 38.51
Food Related Services	Food Production Worker	\$ 11.00	\$ 15.89	43.10%	\$ 15.74	\$ 22.74	24.00%	\$ 20.46	\$ 29.55
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	43.10%	\$ 19.96	\$ 24.40	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 11.00	\$ 13.20	43.10%	\$ 15.74	\$ 18.89	24.00%	\$ 20.46	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	43.10%	\$ 18.03	\$ 22.04	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 11.00	\$ 15.58	43.10%	\$ 15.74	\$ 22.30	24.00%	\$ 20.46	\$ 28.99
Food Related Services	Second Cook Senior	\$ 15.46	\$ 20.34	56.68%	\$ 24.23	\$ 31.87	24.00%	\$ 28.76	\$ 37.83
Food Related Services	Server	\$ 11.00	\$ 12.68	43.10%	\$ 15.74	\$ 18.14	24.00%	\$ 20.46	\$ 23.58
General Administrative	Administrative Assistant I	\$ 13.28	\$ 17.87	39.51%	\$ 18.53	\$ 24.93	24.00%	\$ 24.71	\$ 33.24
General Administrative	Administrative Assistant II	\$ 17.88	\$ 19.34	39.51%	\$ 24.95	\$ 26.99	24.00%	\$ 33.26	\$ 35.98

Washington (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 19.36	\$ 21.00	39.51%	\$ 27.00	\$ 29.29	24.00%	\$ 36.00	\$ 39.06
General Administrative	Administrative Assistant IV	\$ 21.01	\$ 23.25	39.51%	\$ 29.31	\$ 32.43	24.00%	\$ 39.08	\$ 43.24
General Administrative	Administrative Assistant V	\$ 23.27	\$ 26.22	39.51%	\$ 32.47	\$ 36.58	24.00%	\$ 43.29	\$ 48.76
General Administrative	Administrative Staff Assistant	\$ 25.79	\$ 29.49	39.51%	\$ 35.98	\$ 41.14	24.00%	\$ 47.97	\$ 54.85
General Administrative	Administrative Staff Specialist	\$ 29.50	\$ 36.47	39.51%	\$ 41.16	\$ 50.88	24.00%	\$ 54.87	\$ 67.84
General Administrative	Administrative Staff Specialist Senior	\$ 36.48	\$ 28.49	39.51%	\$ 50.90	\$ 39.75	24.00%	\$ 67.86	\$ 52.99
General Administrative	Agency Management Analyst	\$ 23.80	\$ 31.23	39.51%	\$ 33.20	\$ 43.57	24.00%	\$ 44.26	\$ 58.09
General Administrative	Agency Management Analyst Lead	\$ 31.24	\$ 36.29	39.51%	\$ 43.58	\$ 50.63	24.00%	\$ 58.11	\$ 67.50
General Administrative	Agency Management Analyst Senior	\$ 36.36	\$ 56.58	39.51%	\$ 50.73	\$ 78.94	24.00%	\$ 67.63	\$ 105.24
General Administrative	<u>Clerk</u>	\$ 12.38	\$ 14.31	39.51%	\$ 17.28	\$ 19.97	24.00%	\$ 23.03	\$ 26.62
General Administrative	<u>Clerk Jr</u>	\$ 11.00	\$ 12.33	39.51%	\$ 15.35	\$ 17.21	24.00%	\$ 20.46	\$ 22.94
General Administrative	<u>Clerk Sr</u>	\$ 14.36	\$ 16.63	39.51%	\$ 20.04	\$ 23.19	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 11.00	\$ 15.18	39.51%	\$ 15.35	\$ 21.18	24.00%	\$ 20.46	\$ 28.24
General Administrative	Data Entry Operator Senior	\$ 15.22	\$ 21.85	39.51%	\$ 21.23	\$ 30.48	24.00%	\$ 28.31	\$ 40.64
General Administrative	<u>Document Control Clerk / Filing Specialist</u>	\$ 11.00	\$ 15.00	39.51%	\$ 15.35	\$ 20.93	24.00%	\$ 20.46	\$ 27.90
General Administrative	Executive Secretary	\$ 19.17	\$ 23.83	39.51%	\$ 26.75	\$ 33.25	24.00%	\$ 35.66	\$ 44.33
General Administrative	Executive Secretary Senior	\$ 23.87	\$ 35.35	39.51%	\$ 33.30	\$ 49.32	24.00%	\$ 44.40	\$ 65.76
General Administrative	<u>Intake Specialist (HMGP)</u>	\$ 17.50	\$ 20.75	39.51%	\$ 24.41	\$ 28.95	24.00%	\$ 32.55	\$ 38.60
General Administrative	<u>Inventory Specialist</u>	\$ 15.00	\$ 18.00	39.51%	\$ 20.93	\$ 25.11	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 15.16	\$ 17.77	39.51%	\$ 21.15	\$ 24.80	24.00%	\$ 28.19	\$ 33.06
General Administrative	Legal Assistant Senior	\$ 17.81	\$ 44.90	39.51%	\$ 24.85	\$ 62.64	24.00%	\$ 33.13	\$ 83.52
General Administrative	Library Assistant	\$ 11.00	\$ 21.30	39.51%	\$ 15.35	\$ 29.72	24.00%	\$ 20.46	\$ 39.62
General Administrative	Medical Assistant I	\$ 14.53	\$ 16.95	39.51%	\$ 20.26	\$ 23.64	24.00%	\$ 27.02	\$ 31.52
General Administrative	Medical Assistant II	\$ 17.00	\$ 24.16	39.51%	\$ 23.71	\$ 33.71	24.00%	\$ 31.61	\$ 44.94
General Administrative	Medical Biller I	\$ 12.66	\$ 15.55	39.51%	\$ 17.67	\$ 21.69	24.00%	\$ 23.56	\$ 28.92
General Administrative	Medical Biller II	\$ 15.58	\$ 24.21	39.51%	\$ 21.74	\$ 33.77	24.00%	\$ 28.99	\$ 45.03
General Administrative	Medical Records Clerk I	\$ 15.22	\$ 22.17	39.51%	\$ 21.23	\$ 30.92	24.00%	\$ 28.31	\$ 41.23
General Administrative	Medical Records Clerk II	\$ 16.44	\$ 23.77	39.51%	\$ 22.93	\$ 33.16	24.00%	\$ 30.57	\$ 44.22
General Administrative	Office Manager	\$ 25.61	\$ 38.98	39.51%	\$ 35.73	\$ 54.38	24.00%	\$ 47.63	\$ 72.50
General Administrative	Office Services Aide	\$ 14.17	\$ 19.53	39.51%	\$ 19.77	\$ 27.24	24.00%	\$ 26.36	\$ 36.32
General Administrative	Office Services Assistant	\$ 15.19	\$ 20.62	39.51%	\$ 21.20	\$ 28.77	24.00%	\$ 28.26	\$ 38.35
General Administrative	Office Services Specialist	\$ 16.01	\$ 21.58	39.51%	\$ 22.34	\$ 30.11	24.00%	\$ 29.78	\$ 40.14
General Administrative	Office Services Supervisor	\$ 16.75	\$ 22.06	39.51%	\$ 23.37	\$ 30.77	24.00%	\$ 31.16	\$ 41.02
General Administrative	Office Services Supervisor Senior	\$ 19.42	\$ 24.74	39.51%	\$ 27.09	\$ 34.52	24.00%	\$ 36.11	\$ 46.03
General Administrative	Operator I	\$ 11.00	\$ 15.13	39.51%	\$ 15.35	\$ 21.11	24.00%	\$ 20.46	\$ 28.15
General Administrative	Operator II	\$ 15.16	\$ 17.69	39.51%	\$ 21.15	\$ 24.68	24.00%	\$ 28.19	\$ 32.90
General Administrative	Operator III (Key Disc Operator)	\$ 17.74	\$ 20.09	39.51%	\$ 24.75	\$ 28.02	24.00%	\$ 32.99	\$ 37.36
General Administrative	Operator IV (Key Disc Operator)	\$ 20.10	\$ 23.28	39.51%	\$ 28.04	\$ 32.48	24.00%	\$ 37.38	\$ 43.31
General Administrative	<u>Paralegal</u>	\$ 14.00	\$ 23.50	39.51%	\$ 19.53	\$ 32.78	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 13.49	\$ 18.05	39.51%	\$ 18.82	\$ 25.19	24.00%	\$ 25.09	\$ 33.58

Washington (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 18.07	\$ 19.26	39.51%	\$ 25.20	\$ 26.87	24.00%	\$ 33.60	\$ 35.82
General Administrative	Photocopy Supervisor	\$ 14.59	\$ 20.26	39.51%	\$ 20.35	\$ 28.26	24.00%	\$ 27.13	\$ 37.68
General Administrative	Photocopy Technician	\$ 13.18	\$ 18.63	39.51%	\$ 18.38	\$ 25.98	24.00%	\$ 24.51	\$ 34.64
General Administrative	Photo-Typesetting Specialist	\$ 17.15	\$ 24.70	39.51%	\$ 23.93	\$ 34.45	24.00%	\$ 31.91	\$ 45.93
General Administrative	Photo-Typesetting Supervisor	\$ 18.32	\$ 26.81	39.51%	\$ 25.56	\$ 37.41	24.00%	\$ 34.08	\$ 49.87
General Administrative	Postal Aide	\$ 11.00	\$ 13.18	39.51%	\$ 15.35	\$ 18.38	24.00%	\$ 20.46	\$ 24.51
General Administrative	Postal Aide Senior	\$ 13.24	\$ 20.83	39.51%	\$ 18.47	\$ 29.06	24.00%	\$ 24.62	\$ 38.74
General Administrative	Postal Assistant	\$ 20.90	\$ 23.22	39.51%	\$ 29.16	\$ 32.40	24.00%	\$ 38.87	\$ 43.20
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	39.51%	\$ 41.85	\$ 62.78	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	39.51%	\$ 27.90	\$ 34.88	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 15.46	\$ 20.41	39.51%	\$ 21.57	\$ 28.48	24.00%	\$ 28.76	\$ 37.97
General Administrative	Public Relations Specialist	\$ 21.48	\$ 36.74	39.51%	\$ 29.97	\$ 51.26	24.00%	\$ 39.96	\$ 68.34
General Administrative	Public Relations Specialist Assistant	\$ 15.46	\$ 21.45	39.51%	\$ 21.57	\$ 29.92	24.00%	\$ 28.76	\$ 39.89
General Administrative	Receptionist	\$ 11.00	\$ 13.91	39.51%	\$ 15.35	\$ 19.40	24.00%	\$ 20.46	\$ 25.86
General Administrative	Receptionist Senior	\$ 13.92	\$ 21.95	39.51%	\$ 19.42	\$ 30.62	24.00%	\$ 25.89	\$ 40.82
General Administrative	Secretary	\$ 11.42	\$ 15.27	39.51%	\$ 15.94	\$ 21.30	24.00%	\$ 21.25	\$ 28.40
General Administrative	Secretary Senior	\$ 15.33	\$ 27.06	39.51%	\$ 21.38	\$ 37.75	24.00%	\$ 28.51	\$ 50.32
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	39.51%	\$ 21.28	\$ 25.11	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 13.28	\$ 32.46	39.51%	\$ 18.53	\$ 45.28	24.00%	\$ 24.71	\$ 60.37
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	39.51%	\$ 27.90	\$ 36.96	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 23.81	\$ 29.37	39.51%	\$ 33.21	\$ 40.97	24.00%	\$ 44.28	\$ 54.62
Human Resources	Classification / Compensation Analyst Senior	\$ 29.43	\$ 38.98	39.51%	\$ 41.06	\$ 54.38	24.00%	\$ 54.74	\$ 72.50
Human Resources	Classification / Compensation Consultant	\$ 39.00	\$ 52.24	39.51%	\$ 54.41	\$ 72.88	24.00%	\$ 72.55	\$ 97.16
Human Resources	EEO Program Analyst	\$ 22.99	\$ 36.70	39.51%	\$ 32.08	\$ 51.21	24.00%	\$ 42.77	\$ 68.27
Human Resources	EEO Program Specialist	\$ 25.35	\$ 40.04	39.51%	\$ 35.37	\$ 55.86	24.00%	\$ 47.16	\$ 74.47
Human Resources	Employee Relations Analyst	\$ 20.71	\$ 26.22	39.51%	\$ 28.89	\$ 36.58	24.00%	\$ 38.51	\$ 48.76
Human Resources	Employee Relations Analyst Senior	\$ 26.28	\$ 46.38	39.51%	\$ 36.66	\$ 64.70	24.00%	\$ 48.88	\$ 86.26
Human Resources	Human Resources Assistant	\$ 15.89	\$ 22.88	39.51%	\$ 22.17	\$ 31.92	24.00%	\$ 29.55	\$ 42.56
Human Resources	Human Resources Generalist	\$ 18.42	\$ 23.43	39.51%	\$ 25.70	\$ 32.69	24.00%	\$ 34.26	\$ 43.58
Human Resources	Human Resources Generalist Senior	\$ 23.56	\$ 41.16	39.51%	\$ 32.88	\$ 57.42	24.00%	\$ 43.83	\$ 76.55
Human Resources	Personnel Analyst	\$ 18.24	\$ 23.19	39.51%	\$ 25.44	\$ 32.35	24.00%	\$ 33.92	\$ 43.13
Human Resources	Personnel Analyst Senior	\$ 23.25	\$ 28.13	39.51%	\$ 32.43	\$ 39.24	24.00%	\$ 43.24	\$ 52.32
Human Resources	Personnel Practices Analyst	\$ 28.20	\$ 33.21	39.51%	\$ 39.34	\$ 46.33	24.00%	\$ 52.45	\$ 61.77
Human Resources	Personnel Practices Analyst Senior	\$ 33.27	\$ 42.36	39.51%	\$ 46.42	\$ 59.10	24.00%	\$ 61.89	\$ 78.79
Human Resources	Personnel Practices Manager	\$ 41.68	\$ 51.85	39.51%	\$ 58.15	\$ 72.34	24.00%	\$ 77.52	\$ 96.44
Human Services	Social Worker	\$ 20.30	\$ 34.39	39.22%	\$ 28.27	\$ 47.88	24.00%	\$ 37.77	\$ 63.97
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	39.22%	\$ 31.32	\$ 43.16	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 15.40	\$ 21.27	39.22%	\$ 21.44	\$ 29.61	24.00%	\$ 28.65	\$ 39.55
Human Services	Support Enforcement Specialist Senior	\$ 21.34	\$ 25.17	39.22%	\$ 29.71	\$ 35.04	24.00%	\$ 39.69	\$ 46.82
Human Services	Utilization Review Analyst	\$ 21.34	\$ 30.61	39.22%	\$ 29.71	\$ 42.61	24.00%	\$ 39.69	\$ 56.93

Washington (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 30.67	\$ 49.20	39.22%	\$ 42.70	\$ 68.49	24.00%	\$ 57.05	\$ 91.51
Insurance	Claims Adjuster I	\$ 17.63	\$ 21.34	39.22%	\$ 24.54	\$ 29.71	24.00%	\$ 32.79	\$ 39.69
Insurance	Claims Adjuster II	\$ 21.40	\$ 30.61	39.22%	\$ 29.79	\$ 42.61	24.00%	\$ 39.80	\$ 56.93
Insurance	Claims Specialist	\$ 30.67	\$ 38.65	39.22%	\$ 42.70	\$ 53.81	24.00%	\$ 57.05	\$ 71.89
Insurance	Worker's Compensation Specialist	\$ 28.98	\$ 43.35	39.22%	\$ 40.34	\$ 60.35	24.00%	\$ 53.90	\$ 80.62
Laborer/Industrial	CDL Driver	\$ 15.46	\$ 22.19	43.10%	\$ 22.13	\$ 31.75	24.00%	\$ 28.76	\$ 41.27
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	43.10%	\$ 30.77	\$ 40.38	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	43.10%	\$ 40.00	\$ 47.52	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	43.10%	\$ 43.29	\$ 50.09	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	43.10%	\$ 35.42	\$ 42.93	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	43.10%	\$ 35.42	\$ 42.21	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	43.10%	\$ 45.08	\$ 54.02	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	43.10%	\$ 37.92	\$ 48.01	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 16.59	\$ 23.78	43.10%	\$ 23.75	\$ 34.03	24.00%	\$ 30.86	\$ 44.24
Laborer/Industrial	Forklift Operator	\$ 12.93	\$ 18.02	43.10%	\$ 18.51	\$ 25.78	24.00%	\$ 24.05	\$ 33.51
Laborer/Industrial	Forklift Operator Senior	\$ 18.05	\$ 26.28	43.10%	\$ 25.83	\$ 37.60	24.00%	\$ 33.58	\$ 48.88
Laborer/Industrial	Grounds Worker	\$ 11.00	\$ 14.53	43.10%	\$ 15.74	\$ 20.79	24.00%	\$ 20.46	\$ 27.02
Laborer/Industrial	Grounds Worker Lead	\$ 14.59	\$ 19.48	43.10%	\$ 20.87	\$ 27.87	24.00%	\$ 27.13	\$ 36.23
Laborer/Industrial	Grounds Worker Senior	\$ 15.57	\$ 19.36	43.10%	\$ 22.28	\$ 27.70	24.00%	\$ 28.96	\$ 36.00
Laborer/Industrial	Groundskeeper / Landscaper	\$ 11.00	\$ 15.16	43.10%	\$ 15.74	\$ 21.69	24.00%	\$ 20.46	\$ 28.19
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 15.17	\$ 19.36	43.10%	\$ 21.71	\$ 27.70	24.00%	\$ 28.22	\$ 36.00
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 11.00	\$ 14.56	43.10%	\$ 15.74	\$ 20.84	24.00%	\$ 20.46	\$ 27.09
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 11.00	\$ 14.56	43.10%	\$ 15.74	\$ 20.84	24.00%	\$ 20.46	\$ 27.09
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 11.00	\$ 14.56	43.10%	\$ 15.74	\$ 20.84	24.00%	\$ 20.46	\$ 27.09
Laborer/Industrial	Housekeeping Supervisor	\$ 12.93	\$ 17.96	43.10%	\$ 18.51	\$ 25.70	24.00%	\$ 24.05	\$ 33.40
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 17.99	\$ 27.83	43.10%	\$ 25.75	\$ 39.83	24.00%	\$ 33.47	\$ 51.77
Laborer/Industrial	Housekeeping Worker	\$ 11.00	\$ 14.66	43.10%	\$ 15.74	\$ 20.98	24.00%	\$ 20.46	\$ 27.27
Laborer/Industrial	Housekeeping Worker Senior	\$ 14.72	\$ 18.80	43.10%	\$ 21.06	\$ 26.90	24.00%	\$ 27.38	\$ 34.96
Laborer/Industrial	Inventory Worker Light	\$ 11.45	\$ 17.93	43.10%	\$ 16.38	\$ 25.66	24.00%	\$ 21.29	\$ 33.35
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 11.00	\$ 20.12	43.10%	\$ 15.74	\$ 28.79	24.00%	\$ 20.46	\$ 37.43
Laborer/Industrial	Motor Vehicle Operator A	\$ 11.00	\$ 13.92	43.10%	\$ 15.74	\$ 19.92	24.00%	\$ 20.46	\$ 25.89
Laborer/Industrial	Motor Vehicle Operator B	\$ 13.98	\$ 22.57	43.10%	\$ 20.00	\$ 32.29	24.00%	\$ 26.00	\$ 41.97
Laborer/Industrial	Packer	\$ 11.00	\$ 14.56	43.10%	\$ 15.74	\$ 20.84	24.00%	\$ 20.46	\$ 27.09
Laborer/Industrial	Warehouse Specialist I	\$ 11.00	\$ 14.56	43.10%	\$ 15.74	\$ 20.84	24.00%	\$ 20.46	\$ 27.09
Laborer/Industrial	Warehouse Specialist II	\$ 14.59	\$ 18.24	43.10%	\$ 20.87	\$ 26.10	24.00%	\$ 27.13	\$ 33.92
Laborer/Industrial	Warehouse Specialist III	\$ 18.30	\$ 23.31	43.10%	\$ 26.18	\$ 33.36	24.00%	\$ 34.03	\$ 43.36
Laborer/Industrial	Warehouse worker (included)	\$ 11.00	\$ 11.00	43.10%	\$ 15.74	\$ 15.74	24.00%	\$ 20.46	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 11.00	\$ 14.56	43.10%	\$ 15.74	\$ 20.84	24.00%	\$ 20.46	\$ 27.09
Laborer/Industrial	Warehouse Worker II	\$ 14.59	\$ 18.24	43.10%	\$ 20.87	\$ 26.10	24.00%	\$ 27.13	\$ 33.92
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	43.10%	\$ 34.99	\$ 45.79	24.00%	\$ 45.48	\$ 59.52

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	43.10%	\$ 34.99	\$ 42.21	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	43.10%	\$ 34.99	\$ 42.21	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 13.92	\$ 17.96	39.22%	\$ 19.38	\$ 25.00	24.00%	\$ 25.89	\$ 33.40
Media	Audio Visual Technician Senior	\$ 17.99	\$ 29.82	39.22%	\$ 25.05	\$ 41.51	24.00%	\$ 33.47	\$ 55.46
Media	Graphic Artist	\$ 16.39	\$ 19.56	39.22%	\$ 22.81	\$ 27.23	24.00%	\$ 30.48	\$ 36.39
Media	Graphic Artist Senior	\$ 19.56	\$ 27.52	39.22%	\$ 27.23	\$ 38.31	24.00%	\$ 36.39	\$ 51.18
Media	Graphic Designer	\$ 16.39	\$ 19.56	39.22%	\$ 22.81	\$ 27.23	24.00%	\$ 30.48	\$ 36.39
Media	Graphic Designer Senior	\$ 19.60	\$ 27.52	39.22%	\$ 27.29	\$ 38.31	24.00%	\$ 36.45	\$ 51.18
Media	Photographer	\$ 11.00	\$ 14.32	39.22%	\$ 15.31	\$ 19.93	24.00%	\$ 20.46	\$ 26.63
Media	Photographer Senior	\$ 14.34	\$ 22.94	39.22%	\$ 19.97	\$ 31.94	24.00%	\$ 26.68	\$ 42.68
Media	TV / Video Production Specialist	\$ 21.64	\$ 27.85	39.22%	\$ 30.13	\$ 38.77	24.00%	\$ 40.26	\$ 51.80
Media	TV / Video Production Technician	\$ 27.88	\$ 37.73	39.22%	\$ 38.82	\$ 52.52	24.00%	\$ 51.86	\$ 70.17
Security	Armed Security Officer	\$ 17.32	\$ 23.19	53.87%	\$ 26.66	\$ 35.68	24.00%	\$ 32.22	\$ 43.13
Security	<u>Captain</u>	\$ 24.33	\$ 34.67	53.87%	\$ 37.44	\$ 53.35	24.00%	\$ 45.26	\$ 64.49
Security	Dispatcher/Police	\$ 16.79	\$ 28.61	53.87%	\$ 25.83	\$ 44.03	24.00%	\$ 31.23	\$ 53.22
Security	<u>Lieutenant</u>	\$ 21.90	\$ 30.41	53.87%	\$ 33.69	\$ 46.80	24.00%	\$ 40.73	\$ 56.57
Security	<u>Sergeant</u>	\$ 20.07	\$ 27.98	53.87%	\$ 30.89	\$ 43.05	24.00%	\$ 37.34	\$ 52.04
Security	Unarmed Security Guard	\$ 11.70	\$ 22.87	53.87%	\$ 18.01	\$ 35.19	24.00%	\$ 21.77	\$ 42.54
Tax	Data Entry Clerk	\$ 11.00	\$ 13.92	39.51%	\$ 15.35	\$ 19.42	24.00%	\$ 20.46	\$ 25.89
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 13.98	\$ 21.95	39.51%	\$ 19.50	\$ 30.62	24.00%	\$ 26.00	\$ 40.82
Tax	Error Resolution and Document Processor	\$ 18.19	\$ 25.27	39.51%	\$ 25.37	\$ 35.25	24.00%	\$ 33.83	\$ 47.00
Tax	General Clerical	\$ 11.00	\$ 15.56	39.51%	\$ 15.35	\$ 21.71	24.00%	\$ 20.46	\$ 28.94
Tax	On-Site Administrator (Day)	\$ 12.30	\$ 26.59	39.51%	\$ 17.16	\$ 37.10	24.00%	\$ 22.88	\$ 49.46
Tax	On-Site Administrator (Evening)	\$ 12.30	\$ 26.59	39.51%	\$ 17.16	\$ 37.10	24.00%	\$ 22.88	\$ 49.46
Tax	Remittance Processor	\$ 21.86	\$ 32.40	39.51%	\$ 30.50	\$ 45.20	24.00%	\$ 40.66	\$ 60.26
Tax	Taxpayer Information & Assistance Agent	\$ 19.37	\$ 27.82	39.51%	\$ 27.02	\$ 38.82	24.00%	\$ 36.02	\$ 51.75
Technical	Agricultural Technician	\$ 19.92	\$ 32.32	41.96%	\$ 28.27	\$ 45.89	24.00%	\$ 37.04	\$ 60.12
Technical	Agricultural Technician Lead	\$ 22.34	\$ 35.69	41.96%	\$ 31.71	\$ 50.67	24.00%	\$ 41.54	\$ 66.39
Technical	Agricultural Technician Supervisor	\$ 26.83	\$ 43.01	41.96%	\$ 38.08	\$ 61.05	24.00%	\$ 49.89	\$ 79.99
Technical	Analytical Chemist	\$ 21.11	\$ 35.69	41.96%	\$ 29.96	\$ 50.67	24.00%	\$ 39.26	\$ 66.39
Technical	Analytical Chemist Assistant	\$ 24.66	\$ 40.61	41.96%	\$ 35.01	\$ 57.65	24.00%	\$ 45.87	\$ 75.53
Technical	Analytical Chemist Senior	\$ 31.12	\$ 50.79	41.96%	\$ 44.18	\$ 72.10	24.00%	\$ 57.88	\$ 94.47
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	41.96%	\$ 28.10	\$ 44.05	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	41.96%	\$ 41.01	\$ 53.16	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 22.29	\$ 33.52	41.96%	\$ 31.64	\$ 47.58	24.00%	\$ 41.45	\$ 62.34
Technical	Bridge Design Drafter Senior	\$ 23.77	\$ 36.24	41.96%	\$ 33.75	\$ 51.45	24.00%	\$ 44.22	\$ 67.41
Technical	Cartographic Drafter	\$ 28.02	\$ 39.47	41.96%	\$ 39.77	\$ 56.02	24.00%	\$ 52.11	\$ 73.41
Technical	Cartographic Drafter Assistant	\$ 21.96	\$ 33.03	41.96%	\$ 31.17	\$ 46.89	24.00%	\$ 40.84	\$ 61.43
Technical	Cartographic Supervisor	\$ 38.22	\$ 51.39	41.96%	\$ 54.26	\$ 72.95	24.00%	\$ 71.10	\$ 95.58
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	41.96%	\$ 22.71	\$ 27.68	24.00%	\$ 29.76	\$ 36.27

Washington (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	41.96%	\$ 56.20	\$ 68.35	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 33.70	\$ 47.70	41.96%	\$ 47.84	\$ 67.72	24.00%	\$ 62.68	\$ 88.72
Technical	Engineering Design Drafting Supervisor	\$ 39.21	\$ 54.66	41.96%	\$ 55.66	\$ 77.60	24.00%	\$ 72.93	\$ 101.67
Technical	Engineering Design Drafting Technician	\$ 18.93	\$ 25.06	41.96%	\$ 26.87	\$ 35.58	24.00%	\$ 35.21	\$ 46.61
Technical	Engineering Drafting Technician	\$ 18.97	\$ 25.06	41.96%	\$ 26.92	\$ 35.58	24.00%	\$ 35.28	\$ 46.61
Technical	Engineering Drafting Technician Senior	\$ 21.98	\$ 31.96	41.96%	\$ 31.21	\$ 45.37	24.00%	\$ 40.89	\$ 59.44
Technical	Environmental Engineer	\$ 31.13	\$ 49.19	41.96%	\$ 44.19	\$ 69.82	24.00%	\$ 57.90	\$ 91.48
Technical	Environmental Engineer Senior	\$ 33.53	\$ 53.81	41.96%	\$ 47.60	\$ 76.39	24.00%	\$ 62.36	\$ 100.08
Technical	Environmental Program Analyst	\$ 26.41	\$ 39.03	41.96%	\$ 37.49	\$ 55.40	24.00%	\$ 49.13	\$ 72.59
Technical	Environmental Program Planner	\$ 28.22	\$ 42.17	41.96%	\$ 40.07	\$ 59.86	24.00%	\$ 52.50	\$ 78.43
Technical	Environmental Program Specialist	\$ 30.34	\$ 38.10	41.96%	\$ 43.07	\$ 54.09	24.00%	\$ 56.43	\$ 70.87
Technical	Environmental Specialist - Field	\$ 28.22	\$ 41.19	41.96%	\$ 40.07	\$ 58.48	24.00%	\$ 52.50	\$ 76.62
Technical	Environmental Specialist Senior - Field	\$ 29.03	\$ 43.11	41.96%	\$ 41.21	\$ 61.21	24.00%	\$ 53.99	\$ 80.19
Technical	Environmental Technician	\$ 26.41	\$ 39.03	41.96%	\$ 37.49	\$ 55.40	24.00%	\$ 49.13	\$ 72.59
Technical	Environmental Technician Senior	\$ 28.22	\$ 42.17	41.96%	\$ 40.07	\$ 59.86	24.00%	\$ 52.50	\$ 78.43
Technical	Help Desk Support	\$ 15.50	\$ 25.00	41.96%	\$ 22.00	\$ 35.49	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	41.96%	\$ 24.49	\$ 34.07	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 24.06	\$ 29.41	41.96%	\$ 34.16	\$ 41.75	24.00%	\$ 44.76	\$ 54.70
Technical	Laboratory Technician	\$ 20.16	\$ 30.19	41.96%	\$ 28.62	\$ 42.86	24.00%	\$ 37.49	\$ 56.16
Technical	Laboratory Technician Senior	\$ 21.40	\$ 32.56	41.96%	\$ 30.38	\$ 46.22	24.00%	\$ 39.80	\$ 60.55
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	41.96%	\$ 31.23	\$ 37.62	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 32.08	\$ 42.78	41.96%	\$ 45.55	\$ 60.73	24.00%	\$ 59.68	\$ 79.57
Technical	Residential Plan Reviewer	\$ 23.39	\$ 36.55	41.96%	\$ 33.21	\$ 51.88	24.00%	\$ 43.51	\$ 67.97
Technical	Right of Way Technician	\$ 33.20	\$ 52.49	41.96%	\$ 47.13	\$ 74.52	24.00%	\$ 61.75	\$ 97.64
Technical	Right of Way Technician Supervisor	\$ 35.84	\$ 57.63	41.96%	\$ 50.88	\$ 81.81	24.00%	\$ 66.66	\$ 107.19
Technical	Safety Engineer	\$ 32.71	\$ 51.30	41.96%	\$ 46.44	\$ 72.83	24.00%	\$ 60.85	\$ 95.42
Technical	Safety Engineer Senior	\$ 37.19	\$ 58.70	41.96%	\$ 52.80	\$ 83.33	24.00%	\$ 69.17	\$ 109.18
Technical	Title Examiner	\$ 22.79	\$ 32.04	41.96%	\$ 32.35	\$ 45.49	24.00%	\$ 42.38	\$ 59.60
Technical	Traffic Controller	\$ 27.58	\$ 44.59	41.96%	\$ 39.15	\$ 63.30	24.00%	\$ 51.30	\$ 82.93
Technical	Traffic Controller Senior	\$ 33.20	\$ 52.49	41.96%	\$ 47.13	\$ 74.52	24.00%	\$ 61.75	\$ 97.64
Technical	Transportation Data Analyst	\$ 27.58	\$ 44.59	41.96%	\$ 39.15	\$ 63.30	24.00%	\$ 51.30	\$ 82.93
Technical	Transportation Data Analyst Senior	\$ 33.20	\$ 52.49	41.96%	\$ 47.13	\$ 74.52	24.00%	\$ 61.75	\$ 97.64
Technical	Transportation Data Analyst Supervisor	\$ 33.20	\$ 52.49	41.96%	\$ 47.13	\$ 74.52	24.00%	\$ 61.75	\$ 97.64
Technical	Transportation Data Technician	\$ 27.58	\$ 44.59	41.96%	\$ 39.15	\$ 63.30	24.00%	\$ 51.30	\$ 82.93
Technical	Transportation District Utilities Specialist	\$ 32.58	\$ 52.48	41.96%	\$ 46.25	\$ 74.50	24.00%	\$ 60.60	\$ 97.62
Technical	Transportation Engineering Technician -Survey	\$ 33.83	\$ 57.42	41.96%	\$ 48.03	\$ 81.52	24.00%	\$ 62.93	\$ 106.80
Technical	Transportation Engineering Technician -Survey Senior	\$ 37.35	\$ 60.09	41.96%	\$ 53.02	\$ 85.30	24.00%	\$ 69.47	\$ 111.76
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 39.43	\$ 64.19	41.96%	\$ 55.97	\$ 91.12	24.00%	\$ 73.34	\$ 119.39
Technical	Transportation Materials Technician	\$ 15.84	\$ 22.79	41.96%	\$ 22.49	\$ 32.35	24.00%	\$ 29.46	\$ 42.38
Technical	Transportation Materials Technician Senior	\$ 16.90	\$ 24.71	41.96%	\$ 23.99	\$ 35.08	24.00%	\$ 31.43	\$ 45.96

Washington (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 33.83	\$ 56.18	41.96%	\$ 48.03	\$ 79.75	24.00%	\$ 62.93	\$ 104.50
Technical	Transportation Materials Technician Supervisor	\$ 39.43	\$ 64.19	41.96%	\$ 55.97	\$ 91.12	24.00%	\$ 73.34	\$ 119.39
Technical	Transportation Planning Specialist	\$ 32.58	\$ 52.48	41.96%	\$ 46.25	\$ 74.50	24.00%	\$ 60.60	\$ 97.62
Technical	Transportation Planning Specialist Senior	\$ 37.35	\$ 60.09	41.96%	\$ 53.02	\$ 85.30	24.00%	\$ 69.47	\$ 111.76
Technical	Transportation Technical Program Coordinator	\$ 32.58	\$ 52.48	41.96%	\$ 46.25	\$ 74.50	24.00%	\$ 60.60	\$ 97.62
Technical	Transportation Technical Support Coordinator	\$ 32.58	\$ 52.48	41.96%	\$ 46.25	\$ 74.50	24.00%	\$ 60.60	\$ 97.62
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	41.96%	\$ 53.24	\$ 63.88	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 18.84	\$ 23.19	50.35%	\$ 28.33	\$ 34.86	24.00%	\$ 35.05	\$ 43.13
Trades	Boiler Operator II	\$ 23.25	\$ 26.69	50.35%	\$ 34.95	\$ 40.13	24.00%	\$ 43.24	\$ 49.65
Trades	Boiler Operator Senior I	\$ 26.72	\$ 29.16	50.35%	\$ 40.17	\$ 43.84	24.00%	\$ 49.69	\$ 54.24
Trades	Boiler Operator Senior II	\$ 29.19	\$ 39.95	50.35%	\$ 43.88	\$ 60.07	24.00%	\$ 54.28	\$ 74.31
Trades	Carpenter Assistant	\$ 12.55	\$ 16.98	50.35%	\$ 18.88	\$ 25.53	24.00%	\$ 23.35	\$ 31.59
Trades	Carpenter	\$ 17.00	\$ 23.81	50.35%	\$ 25.55	\$ 35.80	24.00%	\$ 31.61	\$ 44.28
Trades	Carpenter Senior	\$ 25.13	\$ 33.95	50.35%	\$ 37.79	\$ 51.05	24.00%	\$ 46.75	\$ 63.15
Trades	Electrician	\$ 26.80	\$ 44.60	50.35%	\$ 40.29	\$ 67.05	24.00%	\$ 49.85	\$ 82.95
Trades	Electrician Assistant	\$ 14.29	\$ 17.64	50.35%	\$ 21.49	\$ 26.52	24.00%	\$ 26.59	\$ 32.81
Trades	Electrician Senior	\$ 20.69	\$ 23.87	50.35%	\$ 31.11	\$ 35.89	24.00%	\$ 38.49	\$ 44.40
Trades	Electrician Supervisor Senior	\$ 23.93	\$ 42.07	50.35%	\$ 35.98	\$ 63.25	24.00%	\$ 44.51	\$ 78.25
Trades	Electronic Equipment Install & Repair Supervisor	\$ 26.11	\$ 38.81	50.35%	\$ 39.25	\$ 58.35	24.00%	\$ 48.56	\$ 72.18
Trades	Electronic Equipment Install & Repair Technician	\$ 20.72	\$ 25.97	50.35%	\$ 31.15	\$ 39.05	24.00%	\$ 38.54	\$ 48.31
Trades	Electronic Technician	\$ 15.77	\$ 20.04	50.35%	\$ 23.71	\$ 30.13	24.00%	\$ 29.33	\$ 37.27
Trades	Electronic Technician Senior	\$ 20.10	\$ 35.55	50.35%	\$ 30.22	\$ 53.45	24.00%	\$ 37.38	\$ 66.12
Trades	Equipment Repair Supervisor	\$ 28.58	\$ 33.46	50.35%	\$ 42.97	\$ 50.30	24.00%	\$ 53.15	\$ 62.23
Trades	Equipment Repair Technician	\$ 15.77	\$ 20.04	50.35%	\$ 23.71	\$ 30.13	24.00%	\$ 29.33	\$ 37.27
Trades	Equipment Repair Technician Senior	\$ 20.10	\$ 28.50	50.35%	\$ 30.22	\$ 42.86	24.00%	\$ 37.38	\$ 53.02
Trades	HVAC Installation & Repair Assistant	\$ 12.30	\$ 19.62	50.35%	\$ 18.49	\$ 29.50	24.00%	\$ 22.88	\$ 36.50
Trades	HVAC Installation & Repair Assistant Senior	\$ 19.62	\$ 33.46	50.35%	\$ 29.50	\$ 50.30	24.00%	\$ 36.50	\$ 62.23
Trades	Laboratory Mechanic	\$ 15.78	\$ 21.40	50.35%	\$ 23.72	\$ 32.17	24.00%	\$ 29.35	\$ 39.80
Trades	Laboratory Mechanic Senior	\$ 21.40	\$ 32.56	50.35%	\$ 32.17	\$ 48.95	24.00%	\$ 39.80	\$ 60.55
Trades	Locksmith	\$ 19.36	\$ 28.47	50.35%	\$ 29.10	\$ 42.80	24.00%	\$ 36.00	\$ 52.95
Trades	Maintenance Field Worker	\$ 15.77	\$ 20.16	50.35%	\$ 23.71	\$ 30.31	24.00%	\$ 29.33	\$ 37.49
Trades	Mason Plasterer	\$ 19.48	\$ 22.45	50.35%	\$ 29.28	\$ 33.75	24.00%	\$ 36.23	\$ 41.75
Trades	Mason Plasterer Assistant	\$ 22.49	\$ 33.27	50.35%	\$ 33.82	\$ 50.03	24.00%	\$ 41.84	\$ 61.89
Trades	Mechanic	\$ 12.68	\$ 28.53	50.35%	\$ 19.06	\$ 42.89	24.00%	\$ 23.58	\$ 53.06
Trades	Painter	\$ 12.19	\$ 27.06	50.35%	\$ 18.33	\$ 40.68	24.00%	\$ 22.67	\$ 50.32
Trades	Plumber / Steamfitter	\$ 26.44	\$ 40.20	50.35%	\$ 39.75	\$ 60.43	24.00%	\$ 49.17	\$ 74.76
Trades	Plumber / Steamfitter Assistant	\$ 15.77	\$ 26.35	50.35%	\$ 23.71	\$ 39.62	24.00%	\$ 29.33	\$ 49.01
Trades	Printing Press Operator B	\$ 25.80	\$ 37.90	50.35%	\$ 38.80	\$ 56.98	24.00%	\$ 47.99	\$ 70.49
Trades	Production Supervisor	\$ 30.60	\$ 46.86	50.35%	\$ 46.00	\$ 70.46	24.00%	\$ 56.91	\$ 87.16
Trades	Radio Specialist	\$ 18.24	\$ 23.38	50.35%	\$ 27.42	\$ 35.16	24.00%	\$ 33.92	\$ 43.49

Washington (2017 HOURLY MINIMUM WAGE = \$11.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 23.42	\$ 30.61	50.35%	\$ 35.21	\$ 46.02	24.00%	\$ 43.56	\$ 56.93
Trades	Sheet Metal Worker	\$ 17.35	\$ 22.32	50.35%	\$ 26.08	\$ 33.56	24.00%	\$ 32.27	\$ 41.52
Trades	Sheet Metal Worker Assistant	\$ 13.18	\$ 17.63	50.35%	\$ 19.81	\$ 26.50	24.00%	\$ 24.51	\$ 32.79
Trades	Sheet Metal Worker Lead	\$ 22.38	\$ 30.62	50.35%	\$ 33.66	\$ 46.04	24.00%	\$ 41.64	\$ 56.95
Trades	Shipping / Receiving Clerk	\$ 17.45	\$ 23.92	50.35%	\$ 26.23	\$ 35.96	24.00%	\$ 32.45	\$ 44.49
Trades	Storekeeper Assistant I	\$ 12.97	\$ 18.98	50.35%	\$ 19.50	\$ 28.53	24.00%	\$ 24.12	\$ 35.30
Trades	Storekeeper Assistant II	\$ 14.11	\$ 20.40	50.35%	\$ 21.22	\$ 30.67	24.00%	\$ 26.25	\$ 37.95
Trades	Storekeeper I	\$ 11.00	\$ 12.68	50.35%	\$ 16.54	\$ 19.06	24.00%	\$ 20.46	\$ 23.58
Trades	Storekeeper II	\$ 12.75	\$ 15.46	50.35%	\$ 19.17	\$ 23.25	24.00%	\$ 23.71	\$ 28.76
Trades	Storekeeper III	\$ 15.51	\$ 18.98	50.35%	\$ 23.32	\$ 28.53	24.00%	\$ 28.85	\$ 35.30
Trades	Storekeeper Senior	\$ 19.00	\$ 22.17	50.35%	\$ 28.57	\$ 33.33	24.00%	\$ 35.34	\$ 41.23
Trades	Tool Room Assistant	\$ 11.00	\$ 15.46	50.35%	\$ 16.54	\$ 23.25	24.00%	\$ 20.46	\$ 28.76
Trades	Tool Room Assistant Senior	\$ 15.46	\$ 21.58	50.35%	\$ 23.25	\$ 32.45	24.00%	\$ 28.76	\$ 40.14
Trades	Trades Utilities Worker Senior	\$ 15.78	\$ 23.11	50.35%	\$ 23.72	\$ 34.75	24.00%	\$ 29.35	\$ 42.99
Trades	Trades Utility Worker	\$ 12.06	\$ 15.72	50.35%	\$ 18.13	\$ 23.63	24.00%	\$ 22.42	\$ 29.24
Trades	Tradesman Helper	\$ 12.06	\$ 19.42	50.35%	\$ 18.13	\$ 29.19	24.00%	\$ 22.42	\$ 36.11
Trades	Tradesman Helper Senior	\$ 19.42	\$ 24.20	50.35%	\$ 29.19	\$ 36.38	24.00%	\$ 36.11	\$ 45.01
Trades	Welder	\$ 13.28	\$ 22.01	50.35%	\$ 19.97	\$ 33.09	24.00%	\$ 24.71	\$ 40.93
Trades	Welder Senior	\$ 22.07	\$ 26.46	50.35%	\$ 33.18	\$ 39.78	24.00%	\$ 41.05	\$ 49.22
Trades	Work Zone Safety Officer	\$ 27.58	\$ 44.59	50.35%	\$ 41.47	\$ 67.04	24.00%	\$ 51.30	\$ 82.93

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	39.03%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	39.51%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	56.68%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	39.51%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	39.22%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	43.10%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	39.22%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	53.87%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	39.51%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	41.96%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	50.35%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

West Virginia (2017 HOURLY MINIMUM WAGE = \$8.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 12.77	\$ 18.13	40.19%	\$ 17.90	\$ 25.42	24.00%	\$ 23.75	\$ 33.73
Accounting/Finance	Accountant JR	\$ 8.75	\$ 13.97	40.19%	\$ 12.27	\$ 19.59	24.00%	\$ 16.28	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 18.14	\$ 25.18	40.19%	\$ 25.43	\$ 35.30	24.00%	\$ 33.74	\$ 46.84
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	40.19%	\$ 29.02	\$ 36.27	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	40.19%	\$ 21.76	\$ 27.93	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	40.19%	\$ 13.78	\$ 17.41	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 16.62	\$ 19.02	40.19%	\$ 23.31	\$ 26.67	24.00%	\$ 30.92	\$ 35.38
Accounting/Finance	Accounting Manager B	\$ 18.97	\$ 23.28	40.19%	\$ 26.60	\$ 32.64	24.00%	\$ 35.29	\$ 43.30
Accounting/Finance	Accounting Manager C	\$ 23.32	\$ 29.48	40.19%	\$ 32.70	\$ 41.33	24.00%	\$ 43.38	\$ 54.84
Accounting/Finance	Auditing - External Auditor	\$ 16.41	\$ 20.75	40.19%	\$ 23.00	\$ 29.09	24.00%	\$ 30.52	\$ 38.60
Accounting/Finance	Auditing - External Auditor Senior	\$ 20.77	\$ 29.48	40.19%	\$ 29.11	\$ 41.33	24.00%	\$ 38.63	\$ 54.84
Accounting/Finance	Auditing - Internal Auditor	\$ 16.41	\$ 20.75	40.19%	\$ 23.00	\$ 29.09	24.00%	\$ 30.52	\$ 38.60
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 20.79	\$ 29.48	40.19%	\$ 29.15	\$ 41.33	24.00%	\$ 38.68	\$ 54.84
Accounting/Finance	Bookkeeper	\$ 8.75	\$ 13.07	40.19%	\$ 12.27	\$ 18.32	24.00%	\$ 16.28	\$ 24.30
Accounting/Finance	Budget Analyst	\$ 16.09	\$ 21.06	40.19%	\$ 22.56	\$ 29.52	24.00%	\$ 29.93	\$ 39.16
Accounting/Finance	Budget Analyst Senior	\$ 21.06	\$ 32.69	40.19%	\$ 29.53	\$ 45.83	24.00%	\$ 39.18	\$ 60.81
Accounting/Finance	Closure/Disbursement Specialists	\$ 26.83	\$ 29.87	40.19%	\$ 37.62	\$ 41.87	24.00%	\$ 49.91	\$ 55.55
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 25.20	\$ 32.66	40.19%	\$ 35.33	\$ 45.79	24.00%	\$ 46.87	\$ 60.76
Accounting/Finance	CPA	\$ 26.13	\$ 34.53	40.19%	\$ 36.64	\$ 48.41	24.00%	\$ 48.61	\$ 64.23
Accounting/Finance	Fiscal Assistant	\$ 9.09	\$ 13.96	40.19%	\$ 12.74	\$ 19.58	24.00%	\$ 16.90	\$ 25.97
Accounting/Finance	Fiscal Technical Senior	\$ 12.18	\$ 17.37	40.19%	\$ 17.07	\$ 24.35	24.00%	\$ 22.65	\$ 32.30
Accounting/Finance	Fiscal Technician	\$ 14.01	\$ 17.12	40.19%	\$ 19.64	\$ 24.00	24.00%	\$ 26.05	\$ 31.85
Accounting/Finance	Payroll Assistant	\$ 13.30	\$ 16.80	40.19%	\$ 18.64	\$ 23.55	24.00%	\$ 24.74	\$ 31.25
Accounting/Finance	Purchasing / Procurement	\$ 16.80	\$ 24.97	40.19%	\$ 23.55	\$ 35.00	24.00%	\$ 31.25	\$ 46.44
Accounting/Finance	Sr. Compliance Officer	\$ 32.43	\$ 36.87	40.19%	\$ 45.47	\$ 51.68	24.00%	\$ 60.32	\$ 68.57
Accounting/Finance	Supervising Auditor	\$ 32.43	\$ 37.33	40.19%	\$ 45.47	\$ 52.34	24.00%	\$ 60.32	\$ 69.44
Call Center/Customer Service	Customer Service Inbound I	\$ 8.75	\$ 12.59	41.08%	\$ 12.34	\$ 17.76	24.00%	\$ 16.28	\$ 23.41
Call Center/Customer Service	Customer Service Inbound II	\$ 12.64	\$ 20.35	41.08%	\$ 17.83	\$ 28.71	24.00%	\$ 23.51	\$ 37.85

West Virginia (2017 HOURLY MINIMUM WAGE = \$8.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 8.75	\$ 12.59	41.08%	\$ 12.34	\$ 17.76	24.00%	\$ 16.28	\$ 23.41
Call Center/Customer Service	Customer Service Outbound II	\$ 12.64	\$ 20.35	41.08%	\$ 17.83	\$ 28.71	24.00%	\$ 23.51	\$ 37.85
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 8.75	\$ 14.23	41.08%	\$ 12.34	\$ 20.08	24.00%	\$ 16.28	\$ 26.47
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	41.08%	\$ 29.20	\$ 36.50	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 8.75	\$ 13.35	41.08%	\$ 12.34	\$ 18.83	24.00%	\$ 16.28	\$ 24.82
Call Center/Customer Service	Detailing Representative II	\$ 9.49	\$ 15.35	41.08%	\$ 13.39	\$ 21.66	24.00%	\$ 17.65	\$ 28.55
Call Center/Customer Service	Help Desk Analyst	\$ 11.30	\$ 25.09	41.08%	\$ 15.95	\$ 35.40	24.00%	\$ 21.03	\$ 46.67
Call Center/Customer Service	Market Research Inbound	\$ 16.58	\$ 19.91	41.08%	\$ 23.39	\$ 28.09	24.00%	\$ 30.84	\$ 37.04
Call Center/Customer Service	Market Research Outbound	\$ 19.93	\$ 30.34	41.08%	\$ 28.12	\$ 42.81	24.00%	\$ 37.07	\$ 56.44
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.75	\$ 11.09	41.08%	\$ 12.34	\$ 15.64	24.00%	\$ 16.28	\$ 20.62
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 11.23	\$ 16.04	41.08%	\$ 15.84	\$ 22.63	24.00%	\$ 20.88	\$ 29.83
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.75	\$ 11.09	41.08%	\$ 12.34	\$ 15.64	24.00%	\$ 16.28	\$ 20.62
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 11.23	\$ 16.04	41.08%	\$ 15.84	\$ 22.63	24.00%	\$ 20.88	\$ 29.83
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.75	\$ 10.87	41.08%	\$ 12.34	\$ 15.33	24.00%	\$ 16.28	\$ 20.21
Call Center/Customer Service	Sales Inbound I	\$ 8.75	\$ 14.18	41.08%	\$ 12.34	\$ 20.01	24.00%	\$ 16.28	\$ 26.38
Call Center/Customer Service	Sales Inbound II	\$ 11.23	\$ 16.04	41.08%	\$ 15.84	\$ 22.63	24.00%	\$ 20.88	\$ 29.83
Call Center/Customer Service	Sales Outbound I	\$ 10.17	\$ 14.27	41.08%	\$ 14.35	\$ 20.13	24.00%	\$ 18.92	\$ 26.54
Call Center/Customer Service	Sales Outbound II	\$ 11.23	\$ 16.04	41.08%	\$ 15.84	\$ 22.63	24.00%	\$ 20.88	\$ 29.83
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.75	\$ 11.11	41.08%	\$ 12.34	\$ 15.68	24.00%	\$ 16.28	\$ 20.67
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 11.12	\$ 14.41	41.08%	\$ 15.69	\$ 20.33	24.00%	\$ 20.68	\$ 26.80
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 8.75	\$ 10.95	41.08%	\$ 12.34	\$ 15.44	24.00%	\$ 16.28	\$ 20.36
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 10.99	\$ 19.35	41.08%	\$ 15.50	\$ 27.29	24.00%	\$ 20.44	\$ 35.98
Food Related Services	Barista (misc)	\$ 9.59	\$ 14.15	55.67%	\$ 14.94	\$ 22.02	24.00%	\$ 17.85	\$ 26.31
Food Related Services	Building Attendant (misc)	\$ 9.59	\$ 14.15	42.33%	\$ 13.66	\$ 20.14	24.00%	\$ 17.85	\$ 26.31
Food Related Services	Busser	\$ 9.59	\$ 14.15	42.33%	\$ 13.66	\$ 20.14	24.00%	\$ 17.85	\$ 26.31
Food Related Services	Cashiers	\$ 9.59	\$ 14.15	42.33%	\$ 13.66	\$ 20.14	24.00%	\$ 17.85	\$ 26.31
Food Related Services	Dishwasher	\$ 8.75	\$ 11.34	42.33%	\$ 12.45	\$ 16.14	24.00%	\$ 16.28	\$ 21.09
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	42.33%	\$ 20.50	\$ 25.05	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	42.33%	\$ 14.09	\$ 17.22	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 8.75	\$ 12.65	42.33%	\$ 12.45	\$ 18.00	24.00%	\$ 16.28	\$ 23.52
Food Related Services	Food Operations Manager Assistant	\$ 12.68	\$ 14.85	42.33%	\$ 18.05	\$ 21.13	24.00%	\$ 23.59	\$ 27.61
Food Related Services	Food Production Worker	\$ 8.75	\$ 11.39	42.33%	\$ 12.45	\$ 16.21	24.00%	\$ 16.28	\$ 21.19
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	42.33%	\$ 19.86	\$ 24.27	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	42.33%	\$ 15.37	\$ 18.79	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	42.33%	\$ 17.93	\$ 21.92	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.75	\$ 11.17	42.33%	\$ 12.45	\$ 15.90	24.00%	\$ 16.28	\$ 20.78
Food Related Services	Second Cook Senior	\$ 11.09	\$ 14.58	55.67%	\$ 17.26	\$ 22.70	24.00%	\$ 20.62	\$ 27.13
Food Related Services	Server	\$ 8.75	\$ 9.09	42.33%	\$ 12.45	\$ 12.94	24.00%	\$ 16.28	\$ 16.90
General Administrative	Administrative Assistant I	\$ 9.52	\$ 12.81	41.08%	\$ 13.44	\$ 18.08	24.00%	\$ 17.72	\$ 23.83
General Administrative	Administrative Assistant II	\$ 12.82	\$ 13.87	41.08%	\$ 18.09	\$ 19.57	24.00%	\$ 23.85	\$ 25.80

West Virginia (2017 HOURLY MINIMUM WAGE = \$8.75)

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General Administrative	Administrative Assistant III	\$ 13.88	\$ 15.05	41.08%	\$ 19.58	\$ 21.24	24.00%	\$ 25.81	\$ 28.00
General Administrative	Administrative Assistant IV	\$ 15.06	\$ 16.67	41.08%	\$ 21.25	\$ 23.52	24.00%	\$ 28.02	\$ 31.00
General Administrative	Administrative Assistant V	\$ 16.69	\$ 18.80	41.08%	\$ 23.54	\$ 26.52	24.00%	\$ 31.04	\$ 34.96
General Administrative	Administrative Staff Assistant	\$ 18.49	\$ 21.14	41.08%	\$ 26.09	\$ 29.83	24.00%	\$ 34.39	\$ 39.33
General Administrative	Administrative Staff Specialist	\$ 21.15	\$ 26.15	41.08%	\$ 29.84	\$ 36.89	24.00%	\$ 39.34	\$ 48.64
General Administrative	Administrative Staff Specialist Senior	\$ 26.16	\$ 20.43	41.08%	\$ 36.90	\$ 28.82	24.00%	\$ 48.65	\$ 38.00
General Administrative	Agency Management Analyst	\$ 17.06	\$ 22.39	41.08%	\$ 24.07	\$ 31.59	24.00%	\$ 31.73	\$ 41.65
General Administrative	Agency Management Analyst Lead	\$ 22.40	\$ 26.02	41.08%	\$ 31.60	\$ 36.71	24.00%	\$ 41.66	\$ 48.39
General Administrative	Agency Management Analyst Senior	\$ 26.07	\$ 40.57	41.08%	\$ 36.78	\$ 57.23	24.00%	\$ 48.49	\$ 75.46
General Administrative	Clerk	\$ 9.86	\$ 11.40	41.08%	\$ 13.91	\$ 16.08	24.00%	\$ 18.34	\$ 21.20
General Administrative	Clerk Jr	\$ 8.75	\$ 9.81	41.08%	\$ 12.34	\$ 13.84	24.00%	\$ 16.28	\$ 18.25
General Administrative	Clerk Sr	\$ 11.45	\$ 13.25	41.08%	\$ 16.15	\$ 18.69	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 8.75	\$ 10.89	41.08%	\$ 12.34	\$ 15.36	24.00%	\$ 16.28	\$ 20.25
General Administrative	Data Entry Operator Senior	\$ 10.91	\$ 15.67	41.08%	\$ 15.39	\$ 22.10	24.00%	\$ 20.30	\$ 29.14
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	41.08%	\$ 14.46	\$ 21.16	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 13.75	\$ 17.09	41.08%	\$ 19.39	\$ 24.11	24.00%	\$ 25.57	\$ 31.78
General Administrative	Executive Secretary Senior	\$ 17.11	\$ 25.35	41.08%	\$ 24.14	\$ 35.76	24.00%	\$ 31.83	\$ 47.15
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	41.08%	\$ 24.69	\$ 29.27	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	41.08%	\$ 21.16	\$ 25.39	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 10.87	\$ 12.74	41.08%	\$ 15.33	\$ 17.98	24.00%	\$ 20.21	\$ 23.70
General Administrative	Legal Assistant Senior	\$ 12.77	\$ 32.19	41.08%	\$ 18.02	\$ 45.42	24.00%	\$ 23.75	\$ 59.88
General Administrative	Library Assistant	\$ 8.75	\$ 15.27	41.08%	\$ 12.34	\$ 21.55	24.00%	\$ 16.28	\$ 28.41
General Administrative	Medical Assistant I	\$ 10.41	\$ 12.15	41.08%	\$ 14.69	\$ 17.14	24.00%	\$ 19.37	\$ 22.60
General Administrative	Medical Assistant II	\$ 12.18	\$ 17.32	41.08%	\$ 17.19	\$ 24.44	24.00%	\$ 22.66	\$ 32.22
General Administrative	Medical Biller I	\$ 9.08	\$ 11.15	41.08%	\$ 12.81	\$ 15.73	24.00%	\$ 16.89	\$ 20.73
General Administrative	Medical Biller II	\$ 11.17	\$ 17.36	41.08%	\$ 15.76	\$ 24.49	24.00%	\$ 20.78	\$ 32.28
General Administrative	Medical Records Clerk I	\$ 10.91	\$ 15.89	41.08%	\$ 15.39	\$ 22.42	24.00%	\$ 20.30	\$ 29.56
General Administrative	Medical Records Clerk II	\$ 11.78	\$ 17.04	41.08%	\$ 16.62	\$ 24.04	24.00%	\$ 21.92	\$ 31.70
General Administrative	Office Manager	\$ 18.36	\$ 27.95	41.08%	\$ 25.90	\$ 39.43	24.00%	\$ 34.15	\$ 51.98
General Administrative	Office Services Aide	\$ 10.16	\$ 14.00	41.08%	\$ 14.34	\$ 19.75	24.00%	\$ 18.90	\$ 26.04
General Administrative	Office Services Assistant	\$ 10.89	\$ 14.78	41.08%	\$ 15.37	\$ 20.86	24.00%	\$ 20.26	\$ 27.50
General Administrative	Office Services Specialist	\$ 11.48	\$ 15.47	41.08%	\$ 16.19	\$ 21.83	24.00%	\$ 21.35	\$ 28.78
General Administrative	Office Services Supervisor	\$ 12.01	\$ 15.81	41.08%	\$ 16.94	\$ 22.31	24.00%	\$ 22.34	\$ 29.41
General Administrative	Office Services Supervisor Senior	\$ 13.92	\$ 17.74	41.08%	\$ 19.64	\$ 25.03	24.00%	\$ 25.89	\$ 33.00
General Administrative	Operator I	\$ 8.75	\$ 10.85	41.08%	\$ 12.34	\$ 15.31	24.00%	\$ 16.28	\$ 20.18
General Administrative	Operator II	\$ 10.87	\$ 12.68	41.08%	\$ 15.33	\$ 17.89	24.00%	\$ 20.21	\$ 23.59
General Administrative	Operator III (Key Disc Operator)	\$ 12.72	\$ 14.40	41.08%	\$ 17.94	\$ 20.32	24.00%	\$ 23.65	\$ 26.78
General Administrative	Operator IV (Key Disc Operator)	\$ 14.41	\$ 16.69	41.08%	\$ 20.33	\$ 23.55	24.00%	\$ 26.80	\$ 31.05
General Administrative	Paralegal	\$ 14.00	\$ 23.50	41.08%	\$ 19.75	\$ 33.15	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 9.67	\$ 12.94	41.08%	\$ 13.65	\$ 18.26	24.00%	\$ 17.99	\$ 24.08

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General Administrative	Personal Assistant Senior	\$ 12.95	\$ 13.81	41.08%	\$ 18.27	\$ 19.48	24.00%	\$ 24.09	\$ 25.68
General Administrative	Photocopy Supervisor	\$ 10.46	\$ 14.52	41.08%	\$ 14.75	\$ 20.49	24.00%	\$ 19.45	\$ 27.01
General Administrative	Photocopy Technician	\$ 9.45	\$ 13.35	41.08%	\$ 13.33	\$ 18.84	24.00%	\$ 17.57	\$ 24.84
General Administrative	Photo-Typesetting Specialist	\$ 12.30	\$ 17.71	41.08%	\$ 17.35	\$ 24.98	24.00%	\$ 22.87	\$ 32.93
General Administrative	Photo-Typesetting Supervisor	\$ 13.14	\$ 19.22	41.08%	\$ 18.53	\$ 27.12	24.00%	\$ 24.43	\$ 35.76
General Administrative	Postal Aide	\$ 8.75	\$ 9.45	41.08%	\$ 12.34	\$ 13.33	24.00%	\$ 16.28	\$ 17.57
General Administrative	Postal Aide Senior	\$ 9.49	\$ 14.93	41.08%	\$ 13.39	\$ 21.07	24.00%	\$ 17.65	\$ 27.77
General Administrative	Postal Assistant	\$ 14.98	\$ 16.65	41.08%	\$ 21.14	\$ 23.49	24.00%	\$ 27.87	\$ 30.97
General Administrative	Program Manager	\$ 30.00	\$ 45.00	41.08%	\$ 42.32	\$ 63.49	24.00%	\$ 55.80	\$ 83.70
General Administrative	Project Assistant	\$ 20.00	\$ 25.00	41.08%	\$ 28.22	\$ 35.27	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 11.09	\$ 14.64	41.08%	\$ 15.64	\$ 20.65	24.00%	\$ 20.62	\$ 27.22
General Administrative	Public Relations Specialist	\$ 15.40	\$ 26.34	41.08%	\$ 21.73	\$ 37.16	24.00%	\$ 28.65	\$ 48.99
General Administrative	Public Relations Specialist Assistant	\$ 11.09	\$ 15.38	41.08%	\$ 15.64	\$ 21.69	24.00%	\$ 20.62	\$ 28.60
General Administrative	Receptionist	\$ 8.75	\$ 9.97	41.08%	\$ 12.34	\$ 14.07	24.00%	\$ 16.28	\$ 18.54
General Administrative	Receptionist Senior	\$ 9.98	\$ 15.73	41.08%	\$ 14.08	\$ 22.20	24.00%	\$ 18.56	\$ 29.27
General Administrative	Secretary	\$ 8.75	\$ 10.95	41.08%	\$ 12.34	\$ 15.44	24.00%	\$ 16.28	\$ 20.36
General Administrative	Secretary Senior	\$ 10.99	\$ 19.40	41.08%	\$ 15.50	\$ 27.37	24.00%	\$ 20.44	\$ 36.08
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00	41.08%	\$ 21.51	\$ 25.39	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 9.52	\$ 23.27	41.08%	\$ 13.44	\$ 32.83	24.00%	\$ 17.72	\$ 43.28
Human Resources	Claims Representative	\$ 20.00	\$ 26.49	41.08%	\$ 28.22	\$ 37.37	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 17.07	\$ 21.06	41.08%	\$ 24.08	\$ 29.71	24.00%	\$ 31.75	\$ 39.16
Human Resources	Classification / Compensation Analyst Senior	\$ 21.10	\$ 27.95	41.08%	\$ 29.77	\$ 39.43	24.00%	\$ 39.24	\$ 51.98
Human Resources	Classification / Compensation Consultant	\$ 27.96	\$ 37.45	41.08%	\$ 39.45	\$ 52.84	24.00%	\$ 52.01	\$ 69.66
Human Resources	EEO Program Analyst	\$ 16.49	\$ 26.32	41.08%	\$ 23.26	\$ 37.13	24.00%	\$ 30.66	\$ 48.95
Human Resources	EEO Program Specialist	\$ 18.18	\$ 28.70	41.08%	\$ 25.64	\$ 40.50	24.00%	\$ 33.81	\$ 53.39
Human Resources	Employee Relations Analyst	\$ 14.85	\$ 18.80	41.08%	\$ 20.94	\$ 26.52	24.00%	\$ 27.61	\$ 34.96
Human Resources	Employee Relations Analyst Senior	\$ 18.84	\$ 33.25	41.08%	\$ 26.58	\$ 46.91	24.00%	\$ 35.04	\$ 61.84
Human Resources	Human Resources Assistant	\$ 11.39	\$ 16.41	41.08%	\$ 16.07	\$ 23.15	24.00%	\$ 21.19	\$ 30.52
Human Resources	Human Resources Generalist	\$ 13.21	\$ 16.80	41.08%	\$ 18.63	\$ 23.70	24.00%	\$ 24.56	\$ 31.25
Human Resources	Human Resources Generalist Senior	\$ 16.90	\$ 29.51	41.08%	\$ 23.84	\$ 41.63	24.00%	\$ 31.42	\$ 54.88
Human Resources	Personnel Analyst	\$ 13.07	\$ 16.62	41.08%	\$ 18.45	\$ 23.45	24.00%	\$ 24.32	\$ 30.92
Human Resources	Personnel Analyst Senior	\$ 16.67	\$ 20.17	41.08%	\$ 23.52	\$ 28.45	24.00%	\$ 31.00	\$ 37.51
Human Resources	Personnel Practices Analyst	\$ 20.22	\$ 23.81	41.08%	\$ 28.52	\$ 33.59	24.00%	\$ 37.61	\$ 44.29
Human Resources	Personnel Practices Analyst Senior	\$ 23.86	\$ 30.37	41.08%	\$ 33.66	\$ 42.85	24.00%	\$ 44.37	\$ 56.49
Human Resources	Personnel Practices Manager	\$ 29.88	\$ 37.17	41.08%	\$ 42.16	\$ 52.45	24.00%	\$ 55.58	\$ 69.14
Human Services	Social Worker	\$ 14.56	\$ 24.66	37.27%	\$ 19.98	\$ 33.85	24.00%	\$ 27.08	\$ 45.86
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	37.27%	\$ 30.89	\$ 42.55	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 11.04	\$ 15.25	37.27%	\$ 15.16	\$ 20.93	24.00%	\$ 20.54	\$ 28.36
Human Services	Support Enforcement Specialist Senior	\$ 15.30	\$ 18.05	37.27%	\$ 21.00	\$ 24.77	24.00%	\$ 28.46	\$ 33.57
Human Services	Utilization Review Analyst	\$ 15.30	\$ 21.95	37.27%	\$ 21.00	\$ 30.12	24.00%	\$ 28.46	\$ 40.82

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Human Services	Utilization Review Analyst Senior	\$ 21.99	\$ 35.27	37.27%	\$ 30.18	\$ 48.42	24.00%	\$ 40.90	\$ 65.61
Insurance	Claims Adjuster I	\$ 12.64	\$ 15.30	37.27%	\$ 17.35	\$ 21.00	24.00%	\$ 23.51	\$ 28.46
Insurance	Claims Adjuster II	\$ 15.34	\$ 21.95	37.27%	\$ 21.06	\$ 30.12	24.00%	\$ 28.54	\$ 40.82
Insurance	Claims Specialist	\$ 21.99	\$ 27.71	37.27%	\$ 30.18	\$ 38.04	24.00%	\$ 40.90	\$ 51.54
Insurance	Worker's Compensation Specialist	\$ 20.78	\$ 31.08	37.27%	\$ 28.52	\$ 42.66	24.00%	\$ 38.64	\$ 57.80
Laborer/Industrial	CDL Driver	\$ 11.09	\$ 15.91	45.41%	\$ 16.12	\$ 23.13	24.00%	\$ 20.62	\$ 29.59
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	45.41%	\$ 31.26	\$ 41.03	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	45.41%	\$ 40.64	\$ 48.29	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	45.41%	\$ 43.99	\$ 50.89	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	45.41%	\$ 35.99	\$ 43.62	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Sdwelling Inspector	\$ 24.75	\$ 29.50	45.41%	\$ 35.99	\$ 42.90	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	45.41%	\$ 45.80	\$ 54.89	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	45.41%	\$ 38.53	\$ 48.79	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 11.90	\$ 17.05	45.41%	\$ 17.30	\$ 24.80	24.00%	\$ 22.13	\$ 31.72
Laborer/Industrial	Forklift Operator	\$ 9.27	\$ 12.92	45.41%	\$ 13.48	\$ 18.78	24.00%	\$ 17.25	\$ 24.03
Laborer/Industrial	Forklift Operator Senior	\$ 12.94	\$ 18.84	45.41%	\$ 18.82	\$ 27.40	24.00%	\$ 24.08	\$ 35.04
Laborer/Industrial	Grounds Worker	\$ 8.75	\$ 10.41	45.41%	\$ 12.72	\$ 15.14	24.00%	\$ 16.28	\$ 19.37
Laborer/Industrial	Grounds Worker Lead	\$ 10.46	\$ 13.96	45.41%	\$ 15.21	\$ 20.31	24.00%	\$ 19.45	\$ 25.97
Laborer/Industrial	Grounds Worker Senior	\$ 11.16	\$ 13.88	45.41%	\$ 16.23	\$ 20.18	24.00%	\$ 20.77	\$ 25.81
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.75	\$ 10.87	45.41%	\$ 12.72	\$ 15.80	24.00%	\$ 16.28	\$ 20.21
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 10.88	\$ 13.88	45.41%	\$ 15.82	\$ 20.18	24.00%	\$ 20.23	\$ 25.81
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.75	\$ 10.44	45.41%	\$ 12.72	\$ 15.18	24.00%	\$ 16.28	\$ 19.42
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.75	\$ 10.44	45.41%	\$ 12.72	\$ 15.18	24.00%	\$ 16.28	\$ 19.42
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.75	\$ 10.44	45.41%	\$ 12.72	\$ 15.18	24.00%	\$ 16.28	\$ 19.42
Laborer/Industrial	Housekeeping Supervisor	\$ 9.27	\$ 12.87	45.41%	\$ 13.48	\$ 18.72	24.00%	\$ 17.25	\$ 23.95
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 12.90	\$ 19.96	45.41%	\$ 18.76	\$ 29.02	24.00%	\$ 23.99	\$ 37.12
Laborer/Industrial	Housekeeping Worker	\$ 8.75	\$ 10.51	45.41%	\$ 12.72	\$ 15.28	24.00%	\$ 16.28	\$ 19.55
Laborer/Industrial	Housekeeping Worker Senior	\$ 10.55	\$ 13.48	45.41%	\$ 15.35	\$ 19.60	24.00%	\$ 19.63	\$ 25.07
Laborer/Industrial	Inventory Worker Light	\$ 8.75	\$ 12.86	45.41%	\$ 12.72	\$ 18.69	24.00%	\$ 16.28	\$ 23.91
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.75	\$ 14.43	45.41%	\$ 12.72	\$ 20.98	24.00%	\$ 16.28	\$ 26.83
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.75	\$ 9.98	45.41%	\$ 12.72	\$ 14.51	24.00%	\$ 16.28	\$ 18.56
Laborer/Industrial	Motor Vehicle Operator B	\$ 10.02	\$ 16.18	45.41%	\$ 14.57	\$ 23.53	24.00%	\$ 18.64	\$ 30.09
Laborer/Industrial	Packer	\$ 8.75	\$ 10.44	45.41%	\$ 12.72	\$ 15.18	24.00%	\$ 16.28	\$ 19.42
Laborer/Industrial	Warehouse Specialist I	\$ 8.75	\$ 10.44	45.41%	\$ 12.72	\$ 15.18	24.00%	\$ 16.28	\$ 19.42
Laborer/Industrial	Warehouse Specialist II	\$ 10.46	\$ 13.07	45.41%	\$ 15.21	\$ 19.01	24.00%	\$ 19.45	\$ 24.32
Laborer/Industrial	Warehouse Specialist III	\$ 13.12	\$ 16.71	45.41%	\$ 19.08	\$ 24.30	24.00%	\$ 24.40	\$ 31.08
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	45.41%	\$ 13.09	\$ 16.00	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.75	\$ 10.44	45.41%	\$ 12.72	\$ 15.18	24.00%	\$ 16.28	\$ 19.42
Laborer/Industrial	Warehouse Worker II	\$ 10.46	\$ 13.07	45.41%	\$ 15.21	\$ 19.01	24.00%	\$ 19.45	\$ 24.32
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	45.41%	\$ 35.55	\$ 46.53	24.00%	\$ 45.48	\$ 59.52

West Virginia (2017 HOURLY MINIMUM WAGE = \$8.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	45.41%	\$ 35.55	\$ 42.90	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	45.41%	\$ 35.55	\$ 42.90	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 9.98	\$ 12.87	40.24%	\$ 13.99	\$ 18.05	24.00%	\$ 18.56	\$ 23.95
Media	Audio Visual Technician Senior	\$ 12.90	\$ 21.38	40.24%	\$ 18.09	\$ 29.98	24.00%	\$ 23.99	\$ 39.76
Media	Graphic Artist	\$ 11.75	\$ 14.03	40.24%	\$ 16.48	\$ 19.67	24.00%	\$ 21.85	\$ 26.09
Media	Graphic Artist Senior	\$ 14.03	\$ 19.73	40.24%	\$ 19.67	\$ 27.67	24.00%	\$ 26.09	\$ 36.70
Media	Graphic Designer	\$ 11.75	\$ 14.03	40.24%	\$ 16.48	\$ 19.67	24.00%	\$ 21.85	\$ 26.09
Media	Graphic Designer Senior	\$ 14.05	\$ 19.73	40.24%	\$ 19.71	\$ 27.67	24.00%	\$ 26.14	\$ 36.70
Media	Photographer	\$ 8.75	\$ 10.27	40.24%	\$ 12.27	\$ 14.40	24.00%	\$ 16.28	\$ 19.09
Media	Photographer Senior	\$ 10.28	\$ 16.45	40.24%	\$ 14.42	\$ 23.07	24.00%	\$ 19.13	\$ 30.60
Media	TV / Video Production Specialist	\$ 15.52	\$ 19.97	40.24%	\$ 21.76	\$ 28.00	24.00%	\$ 28.86	\$ 37.14
Media	TV / Video Production Technician	\$ 19.99	\$ 27.05	40.24%	\$ 28.04	\$ 37.93	24.00%	\$ 37.18	\$ 50.31
Security	Armed Security Officer	\$ 12.42	\$ 16.62	56.76%	\$ 19.47	\$ 26.06	24.00%	\$ 23.10	\$ 30.92
Security	<u>Captain</u>	\$ 17.44	\$ 24.86	56.76%	\$ 27.35	\$ 38.97	24.00%	\$ 32.45	\$ 46.24
Security	Dispatcher/Police	\$ 12.04	\$ 20.51	56.76%	\$ 18.87	\$ 32.16	24.00%	\$ 22.39	\$ 38.16
Security	<u>Lieutenant</u>	\$ 15.70	\$ 21.81	56.76%	\$ 24.61	\$ 34.18	24.00%	\$ 29.20	\$ 40.56
Security	<u>Sergeant</u>	\$ 14.39	\$ 20.06	56.76%	\$ 22.56	\$ 31.45	24.00%	\$ 26.77	\$ 37.31
Security	Unarmed Security Guard	\$ 8.75	\$ 16.40	56.76%	\$ 13.72	\$ 25.71	24.00%	\$ 16.28	\$ 30.50
Tax	Data Entry Clerk	\$ 8.75	\$ 9.98	41.08%	\$ 12.34	\$ 14.08	24.00%	\$ 16.28	\$ 18.56
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 10.02	\$ 15.73	41.08%	\$ 14.14	\$ 22.20	24.00%	\$ 18.64	\$ 29.27
Tax	Error Resolution and Document Processor	\$ 13.04	\$ 18.12	41.08%	\$ 18.40	\$ 25.56	24.00%	\$ 24.25	\$ 33.70
Tax	General Clerical	\$ 8.75	\$ 11.16	41.08%	\$ 12.34	\$ 15.74	24.00%	\$ 16.28	\$ 20.75
Tax	On-Site Administrator (Day)	\$ 8.82	\$ 19.07	41.08%	\$ 12.44	\$ 26.90	24.00%	\$ 16.40	\$ 35.46
Tax	On-Site Administrator (Evening)	\$ 8.82	\$ 19.07	41.08%	\$ 12.44	\$ 26.90	24.00%	\$ 16.40	\$ 35.46
Tax	Remittance Processor	\$ 15.67	\$ 23.23	41.08%	\$ 22.11	\$ 32.77	24.00%	\$ 29.15	\$ 43.20
Tax	Taxpayer Information & Assistance Agent	\$ 13.89	\$ 19.95	41.08%	\$ 19.59	\$ 28.14	24.00%	\$ 25.83	\$ 37.10
Technical	Agricultural Technician	\$ 14.28	\$ 23.18	44.39%	\$ 20.62	\$ 33.46	24.00%	\$ 26.56	\$ 43.11
Technical	Agricultural Technician Lead	\$ 16.01	\$ 25.59	44.39%	\$ 23.12	\$ 36.95	24.00%	\$ 29.79	\$ 47.60
Technical	Agricultural Technician Supervisor	\$ 19.23	\$ 30.83	44.39%	\$ 27.77	\$ 44.52	24.00%	\$ 35.77	\$ 57.35
Technical	Analytical Chemist	\$ 15.13	\$ 25.59	44.39%	\$ 21.85	\$ 36.95	24.00%	\$ 28.15	\$ 47.60
Technical	Analytical Chemist Assistant	\$ 17.68	\$ 29.11	44.39%	\$ 25.53	\$ 42.04	24.00%	\$ 32.88	\$ 54.15
Technical	Analytical Chemist Senior	\$ 22.31	\$ 36.42	44.39%	\$ 32.22	\$ 52.58	24.00%	\$ 41.50	\$ 67.73
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	44.39%	\$ 28.58	\$ 44.80	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	44.39%	\$ 41.71	\$ 54.07	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 15.98	\$ 24.03	44.39%	\$ 23.07	\$ 34.70	24.00%	\$ 29.72	\$ 44.70
Technical	Bridge Design Drafter Senior	\$ 17.04	\$ 25.98	44.39%	\$ 24.61	\$ 37.52	24.00%	\$ 31.70	\$ 48.33
Technical	Cartographic Drafter	\$ 20.09	\$ 28.29	44.39%	\$ 29.00	\$ 40.86	24.00%	\$ 37.36	\$ 52.63
Technical	Cartographic Drafter Assistant	\$ 15.74	\$ 23.68	44.39%	\$ 22.73	\$ 34.19	24.00%	\$ 29.28	\$ 44.05
Technical	Cartographic Supervisor	\$ 27.41	\$ 36.84	44.39%	\$ 39.57	\$ 53.20	24.00%	\$ 50.97	\$ 68.53
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	44.39%	\$ 23.10	\$ 28.16	24.00%	\$ 29.76	\$ 36.27

West Virginia (2017 HOURLY MINIMUM WAGE = \$8.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	44.39%	\$ 57.16	\$ 69.52	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 24.16	\$ 34.20	44.39%	\$ 34.89	\$ 49.38	24.00%	\$ 44.94	\$ 63.61
Technical	Engineering Design Drafting Supervisor	\$ 28.11	\$ 39.19	44.39%	\$ 40.59	\$ 56.59	24.00%	\$ 52.29	\$ 72.89
Technical	Engineering Design Drafting Technician	\$ 13.57	\$ 17.97	44.39%	\$ 19.60	\$ 25.94	24.00%	\$ 25.24	\$ 33.42
Technical	Engineering Drafting Technician	\$ 13.60	\$ 17.97	44.39%	\$ 19.63	\$ 25.94	24.00%	\$ 25.29	\$ 33.42
Technical	Engineering Drafting Technician Senior	\$ 15.76	\$ 22.91	44.39%	\$ 22.76	\$ 33.08	24.00%	\$ 29.32	\$ 42.62
Technical	Environmental Engineer	\$ 22.32	\$ 35.26	44.39%	\$ 32.23	\$ 50.92	24.00%	\$ 41.52	\$ 65.59
Technical	Environmental Engineer Senior	\$ 24.04	\$ 38.58	44.39%	\$ 34.71	\$ 55.70	24.00%	\$ 44.71	\$ 71.76
Technical	Environmental Program Analyst	\$ 18.94	\$ 27.98	44.39%	\$ 27.34	\$ 40.40	24.00%	\$ 35.22	\$ 52.04
Technical	Environmental Program Planner	\$ 20.24	\$ 30.23	44.39%	\$ 29.22	\$ 43.65	24.00%	\$ 37.64	\$ 56.23
Technical	Environmental Program Specialist	\$ 21.75	\$ 27.32	44.39%	\$ 31.41	\$ 39.44	24.00%	\$ 40.46	\$ 50.81
Technical	Environmental Specialist - Field	\$ 20.24	\$ 29.53	44.39%	\$ 29.22	\$ 42.64	24.00%	\$ 37.64	\$ 54.93
Technical	Environmental Specialist Senior - Field	\$ 20.81	\$ 30.91	44.39%	\$ 30.05	\$ 44.63	24.00%	\$ 38.71	\$ 57.50
Technical	Environmental Technician	\$ 18.94	\$ 27.98	44.39%	\$ 27.34	\$ 40.40	24.00%	\$ 35.22	\$ 52.04
Technical	Environmental Technician Senior	\$ 20.24	\$ 30.23	44.39%	\$ 29.22	\$ 43.65	24.00%	\$ 37.64	\$ 56.23
Technical	Help Desk Support	\$ 15.50	\$ 25.00	44.39%	\$ 22.38	\$ 36.10	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	44.39%	\$ 24.91	\$ 34.65	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 17.25	\$ 21.09	44.39%	\$ 24.91	\$ 30.45	24.00%	\$ 32.09	\$ 39.22
Technical	Laboratory Technician	\$ 14.45	\$ 21.65	44.39%	\$ 20.87	\$ 31.26	24.00%	\$ 26.88	\$ 40.27
Technical	Laboratory Technician Senior	\$ 15.34	\$ 23.34	44.39%	\$ 22.15	\$ 33.70	24.00%	\$ 28.54	\$ 43.41
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	44.39%	\$ 31.77	\$ 38.26	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 23.00	\$ 30.67	44.39%	\$ 33.21	\$ 44.29	24.00%	\$ 42.79	\$ 57.05
Technical	Residential Plan Reviewer	\$ 16.77	\$ 26.20	44.39%	\$ 24.22	\$ 37.83	24.00%	\$ 31.20	\$ 48.74
Technical	Right of Way Technician	\$ 23.80	\$ 37.64	44.39%	\$ 34.37	\$ 54.34	24.00%	\$ 44.27	\$ 70.00
Technical	Right of Way Technician Supervisor	\$ 25.70	\$ 41.32	44.39%	\$ 37.10	\$ 59.66	24.00%	\$ 47.79	\$ 76.85
Technical	Safety Engineer	\$ 23.45	\$ 36.78	44.39%	\$ 33.87	\$ 53.11	24.00%	\$ 43.62	\$ 68.41
Technical	Safety Engineer Senior	\$ 26.66	\$ 42.08	44.39%	\$ 38.50	\$ 60.77	24.00%	\$ 49.59	\$ 78.28
Technical	Title Examiner	\$ 16.34	\$ 22.97	44.39%	\$ 23.59	\$ 33.17	24.00%	\$ 30.39	\$ 42.73
Technical	Traffic Controller	\$ 19.77	\$ 31.97	44.39%	\$ 28.55	\$ 46.16	24.00%	\$ 36.78	\$ 59.46
Technical	Traffic Controller Senior	\$ 23.80	\$ 37.64	44.39%	\$ 34.37	\$ 54.34	24.00%	\$ 44.27	\$ 70.00
Technical	Transportation Data Analyst	\$ 19.77	\$ 31.97	44.39%	\$ 28.55	\$ 46.16	24.00%	\$ 36.78	\$ 59.46
Technical	Transportation Data Analyst Senior	\$ 23.80	\$ 37.64	44.39%	\$ 34.37	\$ 54.34	24.00%	\$ 44.27	\$ 70.00
Technical	Transportation Data Analyst Supervisor	\$ 23.80	\$ 37.64	44.39%	\$ 34.37	\$ 54.34	24.00%	\$ 44.27	\$ 70.00
Technical	Transportation Data Technician	\$ 19.77	\$ 31.97	44.39%	\$ 28.55	\$ 46.16	24.00%	\$ 36.78	\$ 59.46
Technical	Transportation District Utilities Specialist	\$ 23.36	\$ 37.63	44.39%	\$ 33.73	\$ 54.33	24.00%	\$ 43.45	\$ 69.99
Technical	Transportation Engineering Technician -Survey	\$ 24.26	\$ 41.17	44.39%	\$ 35.02	\$ 59.44	24.00%	\$ 45.12	\$ 76.57
Technical	Transportation Engineering Technician -Survey Senior	\$ 26.78	\$ 43.08	44.39%	\$ 38.66	\$ 62.20	24.00%	\$ 49.81	\$ 80.13
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 28.27	\$ 46.02	44.39%	\$ 40.82	\$ 66.45	24.00%	\$ 52.58	\$ 85.59
Technical	Transportation Materials Technician	\$ 11.36	\$ 16.34	44.39%	\$ 16.40	\$ 23.59	24.00%	\$ 21.12	\$ 30.39
Technical	Transportation Materials Technician Senior	\$ 12.12	\$ 17.71	44.39%	\$ 17.49	\$ 25.58	24.00%	\$ 22.53	\$ 32.95

West Virginia (2017 HOURLY MINIMUM WAGE = \$8.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 24.26	\$ 40.28	44.39%	\$ 35.02	\$ 58.16	24.00%	\$ 45.12	\$ 74.92
Technical	Transportation Materials Technician Supervisor	\$ 28.27	\$ 46.02	44.39%	\$ 40.82	\$ 66.45	24.00%	\$ 52.58	\$ 85.59
Technical	Transportation Planning Specialist	\$ 23.36	\$ 37.63	44.39%	\$ 33.73	\$ 54.33	24.00%	\$ 43.45	\$ 69.99
Technical	Transportation Planning Specialist Senior	\$ 26.78	\$ 43.08	44.39%	\$ 38.66	\$ 62.20	24.00%	\$ 49.81	\$ 80.13
Technical	Transportation Technical Program Coordinator	\$ 23.36	\$ 37.63	44.39%	\$ 33.73	\$ 54.33	24.00%	\$ 43.45	\$ 69.99
Technical	Transportation Technical Support Coordinator	\$ 23.36	\$ 37.63	44.39%	\$ 33.73	\$ 54.33	24.00%	\$ 43.45	\$ 69.99
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	44.39%	\$ 54.15	\$ 64.98	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 13.51	\$ 16.62	52.21%	\$ 20.56	\$ 25.30	24.00%	\$ 25.13	\$ 30.92
Trades	Boiler Operator II	\$ 16.67	\$ 19.14	52.21%	\$ 25.37	\$ 29.13	24.00%	\$ 31.00	\$ 35.59
Trades	Boiler Operator Senior I	\$ 19.15	\$ 20.91	52.21%	\$ 29.15	\$ 31.82	24.00%	\$ 35.63	\$ 38.89
Trades	Boiler Operator Senior II	\$ 20.92	\$ 28.64	52.21%	\$ 31.85	\$ 43.60	24.00%	\$ 38.92	\$ 53.28
Trades	Carpenter Assistant	\$ 9.00	\$ 12.18	52.21%	\$ 13.70	\$ 18.53	24.00%	\$ 16.74	\$ 22.65
Trades	Carpenter	\$ 12.18	\$ 17.07	52.21%	\$ 18.55	\$ 25.98	24.00%	\$ 22.66	\$ 31.75
Trades	Carpenter Senior	\$ 18.02	\$ 24.34	52.21%	\$ 27.43	\$ 37.05	24.00%	\$ 33.52	\$ 45.28
Trades	Electrician	\$ 19.22	\$ 31.98	52.21%	\$ 29.25	\$ 48.67	24.00%	\$ 35.74	\$ 59.47
Trades	Electrician Assistant	\$ 10.25	\$ 12.65	52.21%	\$ 15.60	\$ 19.25	24.00%	\$ 19.06	\$ 23.52
Trades	Electrician Senior	\$ 14.84	\$ 17.11	52.21%	\$ 22.58	\$ 26.05	24.00%	\$ 27.60	\$ 31.83
Trades	Electrician Supervisor Senior	\$ 17.16	\$ 30.16	52.21%	\$ 26.11	\$ 45.91	24.00%	\$ 31.91	\$ 56.10
Trades	Electronic Equipment Install & Repair Supervisor	\$ 18.72	\$ 27.82	52.21%	\$ 28.49	\$ 42.35	24.00%	\$ 34.82	\$ 51.75
Trades	Electronic Equipment Install & Repair Technician	\$ 14.85	\$ 18.62	52.21%	\$ 22.61	\$ 28.34	24.00%	\$ 27.63	\$ 34.64
Trades	Electronic Technician	\$ 11.30	\$ 14.37	52.21%	\$ 17.21	\$ 21.87	24.00%	\$ 21.03	\$ 26.72
Trades	Electronic Technician Senior	\$ 14.41	\$ 25.49	52.21%	\$ 21.93	\$ 38.79	24.00%	\$ 26.80	\$ 47.40
Trades	Equipment Repair Supervisor	\$ 20.49	\$ 23.99	52.21%	\$ 31.19	\$ 36.51	24.00%	\$ 38.11	\$ 44.61
Trades	Equipment Repair Technician	\$ 11.30	\$ 14.37	52.21%	\$ 17.21	\$ 21.87	24.00%	\$ 21.03	\$ 26.72
Trades	Equipment Repair Technician Senior	\$ 14.41	\$ 20.44	52.21%	\$ 21.93	\$ 31.11	24.00%	\$ 26.80	\$ 38.01
Trades	HVAC Installation & Repair Assistant	\$ 8.82	\$ 14.07	52.21%	\$ 13.42	\$ 21.41	24.00%	\$ 16.40	\$ 26.17
Trades	HVAC Installation & Repair Assistant Senior	\$ 14.07	\$ 23.99	52.21%	\$ 21.41	\$ 36.51	24.00%	\$ 26.17	\$ 44.61
Trades	Laboratory Mechanic	\$ 11.31	\$ 15.34	52.21%	\$ 17.22	\$ 23.35	24.00%	\$ 21.04	\$ 28.54
Trades	Laboratory Mechanic Senior	\$ 15.34	\$ 23.34	52.21%	\$ 23.35	\$ 35.53	24.00%	\$ 28.54	\$ 43.41
Trades	Locksmith	\$ 13.88	\$ 20.41	52.21%	\$ 21.12	\$ 31.07	24.00%	\$ 25.81	\$ 37.96
Trades	Maintenance Field Worker	\$ 11.30	\$ 14.45	52.21%	\$ 17.21	\$ 22.00	24.00%	\$ 21.03	\$ 26.88
Trades	Mason Plasterer	\$ 13.96	\$ 16.09	52.21%	\$ 21.26	\$ 24.49	24.00%	\$ 25.97	\$ 29.93
Trades	Mason Plasterer Assistant	\$ 16.13	\$ 23.86	52.21%	\$ 24.55	\$ 36.31	24.00%	\$ 30.00	\$ 44.37
Trades	Mechanic	\$ 9.09	\$ 20.45	52.21%	\$ 13.83	\$ 31.13	24.00%	\$ 16.90	\$ 38.04
Trades	Painter	\$ 8.75	\$ 19.40	52.21%	\$ 13.32	\$ 29.53	24.00%	\$ 16.28	\$ 36.08
Trades	Plumber / Steamfitter	\$ 18.95	\$ 28.82	52.21%	\$ 28.85	\$ 43.86	24.00%	\$ 35.25	\$ 53.60
Trades	Plumber / Steamfitter Assistant	\$ 11.30	\$ 18.89	52.21%	\$ 17.21	\$ 28.76	24.00%	\$ 21.03	\$ 35.14
Trades	Printing Press Operator B	\$ 18.50	\$ 27.17	52.21%	\$ 28.16	\$ 41.36	24.00%	\$ 34.41	\$ 50.54
Trades	Production Supervisor	\$ 21.94	\$ 33.60	52.21%	\$ 33.39	\$ 51.14	24.00%	\$ 40.80	\$ 62.49
Trades	Radio Specialist	\$ 13.07	\$ 16.76	52.21%	\$ 19.90	\$ 25.52	24.00%	\$ 24.32	\$ 31.18

West Virginia (2017 HOURLY MINIMUM WAGE = \$8.75)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 16.79	\$ 21.95	52.21%	\$ 25.56	\$ 33.40	24.00%	\$ 31.23	\$ 40.82
Trades	Sheet Metal Worker	\$ 12.44	\$ 16.01	52.21%	\$ 18.93	\$ 24.36	24.00%	\$ 23.13	\$ 29.77
Trades	Sheet Metal Worker Assistant	\$ 9.45	\$ 12.64	52.21%	\$ 14.38	\$ 19.24	24.00%	\$ 17.57	\$ 23.51
Trades	Sheet Metal Worker Lead	\$ 16.05	\$ 21.95	52.21%	\$ 24.43	\$ 33.42	24.00%	\$ 29.85	\$ 40.83
Trades	Shipping / Receiving Clerk	\$ 12.51	\$ 17.15	52.21%	\$ 19.04	\$ 26.10	24.00%	\$ 23.26	\$ 31.90
Trades	Storekeeper Assistant I	\$ 9.30	\$ 13.61	52.21%	\$ 14.15	\$ 20.71	24.00%	\$ 17.29	\$ 25.31
Trades	Storekeeper Assistant II	\$ 10.12	\$ 14.63	52.21%	\$ 15.40	\$ 22.26	24.00%	\$ 18.82	\$ 27.21
Trades	Storekeeper I	\$ 8.75	\$ 9.09	52.21%	\$ 13.32	\$ 13.83	24.00%	\$ 16.28	\$ 16.90
Trades	Storekeeper II	\$ 9.14	\$ 11.09	52.21%	\$ 13.91	\$ 16.87	24.00%	\$ 17.00	\$ 20.62
Trades	Storekeeper III	\$ 11.12	\$ 13.61	52.21%	\$ 16.93	\$ 20.71	24.00%	\$ 20.68	\$ 25.31
Trades	Storekeeper Senior	\$ 13.62	\$ 15.89	52.21%	\$ 20.74	\$ 24.19	24.00%	\$ 25.34	\$ 29.56
Trades	Tool Room Assistant	\$ 8.75	\$ 11.09	52.21%	\$ 13.32	\$ 16.87	24.00%	\$ 16.28	\$ 20.62
Trades	Tool Room Assistant Senior	\$ 11.09	\$ 15.47	52.21%	\$ 16.87	\$ 23.55	24.00%	\$ 20.62	\$ 28.78
Trades	Trades Utilities Worker Senior	\$ 11.31	\$ 16.57	52.21%	\$ 17.22	\$ 25.22	24.00%	\$ 21.04	\$ 30.82
Trades	Trades Utility Worker	\$ 8.75	\$ 11.27	52.21%	\$ 13.32	\$ 17.15	24.00%	\$ 16.28	\$ 20.96
Trades	Tradesman Helper	\$ 8.75	\$ 13.92	52.21%	\$ 13.32	\$ 21.19	24.00%	\$ 16.28	\$ 25.89
Trades	Tradesman Helper Senior	\$ 13.92	\$ 17.35	52.21%	\$ 21.19	\$ 26.41	24.00%	\$ 25.89	\$ 32.27
Trades	Welder	\$ 9.52	\$ 15.78	52.21%	\$ 14.50	\$ 24.02	24.00%	\$ 17.72	\$ 29.35
Trades	Welder Senior	\$ 15.82	\$ 18.97	52.21%	\$ 24.08	\$ 28.88	24.00%	\$ 29.43	\$ 35.29
Trades	Work Zone Safety Officer	\$ 19.77	\$ 31.97	52.21%	\$ 30.10	\$ 48.66	24.00%	\$ 36.78	\$ 59.46

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	40.19%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	41.08%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	55.67%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	41.08%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	37.27%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	45.41%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	40.24%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	56.76%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	41.08%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	44.39%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	52.21%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Wisconsin (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 14.82	\$ 21.05	32.21%	\$ 19.60	\$ 27.83	24.00%	\$ 27.57	\$ 39.16
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	32.21%	\$ 11.29	\$ 18.47	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 21.06	\$ 29.23	32.21%	\$ 27.85	\$ 38.65	24.00%	\$ 39.18	\$ 54.37
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	32.21%	\$ 27.37	\$ 34.21	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	32.21%	\$ 20.53	\$ 26.34	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	32.21%	\$ 13.00	\$ 16.42	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 19.30	\$ 22.08	32.21%	\$ 25.52	\$ 29.20	24.00%	\$ 35.90	\$ 41.08
Accounting/Finance	Accounting Manager B	\$ 22.02	\$ 27.03	32.21%	\$ 29.12	\$ 35.73	24.00%	\$ 40.96	\$ 50.27
Accounting/Finance	Accounting Manager C	\$ 27.08	\$ 34.23	32.21%	\$ 35.80	\$ 45.25	24.00%	\$ 50.36	\$ 63.66
Accounting/Finance	Auditing - External Auditor	\$ 19.05	\$ 24.09	32.21%	\$ 25.18	\$ 31.85	24.00%	\$ 35.43	\$ 44.81
Accounting/Finance	Auditing - External Auditor Senior	\$ 24.11	\$ 34.23	32.21%	\$ 31.88	\$ 45.25	24.00%	\$ 44.84	\$ 63.66
Accounting/Finance	Auditing - Internal Auditor	\$ 19.05	\$ 24.09	32.21%	\$ 25.18	\$ 31.85	24.00%	\$ 35.43	\$ 44.81
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 24.14	\$ 34.23	32.21%	\$ 31.92	\$ 45.25	24.00%	\$ 44.90	\$ 63.66
Accounting/Finance	Bookkeeper	\$ 10.02	\$ 15.17	32.21%	\$ 13.25	\$ 20.06	24.00%	\$ 18.64	\$ 28.21
Accounting/Finance	Budget Analyst	\$ 18.68	\$ 24.44	32.21%	\$ 24.70	\$ 32.32	24.00%	\$ 34.75	\$ 45.47
Accounting/Finance	Budget Analyst Senior	\$ 24.45	\$ 37.95	32.21%	\$ 32.33	\$ 50.18	24.00%	\$ 45.48	\$ 70.59
Accounting/Finance	Closure/Disbursement Specialists	\$ 31.15	\$ 34.67	32.21%	\$ 41.18	\$ 45.84	24.00%	\$ 57.94	\$ 64.49
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 29.25	\$ 37.92	32.21%	\$ 38.68	\$ 50.14	24.00%	\$ 54.41	\$ 70.53
Accounting/Finance	CPA	\$ 30.34	\$ 40.09	32.21%	\$ 40.11	\$ 53.00	24.00%	\$ 56.43	\$ 74.57
Accounting/Finance	Fiscal Assistant	\$ 10.55	\$ 16.21	32.21%	\$ 13.95	\$ 21.43	24.00%	\$ 19.63	\$ 30.15
Accounting/Finance	Fiscal Technical Senior	\$ 14.14	\$ 20.16	32.21%	\$ 18.69	\$ 26.65	24.00%	\$ 26.29	\$ 37.50
Accounting/Finance	Fiscal Technician	\$ 16.26	\$ 19.88	32.21%	\$ 21.50	\$ 26.28	24.00%	\$ 30.25	\$ 36.97
Accounting/Finance	Payroll Assistant	\$ 15.44	\$ 19.50	32.21%	\$ 20.41	\$ 25.79	24.00%	\$ 28.72	\$ 36.28
Accounting/Finance	Purchasing / Procurement	\$ 19.50	\$ 28.98	32.21%	\$ 25.79	\$ 38.32	24.00%	\$ 36.28	\$ 53.91
Accounting/Finance	Sr. Compliance Officer	\$ 37.65	\$ 42.80	32.21%	\$ 49.78	\$ 56.58	24.00%	\$ 70.03	\$ 79.61
Accounting/Finance	Supervising Auditor	\$ 37.65	\$ 43.34	32.21%	\$ 49.78	\$ 57.30	24.00%	\$ 70.03	\$ 80.61
Call Center/Customer Service	Customer Service Inbound I	\$ 9.93	\$ 14.61	33.56%	\$ 13.27	\$ 19.52	24.00%	\$ 18.48	\$ 27.18
Call Center/Customer Service	Customer Service Inbound II	\$ 14.67	\$ 23.62	33.56%	\$ 19.60	\$ 31.55	24.00%	\$ 27.29	\$ 43.94

Wisconsin (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 9.93	\$ 14.61	33.56%	\$ 13.27	\$ 19.52	24.00%	\$ 18.48	\$ 27.18
Call Center/Customer Service	Customer Service Outbound II	\$ 14.67	\$ 23.62	33.56%	\$ 19.60	\$ 31.55	24.00%	\$ 27.29	\$ 43.94
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.75	\$ 16.52	33.56%	\$ 13.02	\$ 22.07	24.00%	\$ 18.14	\$ 30.73
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	33.56%	\$ 27.65	\$ 34.56	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 10.13	\$ 15.49	33.56%	\$ 13.52	\$ 20.69	24.00%	\$ 18.83	\$ 28.82
Call Center/Customer Service	Detailing Representative II	\$ 11.02	\$ 17.82	33.56%	\$ 14.71	\$ 23.80	24.00%	\$ 20.49	\$ 33.15
Call Center/Customer Service	Help Desk Analyst	\$ 13.12	\$ 29.13	33.56%	\$ 17.53	\$ 38.91	24.00%	\$ 24.41	\$ 54.19
Call Center/Customer Service	Market Research Inbound	\$ 19.25	\$ 23.12	33.56%	\$ 25.71	\$ 30.88	24.00%	\$ 35.80	\$ 43.00
Call Center/Customer Service	Market Research Outbound	\$ 23.14	\$ 35.23	33.56%	\$ 30.90	\$ 47.05	24.00%	\$ 43.04	\$ 65.52
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.00	\$ 12.87	33.56%	\$ 12.02	\$ 17.19	24.00%	\$ 16.74	\$ 23.94
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 13.03	\$ 18.62	33.56%	\$ 17.41	\$ 24.87	24.00%	\$ 24.24	\$ 34.64
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.00	\$ 12.87	33.56%	\$ 12.02	\$ 17.19	24.00%	\$ 16.74	\$ 23.94
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 13.03	\$ 18.62	33.56%	\$ 17.41	\$ 24.87	24.00%	\$ 24.24	\$ 34.64
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.00	\$ 12.62	33.56%	\$ 12.02	\$ 16.85	24.00%	\$ 16.74	\$ 23.47
Call Center/Customer Service	Sales Inbound I	\$ 9.53	\$ 16.46	33.56%	\$ 12.73	\$ 21.99	24.00%	\$ 17.72	\$ 30.62
Call Center/Customer Service	Sales Inbound II	\$ 13.03	\$ 18.62	33.56%	\$ 17.41	\$ 24.87	24.00%	\$ 24.24	\$ 34.64
Call Center/Customer Service	Sales Outbound I	\$ 11.81	\$ 16.57	33.56%	\$ 15.77	\$ 22.13	24.00%	\$ 21.96	\$ 30.81
Call Center/Customer Service	Sales Outbound II	\$ 13.03	\$ 18.62	33.56%	\$ 17.41	\$ 24.87	24.00%	\$ 24.24	\$ 34.64
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.98	\$ 12.90	33.56%	\$ 10.66	\$ 17.23	24.00%	\$ 14.84	\$ 23.99
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 12.91	\$ 16.73	33.56%	\$ 17.24	\$ 22.34	24.00%	\$ 24.01	\$ 31.11
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 9.51	\$ 12.71	33.56%	\$ 12.70	\$ 16.97	24.00%	\$ 17.69	\$ 23.64
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 12.76	\$ 22.46	33.56%	\$ 17.04	\$ 30.00	24.00%	\$ 23.73	\$ 41.77
Food Related Services	Barista (misc)	\$ 11.14	\$ 16.42	49.97%	\$ 16.70	\$ 24.63	24.00%	\$ 20.72	\$ 30.55
Food Related Services	Building Attendant (misc)	\$ 11.14	\$ 16.42	38.00%	\$ 15.37	\$ 22.67	24.00%	\$ 20.72	\$ 30.55
Food Related Services	Busser	\$ 11.14	\$ 16.42	38.00%	\$ 15.37	\$ 22.67	24.00%	\$ 20.72	\$ 30.55
Food Related Services	Cashiers	\$ 11.14	\$ 16.42	38.00%	\$ 15.37	\$ 22.67	24.00%	\$ 20.72	\$ 30.55
Food Related Services	Dishwasher	\$ 10.13	\$ 13.16	38.00%	\$ 13.97	\$ 18.17	24.00%	\$ 18.83	\$ 24.48
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	38.00%	\$ 19.87	\$ 24.29	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	38.00%	\$ 13.66	\$ 16.70	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 10.03	\$ 14.68	38.00%	\$ 13.85	\$ 20.26	24.00%	\$ 18.66	\$ 27.31
Food Related Services	Food Operations Manager Assistant	\$ 14.72	\$ 17.23	38.00%	\$ 20.32	\$ 23.78	24.00%	\$ 27.39	\$ 32.06
Food Related Services	Food Production Worker	\$ 8.08	\$ 13.22	38.00%	\$ 11.15	\$ 18.25	24.00%	\$ 15.03	\$ 24.60
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	38.00%	\$ 19.25	\$ 23.53	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	38.00%	\$ 14.90	\$ 18.22	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	38.00%	\$ 17.39	\$ 21.25	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.05	\$ 12.97	38.00%	\$ 11.11	\$ 17.90	24.00%	\$ 14.97	\$ 24.13
Food Related Services	Second Cook Senior	\$ 12.87	\$ 16.93	49.97%	\$ 19.30	\$ 25.39	24.00%	\$ 23.94	\$ 31.49
Food Related Services	Server	\$ 7.73	\$ 10.55	38.00%	\$ 10.66	\$ 14.56	24.00%	\$ 14.37	\$ 19.63
General Administrative	Administrative Assistant I	\$ 11.06	\$ 14.88	33.56%	\$ 14.77	\$ 19.87	24.00%	\$ 20.57	\$ 27.67
General Administrative	Administrative Assistant II	\$ 14.89	\$ 16.10	33.56%	\$ 19.88	\$ 21.50	24.00%	\$ 27.69	\$ 29.95

Wisconsin (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 16.11	\$ 17.48	33.56%	\$ 21.52	\$ 23.34	24.00%	\$ 29.97	\$ 32.51
General Administrative	Administrative Assistant IV	\$ 17.49	\$ 19.35	33.56%	\$ 23.36	\$ 25.84	24.00%	\$ 32.53	\$ 35.99
General Administrative	Administrative Assistant V	\$ 19.37	\$ 21.82	33.56%	\$ 25.87	\$ 29.14	24.00%	\$ 36.03	\$ 40.59
General Administrative	Administrative Staff Assistant	\$ 21.47	\$ 24.55	33.56%	\$ 28.67	\$ 32.78	24.00%	\$ 39.93	\$ 45.65
General Administrative	Administrative Staff Specialist	\$ 24.56	\$ 30.36	33.56%	\$ 32.80	\$ 40.55	24.00%	\$ 45.67	\$ 56.47
General Administrative	Administrative Staff Specialist Senior	\$ 30.37	\$ 23.72	33.56%	\$ 40.56	\$ 31.67	24.00%	\$ 56.48	\$ 44.11
General Administrative	Agency Management Analyst	\$ 19.81	\$ 25.99	33.56%	\$ 26.45	\$ 34.72	24.00%	\$ 36.84	\$ 48.35
General Administrative	Agency Management Analyst Lead	\$ 26.00	\$ 30.21	33.56%	\$ 34.73	\$ 40.34	24.00%	\$ 48.37	\$ 56.18
General Administrative	Agency Management Analyst Senior	\$ 30.27	\$ 47.10	33.56%	\$ 40.42	\$ 62.90	24.00%	\$ 56.30	\$ 87.60
General Administrative	<u>Clerk</u>	\$ 9.30	\$ 10.75	33.56%	\$ 12.42	\$ 14.36	24.00%	\$ 17.30	\$ 20.00
General Administrative	<u>Clerk Jr</u>	\$ 8.25	\$ 9.25	33.56%	\$ 11.02	\$ 12.35	24.00%	\$ 15.35	\$ 17.21
General Administrative	<u>Clerk Sr</u>	\$ 10.80	\$ 12.50	33.56%	\$ 14.42	\$ 16.70	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.00	\$ 12.64	33.56%	\$ 12.02	\$ 16.88	24.00%	\$ 16.74	\$ 23.51
General Administrative	Data Entry Operator Senior	\$ 12.67	\$ 18.19	33.56%	\$ 16.92	\$ 24.29	24.00%	\$ 23.56	\$ 33.83
General Administrative	<u>Document Control Clerk / Filing Specialist</u>	\$ 10.25	\$ 15.00	33.56%	\$ 13.69	\$ 20.03	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.96	\$ 19.84	33.56%	\$ 21.31	\$ 26.49	24.00%	\$ 29.68	\$ 36.90
General Administrative	Executive Secretary Senior	\$ 19.87	\$ 29.43	33.56%	\$ 26.53	\$ 39.30	24.00%	\$ 36.95	\$ 54.73
General Administrative	<u>Intake Specialist (HMGP)</u>	\$ 17.50	\$ 20.75	33.56%	\$ 23.37	\$ 27.71	24.00%	\$ 32.55	\$ 38.60
General Administrative	<u>Inventory Specialist</u>	\$ 15.00	\$ 18.00	33.56%	\$ 20.03	\$ 24.04	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.62	\$ 14.79	33.56%	\$ 16.85	\$ 19.76	24.00%	\$ 23.47	\$ 27.52
General Administrative	Legal Assistant Senior	\$ 14.82	\$ 37.37	33.56%	\$ 19.80	\$ 49.92	24.00%	\$ 27.57	\$ 69.52
General Administrative	Library Assistant	\$ 9.00	\$ 17.73	33.56%	\$ 12.02	\$ 23.68	24.00%	\$ 16.74	\$ 32.98
General Administrative	Medical Assistant I	\$ 12.09	\$ 14.11	33.56%	\$ 16.15	\$ 18.84	24.00%	\$ 22.49	\$ 26.24
General Administrative	Medical Assistant II	\$ 14.15	\$ 20.11	33.56%	\$ 18.89	\$ 26.86	24.00%	\$ 26.31	\$ 37.40
General Administrative	Medical Biller I	\$ 10.54	\$ 12.94	33.56%	\$ 14.08	\$ 17.28	24.00%	\$ 19.61	\$ 24.07
General Administrative	Medical Biller II	\$ 12.97	\$ 20.15	33.56%	\$ 17.32	\$ 26.91	24.00%	\$ 24.13	\$ 37.48
General Administrative	Medical Records Clerk I	\$ 12.67	\$ 18.45	33.56%	\$ 16.92	\$ 24.64	24.00%	\$ 23.56	\$ 34.32
General Administrative	Medical Records Clerk II	\$ 13.68	\$ 19.79	33.56%	\$ 18.27	\$ 26.43	24.00%	\$ 25.45	\$ 36.80
General Administrative	Office Manager	\$ 21.32	\$ 32.44	33.56%	\$ 28.47	\$ 43.33	24.00%	\$ 39.65	\$ 60.35
General Administrative	Office Services Aide	\$ 11.80	\$ 16.25	33.56%	\$ 15.76	\$ 21.71	24.00%	\$ 21.94	\$ 30.23
General Administrative	Office Services Assistant	\$ 12.65	\$ 17.16	33.56%	\$ 16.89	\$ 22.92	24.00%	\$ 23.52	\$ 31.92
General Administrative	Office Services Specialist	\$ 13.33	\$ 17.96	33.56%	\$ 17.80	\$ 23.99	24.00%	\$ 24.79	\$ 33.41
General Administrative	Office Services Supervisor	\$ 13.94	\$ 18.36	33.56%	\$ 18.62	\$ 24.52	24.00%	\$ 25.93	\$ 34.15
General Administrative	Office Services Supervisor Senior	\$ 16.16	\$ 20.60	33.56%	\$ 21.58	\$ 27.51	24.00%	\$ 30.06	\$ 38.31
General Administrative	Operator I	\$ 8.76	\$ 12.60	33.56%	\$ 11.70	\$ 16.82	24.00%	\$ 16.29	\$ 23.43
General Administrative	Operator II	\$ 12.62	\$ 14.72	33.56%	\$ 16.85	\$ 19.66	24.00%	\$ 23.47	\$ 27.39
General Administrative	Operator III (Key Disc Operator)	\$ 14.76	\$ 16.72	33.56%	\$ 19.72	\$ 22.33	24.00%	\$ 27.46	\$ 31.10
General Administrative	Operator IV (Key Disc Operator)	\$ 16.73	\$ 19.38	33.56%	\$ 22.34	\$ 25.89	24.00%	\$ 31.11	\$ 36.05
General Administrative	<u>Paralegal</u>	\$ 14.00	\$ 23.50	33.56%	\$ 18.70	\$ 31.39	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 11.23	\$ 15.03	33.56%	\$ 15.00	\$ 20.07	24.00%	\$ 20.89	\$ 27.95

Wisconsin (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 15.04	\$ 16.03	33.56%	\$ 20.08	\$ 21.41	24.00%	\$ 27.97	\$ 29.81
General Administrative	Photocopy Supervisor	\$ 12.14	\$ 16.86	33.56%	\$ 16.22	\$ 22.52	24.00%	\$ 22.58	\$ 31.36
General Administrative	Photocopy Technician	\$ 10.97	\$ 15.50	33.56%	\$ 14.65	\$ 20.71	24.00%	\$ 20.40	\$ 28.84
General Administrative	Photo-Typesetting Specialist	\$ 14.28	\$ 20.56	33.56%	\$ 19.07	\$ 27.45	24.00%	\$ 26.56	\$ 38.23
General Administrative	Photo-Typesetting Supervisor	\$ 15.25	\$ 22.32	33.56%	\$ 20.37	\$ 29.81	24.00%	\$ 28.36	\$ 41.51
General Administrative	Postal Aide	\$ 8.01	\$ 10.97	33.56%	\$ 10.70	\$ 14.65	24.00%	\$ 14.90	\$ 20.40
General Administrative	Postal Aide Senior	\$ 11.02	\$ 17.34	33.56%	\$ 14.71	\$ 23.15	24.00%	\$ 20.49	\$ 32.24
General Administrative	Postal Assistant	\$ 17.40	\$ 19.33	33.56%	\$ 23.23	\$ 25.82	24.00%	\$ 32.36	\$ 35.95
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	33.56%	\$ 40.07	\$ 60.10	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	33.56%	\$ 26.71	\$ 33.39	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.87	\$ 16.99	33.56%	\$ 17.19	\$ 22.69	24.00%	\$ 23.94	\$ 31.60
General Administrative	Public Relations Specialist	\$ 17.88	\$ 30.58	33.56%	\$ 23.88	\$ 40.84	24.00%	\$ 33.26	\$ 56.88
General Administrative	Public Relations Specialist Assistant	\$ 12.87	\$ 17.85	33.56%	\$ 17.19	\$ 23.84	24.00%	\$ 23.94	\$ 33.20
General Administrative	Receptionist	\$ 8.99	\$ 11.57	33.56%	\$ 12.01	\$ 15.46	24.00%	\$ 16.72	\$ 21.53
General Administrative	Receptionist Senior	\$ 11.58	\$ 18.27	33.56%	\$ 15.47	\$ 24.40	24.00%	\$ 21.55	\$ 33.98
General Administrative	Secretary	\$ 9.51	\$ 12.71	33.56%	\$ 12.70	\$ 16.97	24.00%	\$ 17.69	\$ 23.64
General Administrative	Secretary Senior	\$ 12.76	\$ 22.52	33.56%	\$ 17.04	\$ 30.08	24.00%	\$ 23.73	\$ 41.89
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00	33.56%	\$ 20.37	\$ 24.04	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 11.06	\$ 27.02	33.56%	\$ 14.77	\$ 36.08	24.00%	\$ 20.57	\$ 50.25
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	33.56%	\$ 26.71	\$ 35.38	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 19.82	\$ 24.44	33.56%	\$ 26.47	\$ 32.65	24.00%	\$ 36.86	\$ 45.47
Human Resources	Classification / Compensation Analyst Senior	\$ 24.49	\$ 32.44	33.56%	\$ 32.72	\$ 43.33	24.00%	\$ 45.56	\$ 60.35
Human Resources	Classification / Compensation Consultant	\$ 32.46	\$ 43.48	33.56%	\$ 43.36	\$ 58.07	24.00%	\$ 60.38	\$ 80.87
Human Resources	EEO Program Analyst	\$ 19.14	\$ 30.55	33.56%	\$ 25.56	\$ 40.80	24.00%	\$ 35.60	\$ 56.82
Human Resources	EEO Program Specialist	\$ 21.10	\$ 33.32	33.56%	\$ 28.18	\$ 44.51	24.00%	\$ 39.25	\$ 61.98
Human Resources	Employee Relations Analyst	\$ 17.23	\$ 21.82	33.56%	\$ 23.02	\$ 29.14	24.00%	\$ 32.06	\$ 40.59
Human Resources	Employee Relations Analyst Senior	\$ 21.87	\$ 38.60	33.56%	\$ 29.21	\$ 51.55	24.00%	\$ 40.68	\$ 71.80
Human Resources	Human Resources Assistant	\$ 13.22	\$ 19.05	33.56%	\$ 17.66	\$ 25.44	24.00%	\$ 24.60	\$ 35.43
Human Resources	Human Resources Generalist	\$ 15.33	\$ 19.50	33.56%	\$ 20.48	\$ 26.05	24.00%	\$ 28.52	\$ 36.27
Human Resources	Human Resources Generalist Senior	\$ 19.61	\$ 34.26	33.56%	\$ 26.20	\$ 45.75	24.00%	\$ 36.48	\$ 63.72
Human Resources	Personnel Analyst	\$ 15.18	\$ 19.30	33.56%	\$ 20.27	\$ 25.78	24.00%	\$ 28.23	\$ 35.90
Human Resources	Personnel Analyst Senior	\$ 19.35	\$ 23.41	33.56%	\$ 25.84	\$ 31.27	24.00%	\$ 35.99	\$ 43.54
Human Resources	Personnel Practices Analyst	\$ 23.47	\$ 27.64	33.56%	\$ 31.35	\$ 36.92	24.00%	\$ 43.66	\$ 51.42
Human Resources	Personnel Practices Analyst Senior	\$ 27.69	\$ 35.26	33.56%	\$ 36.99	\$ 47.09	24.00%	\$ 51.51	\$ 65.58
Human Resources	Personnel Practices Manager	\$ 34.69	\$ 43.16	33.56%	\$ 46.33	\$ 57.64	24.00%	\$ 64.53	\$ 80.27
Human Services	Social Worker	\$ 16.90	\$ 28.63	32.27%	\$ 22.35	\$ 37.86	24.00%	\$ 31.43	\$ 53.24
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	32.27%	\$ 29.76	\$ 41.00	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.82	\$ 17.70	32.27%	\$ 16.96	\$ 23.41	24.00%	\$ 23.84	\$ 32.92
Human Services	Support Enforcement Specialist Senior	\$ 17.76	\$ 20.95	32.27%	\$ 23.49	\$ 27.71	24.00%	\$ 33.04	\$ 38.97
Human Services	Utilization Review Analyst	\$ 17.76	\$ 25.48	32.27%	\$ 23.49	\$ 33.70	24.00%	\$ 33.04	\$ 47.39

Wisconsin (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 25.53	\$ 40.95	32.27%	\$ 33.77	\$ 54.16	24.00%	\$ 47.48	\$ 76.17
Insurance	Claims Adjuster I	\$ 14.67	\$ 17.76	32.27%	\$ 19.41	\$ 23.49	24.00%	\$ 27.29	\$ 33.04
Insurance	Claims Adjuster II	\$ 17.81	\$ 25.48	32.27%	\$ 23.56	\$ 33.70	24.00%	\$ 33.13	\$ 47.39
Insurance	Claims Specialist	\$ 25.53	\$ 32.17	32.27%	\$ 33.77	\$ 42.55	24.00%	\$ 47.48	\$ 59.84
Insurance	Worker's Compensation Specialist	\$ 24.12	\$ 36.08	32.27%	\$ 31.90	\$ 47.72	24.00%	\$ 44.86	\$ 67.11
Laborer/Industrial	CDL Driver	\$ 12.87	\$ 18.47	38.00%	\$ 17.76	\$ 25.49	24.00%	\$ 23.94	\$ 34.35
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	38.00%	\$ 29.67	\$ 38.94	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	38.00%	\$ 38.57	\$ 45.83	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	38.00%	\$ 41.75	\$ 48.30	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	38.00%	\$ 34.16	\$ 41.40	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	38.00%	\$ 34.16	\$ 40.71	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	38.00%	\$ 43.47	\$ 52.10	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	38.00%	\$ 36.57	\$ 46.30	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.81	\$ 19.80	38.00%	\$ 19.06	\$ 27.32	24.00%	\$ 25.69	\$ 36.82
Laborer/Industrial	Forklift Operator	\$ 10.76	\$ 15.00	38.00%	\$ 14.85	\$ 20.70	24.00%	\$ 20.02	\$ 27.89
Laborer/Industrial	Forklift Operator Senior	\$ 15.03	\$ 21.87	38.00%	\$ 20.74	\$ 30.18	24.00%	\$ 27.95	\$ 40.68
Laborer/Industrial	Grounds Worker	\$ 8.72	\$ 12.09	38.00%	\$ 12.03	\$ 16.68	24.00%	\$ 16.22	\$ 22.49
Laborer/Industrial	Grounds Worker Lead	\$ 12.14	\$ 16.21	38.00%	\$ 16.75	\$ 22.37	24.00%	\$ 22.58	\$ 30.15
Laborer/Industrial	Grounds Worker Senior	\$ 12.96	\$ 16.11	38.00%	\$ 17.89	\$ 22.23	24.00%	\$ 24.11	\$ 29.97
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.00	\$ 12.62	38.00%	\$ 12.42	\$ 17.41	24.00%	\$ 16.74	\$ 23.47
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.63	\$ 16.11	38.00%	\$ 17.43	\$ 22.23	24.00%	\$ 23.49	\$ 29.97
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.88	\$ 12.12	38.00%	\$ 10.87	\$ 16.73	24.00%	\$ 14.65	\$ 22.54
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.88	\$ 12.12	38.00%	\$ 10.87	\$ 16.73	24.00%	\$ 14.65	\$ 22.54
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.88	\$ 12.12	38.00%	\$ 10.87	\$ 16.73	24.00%	\$ 14.65	\$ 22.54
Laborer/Industrial	Housekeeping Supervisor	\$ 10.76	\$ 14.95	38.00%	\$ 14.85	\$ 20.63	24.00%	\$ 20.02	\$ 27.80
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.98	\$ 23.17	38.00%	\$ 20.67	\$ 31.97	24.00%	\$ 27.86	\$ 43.09
Laborer/Industrial	Housekeeping Worker	\$ 7.98	\$ 12.20	38.00%	\$ 11.01	\$ 16.84	24.00%	\$ 14.84	\$ 22.70
Laborer/Industrial	Housekeeping Worker Senior	\$ 12.25	\$ 15.64	38.00%	\$ 16.91	\$ 21.59	24.00%	\$ 22.79	\$ 29.10
Laborer/Industrial	Inventory Worker Light	\$ 9.53	\$ 14.93	38.00%	\$ 13.15	\$ 20.60	24.00%	\$ 17.72	\$ 27.76
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.72	\$ 16.75	38.00%	\$ 12.03	\$ 23.11	24.00%	\$ 16.22	\$ 31.15
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.50	\$ 11.58	38.00%	\$ 11.72	\$ 15.99	24.00%	\$ 15.80	\$ 21.55
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.63	\$ 18.78	38.00%	\$ 16.06	\$ 25.92	24.00%	\$ 21.64	\$ 34.94
Laborer/Industrial	Packer	\$ 7.88	\$ 12.12	38.00%	\$ 10.87	\$ 16.73	24.00%	\$ 14.65	\$ 22.54
Laborer/Industrial	Warehouse Specialist I	\$ 8.72	\$ 12.12	38.00%	\$ 12.03	\$ 16.73	24.00%	\$ 16.22	\$ 22.54
Laborer/Industrial	Warehouse Specialist II	\$ 12.14	\$ 15.18	38.00%	\$ 16.75	\$ 20.95	24.00%	\$ 22.58	\$ 28.23
Laborer/Industrial	Warehouse Specialist III	\$ 15.23	\$ 19.40	38.00%	\$ 21.02	\$ 26.77	24.00%	\$ 28.33	\$ 36.09
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	38.00%	\$ 12.42	\$ 15.18	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.88	\$ 12.12	38.00%	\$ 10.87	\$ 16.73	24.00%	\$ 14.65	\$ 22.54
Laborer/Industrial	Warehouse Worker II	\$ 12.14	\$ 15.18	38.00%	\$ 16.75	\$ 20.95	24.00%	\$ 22.58	\$ 28.23
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	38.00%	\$ 33.74	\$ 44.16	24.00%	\$ 45.48	\$ 59.52

Wisconsin (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	38.00%	\$ 33.74	\$ 40.71	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	38.00%	\$ 33.74	\$ 40.71	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.58	\$ 14.95	32.27%	\$ 15.32	\$ 19.77	24.00%	\$ 21.55	\$ 27.80
Media	Audio Visual Technician Senior	\$ 14.98	\$ 24.82	32.27%	\$ 19.81	\$ 32.83	24.00%	\$ 27.86	\$ 46.16
Media	Graphic Artist	\$ 13.64	\$ 16.28	32.27%	\$ 18.04	\$ 21.54	24.00%	\$ 25.37	\$ 30.29
Media	Graphic Artist Senior	\$ 16.28	\$ 22.90	32.27%	\$ 21.54	\$ 30.30	24.00%	\$ 30.29	\$ 42.60
Media	Graphic Designer	\$ 13.64	\$ 16.28	32.27%	\$ 18.04	\$ 21.54	24.00%	\$ 25.37	\$ 30.29
Media	Graphic Designer Senior	\$ 16.31	\$ 22.90	32.27%	\$ 21.58	\$ 30.30	24.00%	\$ 30.34	\$ 42.60
Media	Photographer	\$ 9.00	\$ 11.92	32.27%	\$ 11.91	\$ 15.76	24.00%	\$ 16.74	\$ 22.17
Media	Photographer Senior	\$ 11.94	\$ 19.10	32.27%	\$ 15.79	\$ 25.26	24.00%	\$ 22.21	\$ 35.52
Media	TV / Video Production Specialist	\$ 18.01	\$ 23.18	32.27%	\$ 23.83	\$ 30.66	24.00%	\$ 33.51	\$ 43.11
Media	TV / Video Production Technician	\$ 23.21	\$ 31.40	32.27%	\$ 30.70	\$ 41.53	24.00%	\$ 43.17	\$ 58.41
Security	Armed Security Officer	\$ 14.42	\$ 19.30	47.50%	\$ 21.27	\$ 28.47	24.00%	\$ 26.82	\$ 35.90
Security	<u>Captain</u>	\$ 20.25	\$ 28.86	47.50%	\$ 29.87	\$ 42.57	24.00%	\$ 37.67	\$ 53.68
Security	Dispatcher/Police	\$ 13.97	\$ 23.82	47.50%	\$ 20.61	\$ 35.13	24.00%	\$ 25.99	\$ 44.30
Security	<u>Lieutenant</u>	\$ 18.23	\$ 25.31	47.50%	\$ 26.88	\$ 37.34	24.00%	\$ 33.90	\$ 47.09
Security	<u>Sergeant</u>	\$ 16.71	\$ 23.29	47.50%	\$ 24.64	\$ 34.35	24.00%	\$ 31.08	\$ 43.32
Security	Unarmed Security Guard	\$ 9.74	\$ 19.04	47.50%	\$ 14.37	\$ 28.08	24.00%	\$ 18.12	\$ 35.41
Tax	Data Entry Clerk	\$ 9.00	\$ 11.58	33.56%	\$ 12.02	\$ 15.47	24.00%	\$ 16.74	\$ 21.55
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.63	\$ 18.27	33.56%	\$ 15.54	\$ 24.40	24.00%	\$ 21.64	\$ 33.98
Tax	Error Resolution and Document Processor	\$ 15.14	\$ 21.03	33.56%	\$ 20.22	\$ 28.09	24.00%	\$ 28.16	\$ 39.12
Tax	General Clerical	\$ 8.76	\$ 12.95	33.56%	\$ 11.70	\$ 17.30	24.00%	\$ 16.29	\$ 24.09
Tax	On-Site Administrator (Day)	\$ 10.24	\$ 22.14	33.56%	\$ 13.67	\$ 29.56	24.00%	\$ 19.04	\$ 41.17
Tax	On-Site Administrator (Evening)	\$ 10.24	\$ 22.14	33.56%	\$ 13.67	\$ 29.56	24.00%	\$ 19.04	\$ 41.17
Tax	Remittance Processor	\$ 18.20	\$ 26.97	33.56%	\$ 24.30	\$ 36.02	24.00%	\$ 33.85	\$ 50.16
Tax	Taxpayer Information & Assistance Agent	\$ 16.12	\$ 23.16	33.56%	\$ 21.53	\$ 30.93	24.00%	\$ 29.98	\$ 43.07
Technical	Agricultural Technician	\$ 16.58	\$ 26.90	36.24%	\$ 22.58	\$ 36.65	24.00%	\$ 30.83	\$ 50.04
Technical	Agricultural Technician Lead	\$ 18.59	\$ 29.71	36.24%	\$ 25.33	\$ 40.48	24.00%	\$ 34.58	\$ 55.26
Technical	Agricultural Technician Supervisor	\$ 22.33	\$ 35.80	36.24%	\$ 30.42	\$ 48.77	24.00%	\$ 41.53	\$ 66.58
Technical	Analytical Chemist	\$ 17.57	\$ 29.71	36.24%	\$ 23.94	\$ 40.48	24.00%	\$ 32.68	\$ 55.26
Technical	Analytical Chemist Assistant	\$ 20.53	\$ 33.80	36.24%	\$ 27.96	\$ 46.05	24.00%	\$ 38.18	\$ 62.87
Technical	Analytical Chemist Senior	\$ 25.90	\$ 42.28	36.24%	\$ 35.29	\$ 57.60	24.00%	\$ 48.18	\$ 78.63
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	36.24%	\$ 26.97	\$ 42.28	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	36.24%	\$ 39.36	\$ 51.02	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 18.55	\$ 27.90	36.24%	\$ 25.27	\$ 38.01	24.00%	\$ 34.50	\$ 51.89
Technical	Bridge Design Drafter Senior	\$ 19.79	\$ 30.17	36.24%	\$ 26.96	\$ 41.10	24.00%	\$ 36.80	\$ 56.11
Technical	Cartographic Drafter	\$ 23.32	\$ 32.85	36.24%	\$ 31.77	\$ 44.75	24.00%	\$ 43.38	\$ 61.10
Technical	Cartographic Drafter Assistant	\$ 18.28	\$ 27.49	36.24%	\$ 24.90	\$ 37.46	24.00%	\$ 34.00	\$ 51.14
Technical	Cartographic Supervisor	\$ 31.82	\$ 42.77	36.24%	\$ 43.35	\$ 58.27	24.00%	\$ 59.18	\$ 79.56
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	36.24%	\$ 21.80	\$ 26.57	24.00%	\$ 29.76	\$ 36.27

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	<u>Direct Certification Coordinator</u>	\$ 39.59	\$ 48.15	36.24%	\$ 53.94	\$ 65.60	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 28.05	\$ 39.70	36.24%	\$ 38.21	\$ 54.09	24.00%	\$ 52.17	\$ 73.85
Technical	Engineering Design Drafting Supervisor	\$ 32.64	\$ 45.50	36.24%	\$ 44.46	\$ 61.98	24.00%	\$ 60.70	\$ 84.62
Technical	Engineering Design Drafting Technician	\$ 15.76	\$ 20.86	36.24%	\$ 21.47	\$ 28.42	24.00%	\$ 29.31	\$ 38.80
Technical	Engineering Drafting Technician	\$ 15.79	\$ 20.86	36.24%	\$ 21.51	\$ 28.42	24.00%	\$ 29.36	\$ 38.80
Technical	Engineering Drafting Technician Senior	\$ 18.30	\$ 26.60	36.24%	\$ 24.93	\$ 36.24	24.00%	\$ 34.03	\$ 49.48
Technical	Environmental Engineer	\$ 25.91	\$ 40.94	36.24%	\$ 35.30	\$ 55.78	24.00%	\$ 48.20	\$ 76.15
Technical	Environmental Engineer Senior	\$ 27.91	\$ 44.79	36.24%	\$ 38.02	\$ 61.02	24.00%	\$ 51.91	\$ 83.30
Technical	Environmental Program Analyst	\$ 21.98	\$ 32.48	36.24%	\$ 29.95	\$ 44.26	24.00%	\$ 40.89	\$ 60.42
Technical	Environmental Program Planner	\$ 23.49	\$ 35.10	36.24%	\$ 32.01	\$ 47.82	24.00%	\$ 43.70	\$ 65.28
Technical	Environmental Program Specialist	\$ 25.25	\$ 31.71	36.24%	\$ 34.41	\$ 43.21	24.00%	\$ 46.97	\$ 58.99
Technical	Environmental Specialist - Field	\$ 23.49	\$ 34.29	36.24%	\$ 32.01	\$ 46.71	24.00%	\$ 43.70	\$ 63.77
Technical	Environmental Specialist Senior - Field	\$ 24.16	\$ 35.89	36.24%	\$ 32.92	\$ 48.89	24.00%	\$ 44.94	\$ 66.75
Technical	Environmental Technician	\$ 21.98	\$ 32.48	36.24%	\$ 29.95	\$ 44.26	24.00%	\$ 40.89	\$ 60.42
Technical	Environmental Technician Senior	\$ 23.49	\$ 35.10	36.24%	\$ 32.01	\$ 47.82	24.00%	\$ 43.70	\$ 65.28
Technical	<u>Help Desk Support</u>	\$ 15.50	\$ 25.00	36.24%	\$ 21.12	\$ 34.06	24.00%	\$ 28.83	\$ 46.50
Technical	<u>Home Repair Coordinator</u>	\$ 17.25	\$ 24.00	36.24%	\$ 23.50	\$ 32.70	24.00%	\$ 32.09	\$ 44.64
Technical	<u>Housing Recovery Advisor</u>	\$ 20.03	\$ 24.48	36.24%	\$ 27.29	\$ 33.35	24.00%	\$ 37.25	\$ 45.53
Technical	Laboratory Technician	\$ 16.78	\$ 25.13	36.24%	\$ 22.86	\$ 34.24	24.00%	\$ 31.21	\$ 46.75
Technical	Laboratory Technician Senior	\$ 17.81	\$ 27.10	36.24%	\$ 24.27	\$ 36.92	24.00%	\$ 33.13	\$ 50.40
Technical	<u>Program Support Specialist</u>	\$ 22.00	\$ 26.50	36.24%	\$ 29.97	\$ 36.10	24.00%	\$ 40.92	\$ 49.29
Technical	<u>Regional Recovery Outreach Manager</u>	\$ 26.71	\$ 35.61	36.24%	\$ 36.38	\$ 48.51	24.00%	\$ 49.67	\$ 66.23
Technical	Residential Plan Reviewer	\$ 19.47	\$ 30.42	36.24%	\$ 26.53	\$ 41.44	24.00%	\$ 36.22	\$ 56.58
Technical	Right of Way Technician	\$ 27.63	\$ 43.69	36.24%	\$ 37.65	\$ 59.53	24.00%	\$ 51.40	\$ 81.27
Technical	Right of Way Technician Supervisor	\$ 29.83	\$ 47.97	36.24%	\$ 40.64	\$ 65.35	24.00%	\$ 55.49	\$ 89.22
Technical	Safety Engineer	\$ 27.23	\$ 42.70	36.24%	\$ 37.10	\$ 58.18	24.00%	\$ 50.65	\$ 79.42
Technical	Safety Engineer Senior	\$ 30.96	\$ 48.86	36.24%	\$ 42.17	\$ 66.56	24.00%	\$ 57.58	\$ 90.88
Technical	Title Examiner	\$ 18.97	\$ 26.67	36.24%	\$ 25.84	\$ 36.34	24.00%	\$ 35.28	\$ 49.61
Technical	Traffic Controller	\$ 22.96	\$ 37.11	36.24%	\$ 31.27	\$ 50.56	24.00%	\$ 42.70	\$ 69.03
Technical	Traffic Controller Senior	\$ 27.63	\$ 43.69	36.24%	\$ 37.65	\$ 59.53	24.00%	\$ 51.40	\$ 81.27
Technical	Transportation Data Analyst	\$ 22.96	\$ 37.11	36.24%	\$ 31.27	\$ 50.56	24.00%	\$ 42.70	\$ 69.03
Technical	Transportation Data Analyst Senior	\$ 27.63	\$ 43.69	36.24%	\$ 37.65	\$ 59.53	24.00%	\$ 51.40	\$ 81.27
Technical	Transportation Data Analyst Supervisor	\$ 27.63	\$ 43.69	36.24%	\$ 37.65	\$ 59.53	24.00%	\$ 51.40	\$ 81.27
Technical	Transportation Data Technician	\$ 22.96	\$ 37.11	36.24%	\$ 31.27	\$ 50.56	24.00%	\$ 42.70	\$ 69.03
Technical	Transportation District Utilities Specialist	\$ 27.12	\$ 43.68	36.24%	\$ 36.94	\$ 59.51	24.00%	\$ 50.44	\$ 81.25
Technical	Transportation Engineering Technician -Survey	\$ 28.16	\$ 47.79	36.24%	\$ 38.37	\$ 65.12	24.00%	\$ 52.38	\$ 88.90
Technical	Transportation Engineering Technician -Survey Senior	\$ 31.09	\$ 50.01	36.24%	\$ 42.35	\$ 68.14	24.00%	\$ 57.82	\$ 93.02
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 32.82	\$ 53.42	36.24%	\$ 44.71	\$ 72.79	24.00%	\$ 61.04	\$ 99.37
Technical	Transportation Materials Technician	\$ 13.18	\$ 18.97	36.24%	\$ 17.96	\$ 25.84	24.00%	\$ 24.52	\$ 35.28
Technical	Transportation Materials Technician Senior	\$ 14.06	\$ 20.57	36.24%	\$ 19.16	\$ 28.02	24.00%	\$ 26.16	\$ 38.25

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Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 28.16	\$ 46.76	36.24%	\$ 38.37	\$ 63.71	24.00%	\$ 52.38	\$ 86.98
Technical	Transportation Materials Technician Supervisor	\$ 32.82	\$ 53.42	36.24%	\$ 44.71	\$ 72.79	24.00%	\$ 61.04	\$ 99.37
Technical	Transportation Planning Specialist	\$ 27.12	\$ 43.68	36.24%	\$ 36.94	\$ 59.51	24.00%	\$ 50.44	\$ 81.25
Technical	Transportation Planning Specialist Senior	\$ 31.09	\$ 50.01	36.24%	\$ 42.35	\$ 68.14	24.00%	\$ 57.82	\$ 93.02
Technical	Transportation Technical Program Coordinator	\$ 27.12	\$ 43.68	36.24%	\$ 36.94	\$ 59.51	24.00%	\$ 50.44	\$ 81.25
Technical	Transportation Technical Support Coordinator	\$ 27.12	\$ 43.68	36.24%	\$ 36.94	\$ 59.51	24.00%	\$ 50.44	\$ 81.25
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	36.24%	\$ 51.09	\$ 61.31	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 15.69	\$ 19.30	43.86%	\$ 22.56	\$ 27.77	24.00%	\$ 29.17	\$ 35.90
Trades	Boiler Operator II	\$ 19.35	\$ 22.22	43.86%	\$ 27.84	\$ 31.96	24.00%	\$ 35.99	\$ 41.32
Trades	Boiler Operator Senior I	\$ 22.24	\$ 24.27	43.86%	\$ 31.99	\$ 34.92	24.00%	\$ 41.36	\$ 45.15
Trades	Boiler Operator Senior II	\$ 24.29	\$ 33.25	43.86%	\$ 34.95	\$ 47.84	24.00%	\$ 45.18	\$ 61.85
Trades	Carpenter Assistant	\$ 10.45	\$ 14.14	43.86%	\$ 15.03	\$ 20.34	24.00%	\$ 19.44	\$ 26.29
Trades	Carpenter	\$ 14.15	\$ 19.82	43.86%	\$ 20.35	\$ 28.51	24.00%	\$ 26.31	\$ 36.86
Trades	Carpenter Senior	\$ 20.92	\$ 28.26	43.86%	\$ 30.10	\$ 40.66	24.00%	\$ 38.91	\$ 52.57
Trades	Electrician	\$ 22.31	\$ 37.12	43.86%	\$ 32.09	\$ 53.40	24.00%	\$ 41.49	\$ 69.05
Trades	Electrician Assistant	\$ 11.90	\$ 14.68	43.86%	\$ 17.12	\$ 21.12	24.00%	\$ 22.13	\$ 27.31
Trades	Electrician Senior	\$ 17.22	\$ 19.87	43.86%	\$ 24.78	\$ 28.58	24.00%	\$ 32.04	\$ 36.95
Trades	Electrician Supervisor Senior	\$ 19.92	\$ 35.02	43.86%	\$ 28.65	\$ 50.37	24.00%	\$ 37.05	\$ 65.13
Trades	Electronic Equipment Install & Repair Supervisor	\$ 21.73	\$ 32.30	43.86%	\$ 31.26	\$ 46.47	24.00%	\$ 40.42	\$ 60.08
Trades	Electronic Equipment Install & Repair Technician	\$ 17.24	\$ 21.62	43.86%	\$ 24.81	\$ 31.10	24.00%	\$ 32.07	\$ 40.21
Trades	Electronic Technician	\$ 13.12	\$ 16.68	43.86%	\$ 18.88	\$ 23.99	24.00%	\$ 24.41	\$ 31.02
Trades	Electronic Technician Senior	\$ 16.73	\$ 29.59	43.86%	\$ 24.07	\$ 42.57	24.00%	\$ 31.11	\$ 55.03
Trades	Equipment Repair Supervisor	\$ 23.79	\$ 27.85	43.86%	\$ 34.22	\$ 40.06	24.00%	\$ 44.24	\$ 51.79
Trades	Equipment Repair Technician	\$ 13.12	\$ 16.68	43.86%	\$ 18.88	\$ 23.99	24.00%	\$ 24.41	\$ 31.02
Trades	Equipment Repair Technician Senior	\$ 16.73	\$ 23.73	43.86%	\$ 24.07	\$ 34.13	24.00%	\$ 31.11	\$ 44.13
Trades	HVAC Installation & Repair Assistant	\$ 10.24	\$ 16.33	43.86%	\$ 14.73	\$ 23.50	24.00%	\$ 19.04	\$ 30.38
Trades	HVAC Installation & Repair Assistant Senior	\$ 16.33	\$ 27.85	43.86%	\$ 23.50	\$ 40.06	24.00%	\$ 30.38	\$ 51.79
Trades	Laboratory Mechanic	\$ 13.13	\$ 17.81	43.86%	\$ 18.89	\$ 25.62	24.00%	\$ 24.43	\$ 33.13
Trades	Laboratory Mechanic Senior	\$ 17.81	\$ 27.10	43.86%	\$ 25.62	\$ 38.98	24.00%	\$ 33.13	\$ 50.40
Trades	Locksmith	\$ 16.11	\$ 23.69	43.86%	\$ 23.18	\$ 34.09	24.00%	\$ 29.97	\$ 44.07
Trades	Maintenance Field Worker	\$ 13.12	\$ 16.78	43.86%	\$ 18.88	\$ 24.14	24.00%	\$ 24.41	\$ 31.21
Trades	Mason Plasterer	\$ 16.21	\$ 18.68	43.86%	\$ 23.32	\$ 26.88	24.00%	\$ 30.15	\$ 34.75
Trades	Mason Plasterer Assistant	\$ 18.72	\$ 27.69	43.86%	\$ 26.93	\$ 39.84	24.00%	\$ 34.82	\$ 51.51
Trades	Mechanic	\$ 10.55	\$ 23.75	43.86%	\$ 15.18	\$ 34.16	24.00%	\$ 19.63	\$ 44.17
Trades	Painter	\$ 10.15	\$ 22.52	43.86%	\$ 14.60	\$ 32.40	24.00%	\$ 18.87	\$ 41.89
Trades	Plumber / Steamfitter	\$ 22.00	\$ 33.46	43.86%	\$ 31.65	\$ 48.13	24.00%	\$ 40.93	\$ 62.23
Trades	Plumber / Steamfitter Assistant	\$ 13.12	\$ 21.93	43.86%	\$ 18.88	\$ 31.55	24.00%	\$ 24.41	\$ 40.80
Trades	Printing Press Operator B	\$ 21.48	\$ 31.54	43.86%	\$ 30.90	\$ 45.38	24.00%	\$ 39.95	\$ 58.67
Trades	Production Supervisor	\$ 25.47	\$ 39.01	43.86%	\$ 36.64	\$ 56.11	24.00%	\$ 47.37	\$ 72.55
Trades	Radio Specialist	\$ 15.18	\$ 19.46	43.86%	\$ 21.84	\$ 28.00	24.00%	\$ 28.23	\$ 36.20

Wisconsin (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 19.49	\$ 25.48	43.86%	\$ 28.04	\$ 36.65	24.00%	\$ 36.26	\$ 47.39
Trades	Sheet Metal Worker	\$ 14.44	\$ 18.58	43.86%	\$ 20.77	\$ 26.73	24.00%	\$ 26.86	\$ 34.56
Trades	Sheet Metal Worker Assistant	\$ 10.97	\$ 14.67	43.86%	\$ 15.78	\$ 21.11	24.00%	\$ 20.40	\$ 27.29
Trades	Sheet Metal Worker Lead	\$ 18.63	\$ 25.49	43.86%	\$ 26.80	\$ 36.67	24.00%	\$ 34.66	\$ 47.41
Trades	Shipping / Receiving Clerk	\$ 14.52	\$ 19.91	43.86%	\$ 20.89	\$ 28.64	24.00%	\$ 27.01	\$ 37.03
Trades	Storekeeper Assistant I	\$ 10.79	\$ 15.80	43.86%	\$ 15.53	\$ 22.72	24.00%	\$ 20.08	\$ 29.38
Trades	Storekeeper Assistant II	\$ 11.75	\$ 16.98	43.86%	\$ 16.90	\$ 24.43	24.00%	\$ 21.85	\$ 31.59
Trades	Storekeeper I	\$ 7.68	\$ 10.55	43.86%	\$ 11.04	\$ 15.18	24.00%	\$ 14.28	\$ 19.63
Trades	Storekeeper II	\$ 10.61	\$ 12.87	43.86%	\$ 15.27	\$ 18.51	24.00%	\$ 19.74	\$ 23.94
Trades	Storekeeper III	\$ 12.91	\$ 15.80	43.86%	\$ 18.57	\$ 22.72	24.00%	\$ 24.01	\$ 29.38
Trades	Storekeeper Senior	\$ 15.82	\$ 18.45	43.86%	\$ 22.75	\$ 26.54	24.00%	\$ 29.42	\$ 34.32
Trades	Tool Room Assistant	\$ 8.50	\$ 12.87	43.86%	\$ 12.22	\$ 18.51	24.00%	\$ 15.80	\$ 23.94
Trades	Tool Room Assistant Senior	\$ 12.87	\$ 17.96	43.86%	\$ 18.51	\$ 25.84	24.00%	\$ 23.94	\$ 33.41
Trades	Trades Utilities Worker Senior	\$ 13.13	\$ 19.24	43.86%	\$ 18.89	\$ 27.68	24.00%	\$ 24.43	\$ 35.79
Trades	Trades Utility Worker	\$ 10.03	\$ 13.08	43.86%	\$ 14.44	\$ 18.82	24.00%	\$ 18.66	\$ 24.33
Trades	Tradesman Helper	\$ 10.03	\$ 16.16	43.86%	\$ 14.44	\$ 23.25	24.00%	\$ 18.66	\$ 30.06
Trades	Tradesman Helper Senior	\$ 16.16	\$ 20.14	43.86%	\$ 23.25	\$ 28.97	24.00%	\$ 30.06	\$ 37.46
Trades	Welder	\$ 11.06	\$ 18.32	43.86%	\$ 15.91	\$ 26.35	24.00%	\$ 20.57	\$ 34.07
Trades	Welder Senior	\$ 18.37	\$ 22.02	43.86%	\$ 26.42	\$ 31.68	24.00%	\$ 34.17	\$ 40.96
Trades	Work Zone Safety Officer	\$ 22.96	\$ 37.11	43.86%	\$ 33.02	\$ 53.39	24.00%	\$ 42.70	\$ 69.03

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	32.21%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	33.56%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	49.97%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	33.56%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	32.27%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	38.00%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	32.27%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	47.50%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	33.56%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	36.24%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	43.86%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Wyoming (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accountant	\$ 16.17	\$ 22.96	37.26%	\$ 22.19	\$ 31.51	24.00%	\$ 30.07	\$ 42.71
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	37.26%	\$ 11.72	\$ 19.18	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 22.97	\$ 31.88	37.26%	\$ 31.53	\$ 43.76	24.00%	\$ 42.73	\$ 59.30
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	37.26%	\$ 28.41	\$ 35.52	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	37.26%	\$ 21.31	\$ 27.35	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	37.26%	\$ 13.50	\$ 17.05	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 21.05	\$ 24.09	37.26%	\$ 28.89	\$ 33.06	24.00%	\$ 39.15	\$ 44.80
Accounting/Finance	Accounting Manager B	\$ 24.02	\$ 29.48	37.26%	\$ 32.97	\$ 40.46	24.00%	\$ 44.68	\$ 54.83
Accounting/Finance	Accounting Manager C	\$ 29.53	\$ 37.33	37.26%	\$ 40.53	\$ 51.24	24.00%	\$ 54.93	\$ 69.43
Accounting/Finance	Auditing - External Auditor	\$ 20.77	\$ 26.27	37.26%	\$ 28.51	\$ 36.06	24.00%	\$ 38.64	\$ 48.87
Accounting/Finance	Auditing - External Auditor Senior	\$ 26.30	\$ 37.33	37.26%	\$ 36.09	\$ 51.24	24.00%	\$ 48.91	\$ 69.43
Accounting/Finance	Auditing - Internal Auditor	\$ 20.77	\$ 26.27	37.26%	\$ 28.51	\$ 36.06	24.00%	\$ 38.64	\$ 48.87
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 26.33	\$ 37.33	37.26%	\$ 36.14	\$ 51.24	24.00%	\$ 48.97	\$ 69.43
Accounting/Finance	Bookkeeper	\$ 10.93	\$ 16.54	37.26%	\$ 15.00	\$ 22.71	24.00%	\$ 20.33	\$ 30.77
Accounting/Finance	Budget Analyst	\$ 20.38	\$ 26.66	37.26%	\$ 27.97	\$ 36.59	24.00%	\$ 37.90	\$ 49.59
Accounting/Finance	Budget Analyst Senior	\$ 26.67	\$ 41.39	37.26%	\$ 36.61	\$ 56.81	24.00%	\$ 49.61	\$ 76.99
Accounting/Finance	Closure/Disbursement Specialists	\$ 33.97	\$ 37.81	37.26%	\$ 46.63	\$ 51.90	24.00%	\$ 63.19	\$ 70.33
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 31.91	\$ 41.36	37.26%	\$ 43.79	\$ 56.77	24.00%	\$ 59.34	\$ 76.93
Accounting/Finance	CPA	\$ 33.09	\$ 43.72	37.26%	\$ 45.42	\$ 60.01	24.00%	\$ 61.54	\$ 81.33
Accounting/Finance	Fiscal Assistant	\$ 11.51	\$ 17.68	37.26%	\$ 15.80	\$ 24.27	24.00%	\$ 21.40	\$ 32.89
Accounting/Finance	Fiscal Technical Senior	\$ 15.42	\$ 21.99	37.26%	\$ 21.16	\$ 30.18	24.00%	\$ 28.68	\$ 40.90
Accounting/Finance	Fiscal Technician	\$ 17.74	\$ 21.68	37.26%	\$ 24.34	\$ 29.76	24.00%	\$ 32.99	\$ 40.32
Accounting/Finance	Payroll Assistant	\$ 16.84	\$ 21.27	37.26%	\$ 23.11	\$ 29.20	24.00%	\$ 31.32	\$ 39.56
Accounting/Finance	Purchasing / Procurement	\$ 21.27	\$ 31.61	37.26%	\$ 29.20	\$ 43.39	24.00%	\$ 39.56	\$ 58.80
Accounting/Finance	Sr. Compliance Officer	\$ 41.06	\$ 46.68	37.26%	\$ 56.37	\$ 64.07	24.00%	\$ 76.38	\$ 86.82
Accounting/Finance	Supervising Auditor	\$ 41.06	\$ 47.27	37.26%	\$ 56.37	\$ 64.88	24.00%	\$ 76.38	\$ 87.92
Call Center/Customer Service	Customer Service Inbound I	\$ 10.83	\$ 15.94	42.19%	\$ 15.40	\$ 22.66	24.00%	\$ 20.15	\$ 29.64
Call Center/Customer Service	Customer Service Inbound II	\$ 16.00	\$ 25.77	42.19%	\$ 22.75	\$ 36.64	24.00%	\$ 29.76	\$ 47.92

Wyoming (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Customer Service Outbound I	\$ 10.83	\$ 15.94	42.19%	\$ 15.40	\$ 22.66	24.00%	\$ 20.15	\$ 29.64
Call Center/Customer Service	Customer Service Outbound II	\$ 16.00	\$ 25.77	42.19%	\$ 22.75	\$ 36.64	24.00%	\$ 29.76	\$ 47.92
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.64	\$ 18.02	42.19%	\$ 15.12	\$ 25.62	24.00%	\$ 19.78	\$ 33.52
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	42.19%	\$ 29.43	\$ 36.79	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 11.04	\$ 16.90	42.19%	\$ 15.70	\$ 24.03	24.00%	\$ 20.54	\$ 31.43
Call Center/Customer Service	Detailing Representative II	\$ 12.02	\$ 19.44	42.19%	\$ 17.09	\$ 27.64	24.00%	\$ 22.35	\$ 36.15
Call Center/Customer Service	Help Desk Analyst	\$ 14.31	\$ 31.77	42.19%	\$ 20.35	\$ 45.18	24.00%	\$ 26.62	\$ 59.10
Call Center/Customer Service	Market Research Inbound	\$ 20.99	\$ 25.21	42.19%	\$ 29.85	\$ 35.85	24.00%	\$ 39.05	\$ 46.90
Call Center/Customer Service	Market Research Outbound	\$ 25.24	\$ 38.42	42.19%	\$ 35.88	\$ 54.63	24.00%	\$ 46.94	\$ 71.46
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.82	\$ 14.04	42.19%	\$ 13.96	\$ 19.96	24.00%	\$ 18.26	\$ 26.11
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 14.21	\$ 20.31	42.19%	\$ 20.21	\$ 28.88	24.00%	\$ 26.44	\$ 37.78
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.82	\$ 14.04	42.19%	\$ 13.96	\$ 19.96	24.00%	\$ 18.26	\$ 26.11
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 14.21	\$ 20.31	42.19%	\$ 20.21	\$ 28.88	24.00%	\$ 26.44	\$ 37.78
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.82	\$ 13.76	42.19%	\$ 13.96	\$ 19.57	24.00%	\$ 18.26	\$ 25.59
Call Center/Customer Service	Sales Inbound I	\$ 10.39	\$ 17.96	42.19%	\$ 14.78	\$ 25.53	24.00%	\$ 19.33	\$ 33.40
Call Center/Customer Service	Sales Inbound II	\$ 14.21	\$ 20.31	42.19%	\$ 20.21	\$ 28.88	24.00%	\$ 26.44	\$ 37.78
Call Center/Customer Service	Sales Outbound I	\$ 12.88	\$ 18.07	42.19%	\$ 18.31	\$ 25.69	24.00%	\$ 23.95	\$ 33.61
Call Center/Customer Service	Sales Outbound II	\$ 14.21	\$ 20.31	42.19%	\$ 20.21	\$ 28.88	24.00%	\$ 26.44	\$ 37.78
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 8.70	\$ 14.07	42.19%	\$ 12.37	\$ 20.01	24.00%	\$ 16.19	\$ 26.17
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 14.08	\$ 18.24	42.19%	\$ 20.02	\$ 25.94	24.00%	\$ 26.19	\$ 33.93
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 10.37	\$ 13.86	42.19%	\$ 14.75	\$ 19.71	24.00%	\$ 19.29	\$ 25.78
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 13.92	\$ 24.50	42.19%	\$ 19.79	\$ 34.83	24.00%	\$ 25.88	\$ 45.56
Food Related Services	Barista (misc)	\$ 12.15	\$ 17.91	60.49%	\$ 19.50	\$ 28.75	24.00%	\$ 22.60	\$ 33.32
Food Related Services	Building Attendant (misc)	\$ 12.15	\$ 17.91	46.00%	\$ 17.74	\$ 26.15	24.00%	\$ 22.60	\$ 33.32
Food Related Services	Busser	\$ 12.15	\$ 17.91	46.00%	\$ 17.74	\$ 26.15	24.00%	\$ 22.60	\$ 33.32
Food Related Services	Cashiers	\$ 12.15	\$ 17.91	46.00%	\$ 17.74	\$ 26.15	24.00%	\$ 22.60	\$ 33.32
Food Related Services	Dishwasher	\$ 11.04	\$ 14.36	46.00%	\$ 16.12	\$ 20.96	24.00%	\$ 20.54	\$ 26.70
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	46.00%	\$ 21.02	\$ 25.70	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	46.00%	\$ 14.45	\$ 17.67	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 10.94	\$ 16.01	46.00%	\$ 15.98	\$ 23.38	24.00%	\$ 20.36	\$ 29.79
Food Related Services	Food Operations Manager Assistant	\$ 16.06	\$ 18.80	46.00%	\$ 23.44	\$ 27.44	24.00%	\$ 29.87	\$ 34.96
Food Related Services	Food Production Worker	\$ 8.81	\$ 14.42	46.00%	\$ 12.87	\$ 21.06	24.00%	\$ 16.39	\$ 26.83
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	46.00%	\$ 20.37	\$ 24.89	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	46.00%	\$ 15.77	\$ 19.27	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	46.00%	\$ 18.40	\$ 22.48	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.78	\$ 14.15	46.00%	\$ 12.82	\$ 20.65	24.00%	\$ 16.33	\$ 26.31
Food Related Services	Second Cook Senior	\$ 14.04	\$ 18.47	60.49%	\$ 22.53	\$ 29.63	24.00%	\$ 26.11	\$ 34.35
Food Related Services	Server	\$ 8.43	\$ 11.51	46.00%	\$ 12.30	\$ 16.80	24.00%	\$ 15.67	\$ 21.40
General Administrative	Administrative Assistant I	\$ 12.06	\$ 16.22	42.19%	\$ 17.15	\$ 23.07	24.00%	\$ 22.43	\$ 30.18
General Administrative	Administrative Assistant II	\$ 16.23	\$ 17.56	42.19%	\$ 23.08	\$ 24.97	24.00%	\$ 30.20	\$ 32.66

Wyoming (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Administrative Assistant III	\$ 17.57	\$ 19.06	42.19%	\$ 24.98	\$ 27.10	24.00%	\$ 32.68	\$ 35.45
General Administrative	Administrative Assistant IV	\$ 19.07	\$ 21.10	42.19%	\$ 27.12	\$ 30.01	24.00%	\$ 35.48	\$ 39.25
General Administrative	Administrative Assistant V	\$ 21.13	\$ 23.80	42.19%	\$ 30.04	\$ 33.84	24.00%	\$ 39.30	\$ 44.27
General Administrative	Administrative Staff Assistant	\$ 23.41	\$ 26.77	42.19%	\$ 33.29	\$ 38.06	24.00%	\$ 43.55	\$ 49.79
General Administrative	Administrative Staff Specialist	\$ 26.78	\$ 33.11	42.19%	\$ 38.08	\$ 47.08	24.00%	\$ 49.81	\$ 61.58
General Administrative	Administrative Staff Specialist Senior	\$ 33.12	\$ 25.86	42.19%	\$ 47.09	\$ 36.78	24.00%	\$ 61.60	\$ 48.11
General Administrative	Agency Management Analyst	\$ 21.60	\$ 28.35	42.19%	\$ 30.72	\$ 40.31	24.00%	\$ 40.18	\$ 52.73
General Administrative	Agency Management Analyst Lead	\$ 28.36	\$ 32.94	42.19%	\$ 40.33	\$ 46.84	24.00%	\$ 52.75	\$ 61.28
General Administrative	Agency Management Analyst Senior	\$ 33.01	\$ 51.36	42.19%	\$ 46.94	\$ 73.04	24.00%	\$ 61.40	\$ 95.54
General Administrative	Clerk	\$ 9.30	\$ 10.75	42.19%	\$ 13.22	\$ 15.29	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	42.19%	\$ 11.73	\$ 13.15	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	42.19%	\$ 15.36	\$ 17.77	24.00%	\$ 20.09	\$ 13.49
General Administrative	Data Entry Operator	\$ 9.82	\$ 13.78	42.19%	\$ 13.96	\$ 19.60	24.00%	\$ 18.26	\$ 25.64
General Administrative	Data Entry Operator Senior	\$ 13.82	\$ 19.83	42.19%	\$ 19.64	\$ 28.20	24.00%	\$ 25.70	\$ 36.89
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	42.19%	\$ 14.57	\$ 21.33	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 17.41	\$ 21.63	42.19%	\$ 24.75	\$ 30.76	24.00%	\$ 32.37	\$ 40.24
General Administrative	Executive Secretary Senior	\$ 21.67	\$ 32.09	42.19%	\$ 30.81	\$ 45.63	24.00%	\$ 40.30	\$ 59.69
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	42.19%	\$ 24.88	\$ 29.50	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	42.19%	\$ 21.33	\$ 25.59	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 13.76	\$ 16.13	42.19%	\$ 19.57	\$ 22.94	24.00%	\$ 25.59	\$ 30.01
General Administrative	Legal Assistant Senior	\$ 16.17	\$ 40.76	42.19%	\$ 22.99	\$ 57.96	24.00%	\$ 30.07	\$ 75.82
General Administrative	Library Assistant	\$ 9.82	\$ 19.34	42.19%	\$ 13.96	\$ 27.50	24.00%	\$ 18.26	\$ 35.97
General Administrative	Medical Assistant I	\$ 13.19	\$ 15.38	42.19%	\$ 18.75	\$ 21.87	24.00%	\$ 24.53	\$ 28.61
General Administrative	Medical Assistant II	\$ 15.43	\$ 21.93	42.19%	\$ 21.94	\$ 31.19	24.00%	\$ 28.70	\$ 40.80
General Administrative	Medical Biller I	\$ 11.50	\$ 14.11	42.19%	\$ 16.35	\$ 20.07	24.00%	\$ 21.38	\$ 26.25
General Administrative	Medical Biller II	\$ 14.15	\$ 21.98	42.19%	\$ 20.12	\$ 31.25	24.00%	\$ 26.31	\$ 40.88
General Administrative	Medical Records Clerk I	\$ 13.82	\$ 20.12	42.19%	\$ 19.64	\$ 28.61	24.00%	\$ 25.70	\$ 37.43
General Administrative	Medical Records Clerk II	\$ 14.92	\$ 21.58	42.19%	\$ 21.21	\$ 30.68	24.00%	\$ 27.75	\$ 40.14
General Administrative	Office Manager	\$ 23.25	\$ 35.38	42.19%	\$ 33.06	\$ 50.31	24.00%	\$ 43.24	\$ 65.81
General Administrative	Office Services Aide	\$ 12.87	\$ 17.73	42.19%	\$ 18.29	\$ 25.20	24.00%	\$ 23.93	\$ 32.97
General Administrative	Office Services Assistant	\$ 13.79	\$ 18.72	42.19%	\$ 19.61	\$ 26.62	24.00%	\$ 25.66	\$ 34.82
General Administrative	Office Services Specialist	\$ 14.53	\$ 19.59	42.19%	\$ 20.67	\$ 27.86	24.00%	\$ 27.03	\$ 36.44
General Administrative	Office Services Supervisor	\$ 15.21	\$ 20.02	42.19%	\$ 21.62	\$ 28.47	24.00%	\$ 28.29	\$ 37.24
General Administrative	Office Services Supervisor Senior	\$ 17.63	\$ 22.46	42.19%	\$ 25.06	\$ 31.94	24.00%	\$ 32.78	\$ 41.78
General Administrative	Operator I	\$ 9.55	\$ 13.74	42.19%	\$ 13.58	\$ 19.53	24.00%	\$ 17.77	\$ 25.55
General Administrative	Operator II	\$ 13.76	\$ 16.06	42.19%	\$ 19.57	\$ 22.83	24.00%	\$ 25.59	\$ 29.87
General Administrative	Operator III (Key Disc Operator)	\$ 16.10	\$ 18.23	42.19%	\$ 22.90	\$ 25.93	24.00%	\$ 29.95	\$ 33.91
General Administrative	Operator IV (Key Disc Operator)	\$ 18.24	\$ 21.14	42.19%	\$ 25.94	\$ 30.06	24.00%	\$ 33.93	\$ 39.32
General Administrative	Paralegal	\$ 14.00	\$ 23.50	42.19%	\$ 19.91	\$ 33.41	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 12.25	\$ 16.39	42.19%	\$ 17.41	\$ 23.30	24.00%	\$ 22.78	\$ 30.48

Wyoming (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Personal Assistant Senior	\$ 16.40	\$ 17.48	42.19%	\$ 23.32	\$ 24.86	24.00%	\$ 30.50	\$ 32.52
General Administrative	Photocopy Supervisor	\$ 13.24	\$ 18.39	42.19%	\$ 18.83	\$ 26.15	24.00%	\$ 24.63	\$ 34.20
General Administrative	Photocopy Technician	\$ 11.96	\$ 16.91	42.19%	\$ 17.01	\$ 24.04	24.00%	\$ 22.25	\$ 31.45
General Administrative	Photo-Typesetting Specialist	\$ 15.57	\$ 22.42	42.19%	\$ 22.14	\$ 31.88	24.00%	\$ 28.96	\$ 41.70
General Administrative	Photo-Typesetting Supervisor	\$ 16.63	\$ 24.34	42.19%	\$ 23.65	\$ 34.61	24.00%	\$ 30.94	\$ 45.27
General Administrative	Postal Aide	\$ 8.74	\$ 11.96	42.19%	\$ 12.42	\$ 17.01	24.00%	\$ 16.25	\$ 22.25
General Administrative	Postal Aide Senior	\$ 12.02	\$ 18.91	42.19%	\$ 17.09	\$ 26.88	24.00%	\$ 22.35	\$ 35.17
General Administrative	Postal Assistant	\$ 18.97	\$ 21.08	42.19%	\$ 26.98	\$ 29.98	24.00%	\$ 35.29	\$ 39.21
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	42.19%	\$ 42.66	\$ 63.99	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	42.19%	\$ 28.44	\$ 35.55	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 14.04	\$ 18.53	42.19%	\$ 19.96	\$ 26.35	24.00%	\$ 26.11	\$ 34.47
General Administrative	Public Relations Specialist	\$ 19.50	\$ 33.35	42.19%	\$ 27.73	\$ 47.42	24.00%	\$ 36.28	\$ 62.04
General Administrative	Public Relations Specialist Assistant	\$ 14.04	\$ 19.47	42.19%	\$ 19.96	\$ 27.68	24.00%	\$ 26.11	\$ 36.21
General Administrative	Receptionist	\$ 9.81	\$ 12.62	42.19%	\$ 13.94	\$ 17.95	24.00%	\$ 18.24	\$ 23.48
General Administrative	Receptionist Senior	\$ 12.63	\$ 19.92	42.19%	\$ 17.96	\$ 28.33	24.00%	\$ 23.50	\$ 37.06
General Administrative	Secretary	\$ 10.37	\$ 13.86	42.19%	\$ 14.75	\$ 19.71	24.00%	\$ 19.29	\$ 25.78
General Administrative	Secretary Senior	\$ 13.92	\$ 24.56	42.19%	\$ 19.79	\$ 34.92	24.00%	\$ 25.88	\$ 45.68
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	42.19%	\$ 21.68	\$ 25.59	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 12.06	\$ 29.46	42.19%	\$ 17.15	\$ 41.90	24.00%	\$ 22.43	\$ 54.80
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	42.19%	\$ 28.44	\$ 37.67	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 21.61	\$ 26.66	42.19%	\$ 30.73	\$ 37.91	24.00%	\$ 40.20	\$ 49.59
Human Resources	Classification / Compensation Analyst Senior	\$ 26.71	\$ 35.38	42.19%	\$ 37.99	\$ 50.31	24.00%	\$ 49.69	\$ 65.81
Human Resources	Classification / Compensation Consultant	\$ 35.41	\$ 47.42	42.19%	\$ 50.34	\$ 67.43	24.00%	\$ 65.86	\$ 88.20
Human Resources	EEO Program Analyst	\$ 20.87	\$ 33.32	42.19%	\$ 29.68	\$ 47.38	24.00%	\$ 38.82	\$ 61.97
Human Resources	EEO Program Specialist	\$ 23.02	\$ 36.35	42.19%	\$ 32.73	\$ 51.68	24.00%	\$ 42.81	\$ 67.60
Human Resources	Employee Relations Analyst	\$ 18.80	\$ 23.80	42.19%	\$ 26.73	\$ 33.84	24.00%	\$ 34.96	\$ 44.27
Human Resources	Employee Relations Analyst Senior	\$ 23.85	\$ 42.10	42.19%	\$ 33.92	\$ 59.86	24.00%	\$ 44.37	\$ 78.30
Human Resources	Human Resources Assistant	\$ 14.42	\$ 20.77	42.19%	\$ 20.51	\$ 29.54	24.00%	\$ 26.83	\$ 38.64
Human Resources	Human Resources Generalist	\$ 16.72	\$ 21.27	42.19%	\$ 23.77	\$ 30.24	24.00%	\$ 31.10	\$ 39.56
Human Resources	Human Resources Generalist Senior	\$ 21.39	\$ 37.36	42.19%	\$ 30.42	\$ 53.12	24.00%	\$ 39.79	\$ 69.49
Human Resources	Personnel Analyst	\$ 16.55	\$ 21.05	42.19%	\$ 23.54	\$ 29.93	24.00%	\$ 30.79	\$ 39.15
Human Resources	Personnel Analyst Senior	\$ 21.10	\$ 25.53	42.19%	\$ 30.01	\$ 36.31	24.00%	\$ 39.25	\$ 47.49
Human Resources	Personnel Practices Analyst	\$ 25.60	\$ 30.15	42.19%	\$ 36.40	\$ 42.87	24.00%	\$ 47.62	\$ 56.08
Human Resources	Personnel Practices Analyst Senior	\$ 30.20	\$ 38.45	42.19%	\$ 42.95	\$ 54.68	24.00%	\$ 56.18	\$ 71.53
Human Resources	Personnel Practices Manager	\$ 37.84	\$ 47.07	42.19%	\$ 53.80	\$ 66.93	24.00%	\$ 70.38	\$ 87.55
Human Services	Social Worker	\$ 18.43	\$ 31.22	37.49%	\$ 25.34	\$ 42.93	24.00%	\$ 34.28	\$ 58.07
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	37.49%	\$ 30.94	\$ 42.62	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 13.98	\$ 19.30	37.49%	\$ 19.22	\$ 26.54	24.00%	\$ 26.01	\$ 35.91
Human Services	Support Enforcement Specialist Senior	\$ 19.37	\$ 22.85	37.49%	\$ 26.63	\$ 31.42	24.00%	\$ 36.03	\$ 42.50
Human Services	Utilization Review Analyst	\$ 19.37	\$ 27.79	37.49%	\$ 26.63	\$ 38.20	24.00%	\$ 36.03	\$ 51.68

Wyoming (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Human Services	Utilization Review Analyst Senior	\$ 27.84	\$ 44.66	37.49%	\$ 38.28	\$ 61.40	24.00%	\$ 51.78	\$ 83.07
Insurance	Claims Adjuster I	\$ 16.00	\$ 19.37	37.49%	\$ 22.00	\$ 26.63	24.00%	\$ 29.76	\$ 36.03
Insurance	Claims Adjuster II	\$ 19.43	\$ 27.79	37.49%	\$ 26.71	\$ 38.20	24.00%	\$ 36.13	\$ 51.68
Insurance	Claims Specialist	\$ 27.84	\$ 35.09	37.49%	\$ 38.28	\$ 48.24	24.00%	\$ 51.78	\$ 65.26
Insurance	Worker's Compensation Specialist	\$ 26.31	\$ 39.35	37.49%	\$ 36.17	\$ 54.10	24.00%	\$ 48.93	\$ 73.19
Laborer/Industrial	CDL Driver	\$ 14.04	\$ 20.14	46.00%	\$ 20.49	\$ 29.41	24.00%	\$ 26.11	\$ 37.47
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22	46.00%	\$ 31.39	\$ 41.20	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21	46.00%	\$ 40.81	\$ 48.49	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00	46.00%	\$ 44.17	\$ 51.10	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00	46.00%	\$ 36.14	\$ 43.80	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50	46.00%	\$ 36.14	\$ 43.07	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75	46.00%	\$ 45.99	\$ 55.12	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55	46.00%	\$ 38.69	\$ 48.98	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 15.06	\$ 21.59	46.00%	\$ 21.99	\$ 31.52	24.00%	\$ 28.02	\$ 40.16
Laborer/Industrial	Forklift Operator	\$ 11.74	\$ 16.36	46.00%	\$ 17.14	\$ 23.88	24.00%	\$ 21.84	\$ 30.42
Laborer/Industrial	Forklift Operator Senior	\$ 16.39	\$ 23.85	46.00%	\$ 23.93	\$ 34.83	24.00%	\$ 30.48	\$ 44.37
Laborer/Industrial	Grounds Worker	\$ 9.51	\$ 13.19	46.00%	\$ 13.88	\$ 19.25	24.00%	\$ 17.69	\$ 24.53
Laborer/Industrial	Grounds Worker Lead	\$ 13.24	\$ 17.68	46.00%	\$ 19.33	\$ 25.81	24.00%	\$ 24.63	\$ 32.89
Laborer/Industrial	Grounds Worker Senior	\$ 14.14	\$ 17.57	46.00%	\$ 20.64	\$ 25.65	24.00%	\$ 26.29	\$ 32.68
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.82	\$ 13.76	46.00%	\$ 14.33	\$ 20.09	24.00%	\$ 18.26	\$ 25.59
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 13.77	\$ 17.57	46.00%	\$ 20.11	\$ 25.65	24.00%	\$ 25.62	\$ 32.68
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 8.59	\$ 13.22	46.00%	\$ 12.54	\$ 19.30	24.00%	\$ 15.98	\$ 24.59
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 8.59	\$ 13.22	46.00%	\$ 12.54	\$ 19.30	24.00%	\$ 15.98	\$ 24.59
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 8.59	\$ 13.22	46.00%	\$ 12.54	\$ 19.30	24.00%	\$ 15.98	\$ 24.59
Laborer/Industrial	Housekeeping Supervisor	\$ 11.74	\$ 16.30	46.00%	\$ 17.14	\$ 23.80	24.00%	\$ 21.84	\$ 30.32
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 16.33	\$ 25.27	46.00%	\$ 23.85	\$ 36.89	24.00%	\$ 30.38	\$ 47.00
Laborer/Industrial	Housekeeping Worker	\$ 8.70	\$ 13.31	46.00%	\$ 12.71	\$ 19.43	24.00%	\$ 16.19	\$ 24.75
Laborer/Industrial	Housekeeping Worker Senior	\$ 13.36	\$ 17.06	46.00%	\$ 19.51	\$ 24.91	24.00%	\$ 24.86	\$ 31.74
Laborer/Industrial	Inventory Worker Light	\$ 10.39	\$ 16.28	46.00%	\$ 15.17	\$ 23.77	24.00%	\$ 19.33	\$ 30.28
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 9.51	\$ 18.27	46.00%	\$ 13.88	\$ 26.67	24.00%	\$ 17.69	\$ 33.98
Laborer/Industrial	Motor Vehicle Operator A	\$ 9.27	\$ 12.63	46.00%	\$ 13.53	\$ 18.45	24.00%	\$ 17.23	\$ 23.50
Laborer/Industrial	Motor Vehicle Operator B	\$ 12.69	\$ 20.49	46.00%	\$ 18.53	\$ 29.91	24.00%	\$ 23.60	\$ 38.10
Laborer/Industrial	Packer	\$ 8.59	\$ 13.22	46.00%	\$ 12.54	\$ 19.30	24.00%	\$ 15.98	\$ 24.59
Laborer/Industrial	Warehouse Specialist I	\$ 9.51	\$ 13.22	46.00%	\$ 13.88	\$ 19.30	24.00%	\$ 17.69	\$ 24.59
Laborer/Industrial	Warehouse Specialist II	\$ 13.24	\$ 16.55	46.00%	\$ 19.33	\$ 24.17	24.00%	\$ 24.63	\$ 30.79
Laborer/Industrial	Warehouse Specialist III	\$ 16.61	\$ 21.16	46.00%	\$ 24.25	\$ 30.89	24.00%	\$ 30.89	\$ 39.36
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00	46.00%	\$ 13.14	\$ 16.06	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.59	\$ 13.22	46.00%	\$ 12.54	\$ 19.30	24.00%	\$ 15.98	\$ 24.59
Laborer/Industrial	Warehouse Worker II	\$ 13.24	\$ 16.55	46.00%	\$ 19.33	\$ 24.17	24.00%	\$ 24.63	\$ 30.79
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00	46.00%	\$ 35.70	\$ 46.72	24.00%	\$ 45.48	\$ 59.52

Wyoming (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	46.00%	\$ 35.70	\$ 43.07	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	46.00%	\$ 35.70	\$ 43.07	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 12.63	\$ 16.30	37.49%	\$ 17.37	\$ 22.41	24.00%	\$ 23.50	\$ 30.32
Media	Audio Visual Technician Senior	\$ 16.33	\$ 27.07	37.49%	\$ 22.46	\$ 37.22	24.00%	\$ 30.38	\$ 50.35
Media	Graphic Artist	\$ 14.88	\$ 17.76	37.49%	\$ 20.45	\$ 24.42	24.00%	\$ 27.67	\$ 33.03
Media	Graphic Artist Senior	\$ 17.76	\$ 24.98	37.49%	\$ 24.42	\$ 34.35	24.00%	\$ 33.03	\$ 46.46
Media	Graphic Designer	\$ 14.88	\$ 17.76	37.49%	\$ 20.45	\$ 24.42	24.00%	\$ 27.67	\$ 33.03
Media	Graphic Designer Senior	\$ 17.79	\$ 24.98	37.49%	\$ 24.46	\$ 34.35	24.00%	\$ 33.09	\$ 46.46
Media	Photographer	\$ 9.82	\$ 13.00	37.49%	\$ 13.50	\$ 17.87	24.00%	\$ 18.26	\$ 24.18
Media	Photographer Senior	\$ 13.02	\$ 20.83	37.49%	\$ 17.90	\$ 28.64	24.00%	\$ 24.22	\$ 38.74
Media	TV / Video Production Specialist	\$ 19.65	\$ 25.28	37.49%	\$ 27.01	\$ 34.76	24.00%	\$ 36.54	\$ 47.02
Media	TV / Video Production Technician	\$ 25.31	\$ 34.25	37.49%	\$ 34.80	\$ 47.09	24.00%	\$ 47.08	\$ 63.70
Security	Armed Security Officer	\$ 15.73	\$ 21.05	57.50%	\$ 24.77	\$ 33.15	24.00%	\$ 29.25	\$ 39.15
Security	<u>Captain</u>	\$ 22.09	\$ 31.47	57.50%	\$ 34.79	\$ 49.57	24.00%	\$ 41.08	\$ 58.54
Security	Dispatcher/Police	\$ 15.24	\$ 25.97	57.50%	\$ 24.00	\$ 40.91	24.00%	\$ 28.35	\$ 48.31
Security	<u>Lieutenant</u>	\$ 19.88	\$ 27.61	57.50%	\$ 31.31	\$ 43.48	24.00%	\$ 36.97	\$ 51.35
Security	<u>Sergeant</u>	\$ 18.22	\$ 25.40	57.50%	\$ 28.70	\$ 40.01	24.00%	\$ 33.89	\$ 47.25
Security	Unarmed Security Guard	\$ 10.62	\$ 20.76	57.50%	\$ 16.73	\$ 32.70	24.00%	\$ 19.76	\$ 38.62
Tax	Data Entry Clerk	\$ 9.82	\$ 12.63	42.19%	\$ 13.96	\$ 17.96	24.00%	\$ 18.26	\$ 23.50
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 12.69	\$ 19.92	42.19%	\$ 18.04	\$ 28.33	24.00%	\$ 23.60	\$ 37.06
Tax	Error Resolution and Document Processor	\$ 16.51	\$ 22.94	42.19%	\$ 23.48	\$ 32.62	24.00%	\$ 30.71	\$ 42.66
Tax	General Clerical	\$ 9.55	\$ 14.13	42.19%	\$ 13.58	\$ 20.08	24.00%	\$ 17.77	\$ 26.27
Tax	On-Site Administrator (Day)	\$ 11.17	\$ 24.14	42.19%	\$ 15.88	\$ 34.33	24.00%	\$ 20.77	\$ 44.90
Tax	On-Site Administrator (Evening)	\$ 11.17	\$ 24.14	42.19%	\$ 15.88	\$ 34.33	24.00%	\$ 20.77	\$ 44.90
Tax	Remittance Processor	\$ 19.85	\$ 29.41	42.19%	\$ 28.22	\$ 41.82	24.00%	\$ 36.91	\$ 54.70
Tax	Taxpayer Information & Assistance Agent	\$ 17.58	\$ 25.26	42.19%	\$ 25.00	\$ 35.91	24.00%	\$ 32.70	\$ 46.98
Technical	Agricultural Technician	\$ 18.08	\$ 29.34	40.05%	\$ 25.32	\$ 41.10	24.00%	\$ 33.63	\$ 54.58
Technical	Agricultural Technician Lead	\$ 20.28	\$ 32.40	40.05%	\$ 28.40	\$ 45.38	24.00%	\$ 37.71	\$ 60.27
Technical	Agricultural Technician Supervisor	\$ 24.35	\$ 39.04	40.05%	\$ 34.10	\$ 54.68	24.00%	\$ 45.29	\$ 72.61
Technical	Analytical Chemist	\$ 19.16	\$ 32.40	40.05%	\$ 26.83	\$ 45.38	24.00%	\$ 35.64	\$ 60.27
Technical	Analytical Chemist Assistant	\$ 22.39	\$ 36.86	40.05%	\$ 31.35	\$ 51.63	24.00%	\$ 41.64	\$ 68.57
Technical	Analytical Chemist Senior	\$ 28.25	\$ 46.11	40.05%	\$ 39.56	\$ 64.57	24.00%	\$ 52.55	\$ 85.76
Technical	<u>Archaeologist</u>	\$ 19.80	\$ 31.03	40.05%	\$ 27.72	\$ 43.46	24.00%	\$ 36.82	\$ 57.72
Technical	<u>Architectural Historian</u>	\$ 28.89	\$ 37.45	40.05%	\$ 40.46	\$ 52.45	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 20.23	\$ 30.43	40.05%	\$ 28.34	\$ 42.61	24.00%	\$ 37.63	\$ 56.59
Technical	Bridge Design Drafter Senior	\$ 21.58	\$ 32.90	40.05%	\$ 30.22	\$ 46.08	24.00%	\$ 40.14	\$ 61.19
Technical	Cartographic Drafter	\$ 25.43	\$ 35.83	40.05%	\$ 35.62	\$ 50.17	24.00%	\$ 47.31	\$ 66.64
Technical	Cartographic Drafter Assistant	\$ 19.93	\$ 29.98	40.05%	\$ 27.92	\$ 41.99	24.00%	\$ 37.08	\$ 55.77
Technical	Cartographic Supervisor	\$ 34.70	\$ 46.65	40.05%	\$ 48.60	\$ 65.33	24.00%	\$ 64.54	\$ 86.77
Technical	<u>Computer Operator Assistant</u>	\$ 16.00	\$ 19.50	40.05%	\$ 22.41	\$ 27.31	24.00%	\$ 29.76	\$ 36.27

Wyoming (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	40.05%	\$ 55.45	\$ 67.43	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 30.59	\$ 43.30	40.05%	\$ 42.84	\$ 60.65	24.00%	\$ 56.90	\$ 80.54
Technical	Engineering Design Drafting Supervisor	\$ 35.59	\$ 49.62	40.05%	\$ 49.85	\$ 69.49	24.00%	\$ 66.21	\$ 92.29
Technical	Engineering Design Drafting Technician	\$ 17.18	\$ 22.75	40.05%	\$ 24.07	\$ 31.86	24.00%	\$ 31.96	\$ 42.32
Technical	Engineering Drafting Technician	\$ 17.22	\$ 22.75	40.05%	\$ 24.11	\$ 31.86	24.00%	\$ 32.02	\$ 42.32
Technical	Engineering Drafting Technician Senior	\$ 19.96	\$ 29.01	40.05%	\$ 27.95	\$ 40.63	24.00%	\$ 37.12	\$ 53.96
Technical	Environmental Engineer	\$ 28.26	\$ 44.65	40.05%	\$ 39.58	\$ 62.53	24.00%	\$ 52.57	\$ 83.05
Technical	Environmental Engineer Senior	\$ 30.44	\$ 48.85	40.05%	\$ 42.63	\$ 68.41	24.00%	\$ 56.61	\$ 90.85
Technical	Environmental Program Analyst	\$ 23.98	\$ 35.43	40.05%	\$ 33.58	\$ 49.62	24.00%	\$ 44.60	\$ 65.90
Technical	Environmental Program Planner	\$ 25.62	\$ 38.28	40.05%	\$ 35.88	\$ 53.61	24.00%	\$ 47.66	\$ 71.20
Technical	Environmental Program Specialist	\$ 27.54	\$ 34.59	40.05%	\$ 38.57	\$ 48.44	24.00%	\$ 51.23	\$ 64.34
Technical	Environmental Specialist - Field	\$ 25.62	\$ 37.39	40.05%	\$ 35.88	\$ 52.37	24.00%	\$ 47.66	\$ 69.55
Technical	Environmental Specialist Senior - Field	\$ 26.35	\$ 39.14	40.05%	\$ 36.90	\$ 54.81	24.00%	\$ 49.01	\$ 72.80
Technical	Environmental Technician	\$ 23.98	\$ 35.43	40.05%	\$ 33.58	\$ 49.62	24.00%	\$ 44.60	\$ 65.90
Technical	Environmental Technician Senior	\$ 25.62	\$ 38.28	40.05%	\$ 35.88	\$ 53.61	24.00%	\$ 47.66	\$ 71.20
Technical	Help Desk Support	\$ 15.50	\$ 25.00	40.05%	\$ 21.71	\$ 35.01	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	40.05%	\$ 24.16	\$ 33.61	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 21.84	\$ 26.70	40.05%	\$ 30.59	\$ 37.39	24.00%	\$ 40.63	\$ 49.66
Technical	Laboratory Technician	\$ 18.30	\$ 27.41	40.05%	\$ 25.63	\$ 38.39	24.00%	\$ 34.04	\$ 50.98
Technical	Laboratory Technician Senior	\$ 19.43	\$ 29.55	40.05%	\$ 27.21	\$ 41.39	24.00%	\$ 36.13	\$ 54.97
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	40.05%	\$ 30.81	\$ 37.11	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 29.13	\$ 38.83	40.05%	\$ 40.79	\$ 54.39	24.00%	\$ 54.17	\$ 72.23
Technical	Residential Plan Reviewer	\$ 21.24	\$ 33.18	40.05%	\$ 29.74	\$ 46.46	24.00%	\$ 39.50	\$ 61.71
Technical	Right of Way Technician	\$ 30.14	\$ 47.65	40.05%	\$ 42.21	\$ 66.74	24.00%	\$ 56.06	\$ 88.64
Technical	Right of Way Technician Supervisor	\$ 32.54	\$ 52.31	40.05%	\$ 45.57	\$ 73.27	24.00%	\$ 60.52	\$ 97.30
Technical	Safety Engineer	\$ 29.70	\$ 46.57	40.05%	\$ 41.59	\$ 65.22	24.00%	\$ 55.24	\$ 86.62
Technical	Safety Engineer Senior	\$ 33.76	\$ 53.29	40.05%	\$ 47.28	\$ 74.63	24.00%	\$ 62.80	\$ 99.11
Technical	Title Examiner	\$ 20.69	\$ 29.09	40.05%	\$ 28.97	\$ 40.74	24.00%	\$ 38.47	\$ 54.11
Technical	Traffic Controller	\$ 25.04	\$ 40.48	40.05%	\$ 35.06	\$ 56.69	24.00%	\$ 46.57	\$ 75.28
Technical	Traffic Controller Senior	\$ 30.14	\$ 47.65	40.05%	\$ 42.21	\$ 66.74	24.00%	\$ 56.06	\$ 88.64
Technical	Transportation Data Analyst	\$ 25.04	\$ 40.48	40.05%	\$ 35.06	\$ 56.69	24.00%	\$ 46.57	\$ 75.28
Technical	Transportation Data Analyst Senior	\$ 30.14	\$ 47.65	40.05%	\$ 42.21	\$ 66.74	24.00%	\$ 56.06	\$ 88.64
Technical	Transportation Data Analyst Supervisor	\$ 30.14	\$ 47.65	40.05%	\$ 42.21	\$ 66.74	24.00%	\$ 56.06	\$ 88.64
Technical	Transportation Data Technician	\$ 25.04	\$ 40.48	40.05%	\$ 35.06	\$ 56.69	24.00%	\$ 46.57	\$ 75.28
Technical	Transportation District Utilities Specialist	\$ 29.58	\$ 47.64	40.05%	\$ 41.42	\$ 66.72	24.00%	\$ 55.01	\$ 88.62
Technical	Transportation Engineering Technician -Survey	\$ 30.71	\$ 52.13	40.05%	\$ 43.01	\$ 73.00	24.00%	\$ 57.13	\$ 96.96
Technical	Transportation Engineering Technician -Survey Senior	\$ 33.90	\$ 54.55	40.05%	\$ 47.48	\$ 76.39	24.00%	\$ 63.06	\$ 101.45
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 35.79	\$ 58.27	40.05%	\$ 50.13	\$ 81.60	24.00%	\$ 66.57	\$ 108.38
Technical	Transportation Materials Technician	\$ 14.38	\$ 20.69	40.05%	\$ 20.14	\$ 28.97	24.00%	\$ 26.74	\$ 38.47
Technical	Transportation Materials Technician Senior	\$ 15.34	\$ 22.43	40.05%	\$ 21.48	\$ 31.41	24.00%	\$ 28.53	\$ 41.72

Wyoming (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Transportation Materials Technician Specialist	\$ 30.71	\$ 51.00	40.05%	\$ 43.01	\$ 71.43	24.00%	\$ 57.13	\$ 94.86
Technical	Transportation Materials Technician Supervisor	\$ 35.79	\$ 58.27	40.05%	\$ 50.13	\$ 81.60	24.00%	\$ 66.57	\$ 108.38
Technical	Transportation Planning Specialist	\$ 29.58	\$ 47.64	40.05%	\$ 41.42	\$ 66.72	24.00%	\$ 55.01	\$ 88.62
Technical	Transportation Planning Specialist Senior	\$ 33.90	\$ 54.55	40.05%	\$ 47.48	\$ 76.39	24.00%	\$ 63.06	\$ 101.45
Technical	Transportation Technical Program Coordinator	\$ 29.58	\$ 47.64	40.05%	\$ 41.42	\$ 66.72	24.00%	\$ 55.01	\$ 88.62
Technical	Transportation Technical Support Coordinator	\$ 29.58	\$ 47.64	40.05%	\$ 41.42	\$ 66.72	24.00%	\$ 55.01	\$ 88.62
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	40.05%	\$ 52.52	\$ 63.02	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 17.11	\$ 21.05	51.53%	\$ 25.92	\$ 31.90	24.00%	\$ 31.82	\$ 39.15
Trades	Boiler Operator II	\$ 21.10	\$ 24.23	51.53%	\$ 31.98	\$ 36.72	24.00%	\$ 39.25	\$ 45.07
Trades	Boiler Operator Senior I	\$ 24.25	\$ 26.47	51.53%	\$ 36.75	\$ 40.11	24.00%	\$ 45.11	\$ 49.24
Trades	Boiler Operator Senior II	\$ 26.49	\$ 36.27	51.53%	\$ 40.15	\$ 54.96	24.00%	\$ 49.28	\$ 67.46
Trades	Carpenter Assistant	\$ 11.40	\$ 15.42	51.53%	\$ 17.27	\$ 23.36	24.00%	\$ 21.20	\$ 28.68
Trades	Carpenter	\$ 15.43	\$ 21.61	51.53%	\$ 23.38	\$ 32.75	24.00%	\$ 28.70	\$ 40.20
Trades	Carpenter Senior	\$ 22.82	\$ 30.82	51.53%	\$ 34.57	\$ 46.71	24.00%	\$ 42.44	\$ 57.33
Trades	Electrician	\$ 24.33	\$ 40.49	51.53%	\$ 36.87	\$ 61.35	24.00%	\$ 45.25	\$ 75.30
Trades	Electrician Assistant	\$ 12.98	\$ 16.01	51.53%	\$ 19.66	\$ 24.27	24.00%	\$ 24.14	\$ 29.79
Trades	Electrician Senior	\$ 18.79	\$ 21.67	51.53%	\$ 28.47	\$ 32.83	24.00%	\$ 34.94	\$ 40.30
Trades	Electrician Supervisor Senior	\$ 21.72	\$ 38.19	51.53%	\$ 32.92	\$ 57.87	24.00%	\$ 40.41	\$ 71.03
Trades	Electronic Equipment Install & Repair Supervisor	\$ 23.70	\$ 35.23	51.53%	\$ 35.91	\$ 53.38	24.00%	\$ 44.08	\$ 65.53
Trades	Electronic Equipment Install & Repair Technician	\$ 18.81	\$ 23.58	51.53%	\$ 28.50	\$ 35.73	24.00%	\$ 34.98	\$ 43.86
Trades	Electronic Technician	\$ 14.31	\$ 18.19	51.53%	\$ 21.69	\$ 27.56	24.00%	\$ 26.62	\$ 33.83
Trades	Electronic Technician Senior	\$ 18.24	\$ 32.27	51.53%	\$ 27.65	\$ 48.90	24.00%	\$ 33.93	\$ 60.02
Trades	Equipment Repair Supervisor	\$ 25.94	\$ 30.37	51.53%	\$ 39.31	\$ 46.02	24.00%	\$ 48.25	\$ 56.49
Trades	Equipment Repair Technician	\$ 14.31	\$ 18.19	51.53%	\$ 21.69	\$ 27.56	24.00%	\$ 26.62	\$ 33.83
Trades	Equipment Repair Technician Senior	\$ 18.24	\$ 25.88	51.53%	\$ 27.65	\$ 39.21	24.00%	\$ 33.93	\$ 48.13
Trades	HVAC Installation & Repair Assistant	\$ 11.17	\$ 17.81	51.53%	\$ 16.92	\$ 26.99	24.00%	\$ 20.77	\$ 33.13
Trades	HVAC Installation & Repair Assistant Senior	\$ 17.81	\$ 30.37	51.53%	\$ 26.99	\$ 46.02	24.00%	\$ 33.13	\$ 56.49
Trades	Laboratory Mechanic	\$ 14.32	\$ 19.43	51.53%	\$ 21.70	\$ 29.44	24.00%	\$ 26.64	\$ 36.13
Trades	Laboratory Mechanic Senior	\$ 19.43	\$ 29.55	51.53%	\$ 29.44	\$ 44.78	24.00%	\$ 36.13	\$ 54.97
Trades	Locksmith	\$ 17.57	\$ 25.84	51.53%	\$ 26.62	\$ 39.16	24.00%	\$ 32.68	\$ 48.07
Trades	Maintenance Field Worker	\$ 14.31	\$ 18.30	51.53%	\$ 21.69	\$ 27.73	24.00%	\$ 26.62	\$ 34.04
Trades	Mason Plasterer	\$ 17.68	\$ 20.38	51.53%	\$ 26.79	\$ 30.88	24.00%	\$ 32.89	\$ 37.90
Trades	Mason Plasterer Assistant	\$ 20.42	\$ 30.20	51.53%	\$ 30.94	\$ 45.77	24.00%	\$ 37.98	\$ 56.18
Trades	Mechanic	\$ 11.51	\$ 25.90	51.53%	\$ 17.44	\$ 39.24	24.00%	\$ 21.40	\$ 48.17
Trades	Painter	\$ 11.07	\$ 24.56	51.53%	\$ 16.77	\$ 37.22	24.00%	\$ 20.58	\$ 45.68
Trades	Plumber / Steamfitter	\$ 24.00	\$ 36.49	51.53%	\$ 36.36	\$ 55.29	24.00%	\$ 44.64	\$ 67.87
Trades	Plumber / Steamfitter Assistant	\$ 14.31	\$ 23.92	51.53%	\$ 21.69	\$ 36.25	24.00%	\$ 26.62	\$ 44.49
Trades	Printing Press Operator B	\$ 23.42	\$ 34.40	51.53%	\$ 35.49	\$ 52.13	24.00%	\$ 43.57	\$ 63.99
Trades	Production Supervisor	\$ 27.78	\$ 42.54	51.53%	\$ 42.09	\$ 64.46	24.00%	\$ 51.66	\$ 79.13
Trades	Radio Specialist	\$ 16.55	\$ 21.23	51.53%	\$ 25.09	\$ 32.16	24.00%	\$ 30.79	\$ 39.48

Wyoming (2017 HOURLY MINIMUM WAGE = \$7.25)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Trades	Radio Specialist Senior	\$ 21.26	\$ 27.79	51.53%	\$ 32.21	\$ 42.10	24.00%	\$ 39.54	\$ 51.68
Trades	Sheet Metal Worker	\$ 15.75	\$ 20.27	51.53%	\$ 23.86	\$ 30.71	24.00%	\$ 29.29	\$ 37.69
Trades	Sheet Metal Worker Assistant	\$ 11.96	\$ 16.00	51.53%	\$ 18.12	\$ 24.25	24.00%	\$ 22.25	\$ 29.76
Trades	Sheet Metal Worker Lead	\$ 20.32	\$ 27.80	51.53%	\$ 30.79	\$ 42.12	24.00%	\$ 37.80	\$ 51.70
Trades	Shipping / Receiving Clerk	\$ 15.84	\$ 21.71	51.53%	\$ 24.00	\$ 32.90	24.00%	\$ 29.46	\$ 40.38
Trades	Storekeeper Assistant I	\$ 11.77	\$ 17.23	51.53%	\$ 17.84	\$ 26.11	24.00%	\$ 21.90	\$ 32.04
Trades	Storekeeper Assistant II	\$ 12.81	\$ 18.52	51.53%	\$ 19.41	\$ 28.06	24.00%	\$ 23.83	\$ 34.45
Trades	Storekeeper I	\$ 8.37	\$ 11.51	51.53%	\$ 12.68	\$ 17.44	24.00%	\$ 15.57	\$ 21.40
Trades	Storekeeper II	\$ 11.57	\$ 14.04	51.53%	\$ 17.54	\$ 21.27	24.00%	\$ 21.53	\$ 26.11
Trades	Storekeeper III	\$ 14.08	\$ 17.23	51.53%	\$ 21.34	\$ 26.11	24.00%	\$ 26.19	\$ 32.04
Trades	Storekeeper Senior	\$ 17.25	\$ 20.12	51.53%	\$ 26.14	\$ 30.49	24.00%	\$ 32.09	\$ 37.43
Trades	Tool Room Assistant	\$ 9.27	\$ 14.04	51.53%	\$ 14.04	\$ 21.27	24.00%	\$ 17.23	\$ 26.11
Trades	Tool Room Assistant Senior	\$ 14.04	\$ 19.59	51.53%	\$ 21.27	\$ 29.69	24.00%	\$ 26.11	\$ 36.44
Trades	Trades Utilities Worker Senior	\$ 14.32	\$ 20.98	51.53%	\$ 21.70	\$ 31.80	24.00%	\$ 26.64	\$ 39.03
Trades	Trades Utility Worker	\$ 10.94	\$ 14.27	51.53%	\$ 16.58	\$ 21.62	24.00%	\$ 20.36	\$ 26.54
Trades	Tradesman Helper	\$ 10.94	\$ 17.63	51.53%	\$ 16.58	\$ 26.71	24.00%	\$ 20.36	\$ 32.78
Trades	Tradesman Helper Senior	\$ 17.63	\$ 21.97	51.53%	\$ 26.71	\$ 33.29	24.00%	\$ 32.78	\$ 40.86
Trades	Welder	\$ 12.06	\$ 19.98	51.53%	\$ 18.27	\$ 30.27	24.00%	\$ 22.43	\$ 37.16
Trades	Welder Senior	\$ 20.03	\$ 24.02	51.53%	\$ 30.36	\$ 36.40	24.00%	\$ 37.26	\$ 44.68
Trades	Work Zone Safety Officer	\$ 25.04	\$ 40.48	51.53%	\$ 37.94	\$ 61.33	24.00%	\$ 46.57	\$ 75.28

Misc

Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	37.26%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	42.19%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	60.49%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	42.19%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	37.49%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	46.00%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	37.49%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	57.50%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	42.19%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	40.05%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	51.53%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Position Grouping	Position Title
Medical	Licensed Practical Nurse
Medical	Registered Nurse I
Medical	Registered Nurse II
Medical	Nurse Practitioner
Medical	Physician Assistant
Medical	Registered Nurse Manager I
Medical	Registered Nurse III
Medical	Nurse Practitioner II
Medical	Registered Nurse Manager II
Medical	Counselor I
Medical	Counselor II
Medical	Counselor II - Lead Supervisory
Medical	Counselor Manager
Medical	Direct Service Associate I
Medical	Direct Service Associate II
Medical	Direct Service Associate III
Medical	Direct Service Associate III (Supervisor)
Medical	Direct Service Associate IV
Medical	Health Care Compliance Specialist I
Medical	Health Care Compliance Specialist II
Medical	Health Care Compliance Manager
Medical	Health Care Technician
Medical	Health Care Technologist I
Medical	Health Care Technologist II
Medical	Health Care Technologist III
Medical	Health Care Manager
Medical	Laboratory and Research Aide
Medical	Laboratory and Research Technician
Medical	Laboratory and Research Specialist I
Medical	Laboratory and Research Specialist II (Advance-Expert)
Medical	Laboratory and Research Specialist II (Supervisor)
Medical	Laboratory and Research Manager
Medical	Psychologist I / Psychology Associate I
Medical	Psychologist II / Psychology Associate II
Medical	Psychologist III / Psychology Associate III
Medical	Psychology Manager
Medical	Therapist Assistant / Therapist I
Medical	Therapist I
Medical	Therapist II
Medical	Therapist II (SLP/Aud)
Medical	Therapist III
Medical	Therapist Manager I
Medical	Therapist Manager II
Medical	Program Administration Specialist I - Nutritionist & Dietitian
Medical	Dentist
Medical	Dental Hygienist
Medical	Dental Assistant
Medical	Pharmacist
Medical	Pharmacy Technician
Medical	Medical Doctor

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EXHIBIT A-2

Position Title	Position Description, Skills & Knowledge
Licensed Practical Nurse	The scope of services involves assisting in direct patient care. Applies knowledge of principles and practices of practical nursing and pharmacology acquired through formal education and training. Contacts are made with patients in the provision of practical nursing care. Work impacts the quality of practical nursing care and patient comfort. Successful application of skills results in positive patient outcomes. Receives guidance, direction and supervision from an R.N., nursing supervisor, manager, medical professional, or administrator. May take venipuncture specimens. Work requires some discretion and judgment and is clearly defined by the licensure regulations. May supervise or provide work direction to nursing aides or direct service staff.
Registered Nurse I	Scope of services involves all aspects of professional nursing care. Applies knowledge of principles and practices of professional registered nursing care acquired through formal education and training. Contacts are made with patients, medical support staff, supervisory nurses and physicians in the provision of professional nursing care. Work impacts the quality of patient care. Successful application of skills enhances positive medical outcomes. Receives guidance and direction from a nursing supervisor, manager or medical professional or administrator. Develops total patient assessment, which requires considerable judgment and decision-making. Provides leadership to LPNs and other medical direct service support staff. Work requires frequent use of discretion and judgment in patient assessment and case management.
Registered Nurse II (Charge, Supervisory, Specialty Area)	Scope of work ranges from responsibility for a nursing specialty area, working supervisor to charge nurse. Contacts are made with patients, staff nurses, supervisory, manager level nurses, physicians and other program or management staff. Assignments range from increased clinical or administrative responsibility to supervision of registered nurses, LPNs or other medical support staff. May perform clinical research and study activities, develop research protocol, gather and analyze data and prepare abstracts for publication. Work impacts the quality and effectiveness of patient care. Oversight of nursing services is significant. May serve as point of contact for a medical specialty area within a nursing program. Responsible for mentoring and developing others. Responsible for guidance and/or supervision of nursing, medical and direct support staff. May assign staff, evaluate clinical and administrative issues, and evaluate performance. Judgment is exercised over issues of patient care and performance of staff. Responsible for guidance and/or supervision of nursing, medical and direct support staff. May assign staff, evaluate clinical and administrative issues, and evaluate performance. Judgment is exercised over issues of patient care and performance of staff.
Nurse Practitioner	Applies knowledge acquired through formal education in an accredited program. May be designated according to field of specialization. Scope of work includes performing comprehensive physical examinations and preventive health measures, ordering and performing therapeutic and diagnostic procedures, and prescribing controlled substances and devices in accordance with current regulations. Contacts are made with patients in the provision of care and physicians for their consultation. The availability and oversight of a physician may limit the severity of complications. Patients receive general health care services and treatment. Interprets and evaluates diagnostic test results. Records physical findings. Develops and implements patient management plans; instructs and counsels patients regarding plans. Performs work with ready access to supervision and guidance from a physician. Refers complex cases beyond the scope of practice to a physician or specialist.
Physician Assistant	Applies knowledge acquired through formal education in an accredited program. Scope of work includes performing comprehensive physical examinations, performing therapeutic procedures, and prescribing controlled substances and devices in accordance with current regulations. Contacts are made with patients in the provision of care and physicians for their consultation. The availability and oversight of a physician may limit the severity of complications. Patients receive general health care services and treatment. Practice requires that the Board of Medicine be apprised of the supervising physician(s) and the way in which the Physician Assistant will be utilized. Develops and implements patient management plans; instructs and counsels patients regarding plans. Records physical findings. Interprets and evaluates diagnostic test results.
Registered Nurse Manager I	Applies knowledge of the principles of supervision, management, leadership, and administrative functions. Contacts are made with patients, staff nurses, supervisory nurses, physicians, and other clinical, program, or management staff concerning management of a nursing program. Work impacts the quality and effectiveness of patient care. Impact on services is significant. Develops nursing unit objectives, policies and standards. Develops standards for patient care, delivery of services and training and development of staff. Leads, supervises and manages RNs and medical support staff. May assign staff, evaluate clinical and administrative issues, evaluate performance of patient care by staff, assist with budget preparation and management, and direct all nursing programs for a unit or program. Exercises judgment over issues of patient care, performance of staff, and utilization of resources.
Registered Nurse III (Nursing Consultation, Clinical Specialist)	Provides comprehensive services according to the specialized training received from an accredited program. Provides expert consultation on complex nursing issues. Contacts are made with patients, staff nurses, supervisory, manager level nurses, physicians and other program staff. Work impacts the quality and effectiveness of patient care. Impact on services is significant. Responsible for mentoring and developing others. Judgment is exercised over issues of nursing program consultation.
Nurse Practitioner II (Certified Nurse Practitioner)	Scope of work includes performing physical examinations and preventive health measures, ordering and performing diagnostic procedures, and prescribing controlled substances and devices in accordance with current regulations. Contacts are made with patients in the provision of care and more limited contact with physicians for their consultation. The limited availability of physician oversight increases the consequence of error. Work significantly affects the health of patients due to higher level of independence. Performs work under limited access to a physician or works in an environment where physician availability is typically limited. Works independently with minimal supervision providing diagnosis and treatment according to protocol.

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Registered Nurse Manager II	Scope of work involves providing direction to an agency nursing program. Work requires extensive knowledge of nursing management. Contacts are made with field practitioners, physicians, and other clinical, program, and management staff. Work impacts the level and quality of nursing services, standards of nursing practice, and allocation of resources. Ensures quality of nursing care. Develops goals, objectives, and standards of nursing. Directs subordinate nurse managers and supervisors. Determines overall direction of comprehensive nursing and health care programs and budgets.
Counselor I	Work requires discretion and judgment in counseling interventions. The scope of services involves case management, counseling, resource referral, and obtaining support services. Applies knowledge of principles and techniques of social and vocational case management, counseling techniques and practices, behavior modification, conflict management, mediation, and available community resources. May require a degree in social work or related field. Frequent contacts with clients, families, direct service staff, employers, community agencies, and other service providers to discuss the needs of clients and available resources. Work impact the quality and success of individualized service plans for clients. Effective performance improves the social, emotional, physical, vocational, and/or situational issues of clients. Exercises independent judgment incoordination and delivery of services. Collaborates with supervisor to develop individualized plans for clients. Receives guidance and direction in areas of policy application and priorities. Responsible for providing case management services to clients with social, emotional, physical, and/or situational problems.
Counselor II	Tasks are varied and progress in difficulty based on the type of client and the services required. A graduate degree or certification may be required. Frequent contact with: clients, and their families or friends; state, federal, or local human service agencies; court and law enforcement officials; medical or other clinical professionals; employers and the business community; and other service providers. Applies knowledge of the theory, techniques, and practices of counseling, social work, case management, conflict management, and mediation. Applies knowledge of human service legislation and laws and assistive technology. Provision of services directly affects the ability of clients to become independent, achieve gainful employment, or become participating member of society. Successful partnerships with clients and services providers impact the cost efficiency and effectiveness and the quality of services provided. Decisions regarding daily interaction with clients are made independently. Guidance is received regarding policy interpretation, development of new programs, and expenditure of funds. Experienced workers handle the most complex assignments or provide guidance to others on the more complex issues. Independently manages and authorizes expenditures for client services within authorized amounts.
Counselor II - Lead Supervisory	Applies knowledge of supervisory principles and practices. Applies knowledge of counseling methods and techniques. Assignments range from counseling clients, to leading or supervising staff, to recommending improvements in service delivery. Supervision of staff directly affects the ability of clients to become independent, achieve gainful employment, or become participating members of society. Influences the professional development and skill acquisition of direct service providers to ensure competent service delivery. Supervises, trains, or acts as a mentor to staff. Consults with higher level manager to resolve staff issues and to ensure the provision of quality services. Plans and schedules unit's activities independently.
Counselor Manager	Applies knowledge of the management of various social work and rehabilitation services, case management development, therapeutic assessment, counseling, treatment, and human service delivery systems. Applies knowledge of management practices and principles. A graduate degree or certification may be required. Ensures quality of services and coordination of community resources. Effective management of services meets the diverse needs of clients and has a long-term effect on overall program success. Effective budget administration ensures the continued provision of cost effective services for clients. Receives minimal guidance in the administration of program activities.
Direct Service Associate I	Work is well defined and is performed within prescribed policies and procedures. Tasks are repetitive and are influenced by the population served. Applies basic knowledge of processes, methods and/or procedures for a variety of services or a detailed knowledge of a specific program or service. Responsibilities include: cleaning and setting up instruments, equipment, and facilities; collecting specimens; preparing and providing routine information about services; providing routine/general guidance to clients, patients, customers. May have responsibility for: transporting patients and clients; basic housekeeping; changing dressings; measuring vital signs; supervising/observing children, client or patient activities and some routine administrative tasks. Actions affect the health, safety, and well being of clients. Clients are treated with respect and dignity. Limited discretion is required to carry out responsibilities. Supervision is received by detailed instructions and/or employee actions are subject to close review.
Direct Service Associate II	Applies knowledge of related program, regulations, practices, procedures, methods, instruments, and/or equipment. Responsibilities include: providing information which conveys service availability to clients; assisting in the development of client service plans; implementing service plans; planning and implementing activities; and performing physical, dental, medical, laboratory, clinical, nutritional, administrative, environmental, eligibility, outreach and pharmaceutical tasks in support of clients or service delivery. Work is complicated by nature of assigned caseload. Understanding of a client's diagnosis and treatment or program plan. Services are broad in scope. Exercises situational judgment and discretion to assure appropriate action is or has been taken. Collects, records, and reports client data. Actions are subject to review. May lead or supervise other staff.
Direct Service Associate III	Applies knowledge related to either: a variety of service programs, practices, methods, procedures, regulations, instruments and equipment; or a specific service area. Supports interdisciplinary treatment or professional services, client assessment, or program development and coordination. Plans, provides, and documents services. May advise clients of their rights, investigate and respond to complaints, and maintain associated documentation. Services appropriate to client needs. Promotion of client social, recreation, personal care, independent living, or vocational skills, and self-esteem and motivation. Treatment/program plans meet goals. Services have long-term impact on client safety, security, physical and mental well being, as well as the ability of clients to obtain gainful employment an becoming participating member of society. Develops components of treatment/program plans. Applies discretion and judgment to independently resolve service delivery problems. Direct accountability for service due to occasional supervisory review. Decisions affect the efficiency and quality of service delivery. May have lead responsibilities. May be responsible for specialized laboratory techniques, such as repairing or manufacturing dental prosthetics

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<p>Direct Service Associate III (Supervisor)</p>	<p>Applies knowledge related to either: a variety of service programs, practices, methods, procedures, regulations, instruments and equipment, or a specific service area. Applies knowledge of the principles of supervision. May serve on, and/or coordinate activities of, an interdisciplinary team. Services are delivered as prescribed. Long-term impact on client safety, security, and physical and mental well being. Writes components of treatment/program plans. Evaluates program effectiveness in conjunction with professional staff. Responsibilities may control service delivery or have the potential for significant liability to the public agency. Ensures delivery of services. Applies discretion and judgment to independently resolve daily service administrative operations. Compliance with state and federal regulations. Decisions affect the efficiency and quality of service delivery. Client records contain appropriate documentation. Supervises staff providing direct services, sometimes on multiple shifts and in multiple living areas.</p>
<p>Direct Service Associate IV</p>	<p>Applies knowledge of face and mouth anatomy, the characteristics of the surrounding tissue, muscles and bones. Applies knowledge of the materials used in dental appliance and the characteristics, properties, and proper use of those materials. Ability to use laboratory techniques and methods and the use of laboratory instruments and equipment. May require knowledge of supervisory principles and practices. Consults with dentists on design, use of materials, shading and staining. Certification as a Certified Dental Technician required. Fabrication and repair of dental appliance meets the needs of the clients. Appliances are constructed in conformance with guidelines and specifications prescribed by a licensed dentist. Independently performs duties under the general guidance of a dentist or dental laboratory supervisor or manager. May supervise and evaluate laboratory personnel.</p>
<p>Health Care Compliance Specialist I</p>	<p>Applies program rules and regulations in the resolution of human services programs. Applies in-depth knowledge of one or more programs. Frequent contact with service providers, recipients and their families, and representatives of other state and federal agencies on benefits and claims issues. Employees conduct audits, inspections, or investigations of quality and utilization of services and may assist in promulgation review and revision of state licensure regulations operational guidelines. May provide guidance to staff, clients, or others in private and public organizations. May require knowledge of supervisory principles and practices. Case, billing, pricing and redemption, and payment records are audited in accordance with applicable regulations and guidelines. Discrepancies are identified and a report-of-findings or other communication is initiated. Findings result in recommendations for, or provision of, corrective actions. Directly accountable for the determination or detection of fraud, proper operation, and third party liability. May lead or supervise staff. Recommends licensure and certification of facilities. Accountable for program policy interpretation.</p>
<p>Health Care Compliance Specialist II</p>	<p>Applies rules, regulations, and laws in administration of programs. Renders decisions on unusual problems involving policy interpretation. Frequent contact with health care providers, program administrators, and representatives from state and federal agencies, and other direct and indirect human service providers to confer on policy problems and request legal opinions. May require knowledge of supervisory principles and practices. Implements and oversees corrective actions. May testify at administrative appeals and hearings. Inspectors may be required to have licensure. Approves and/or recommends corrective actions/plans that affect programmatic operations (e.g., changes to policies, or procedures). Decisions may affect accreditation, licensure, and funding. May lead or supervise staff. Evaluates program effectiveness and compliance. Develops administrative procedures. Some positions approve and issue licenses and certifications.</p>
<p>Health Care Compliance Manager</p>	<p>Directs a major organizational component of an agency, requiring management of staff, programs, and administrative functions. Applies knowledge of general managerial and financial management principles and practices for purposes of conducting and assessing short and long-range planning. Collaborates with state and federal officials on program compliance. May require knowledge of forecasting and statistical methods and procedures. May provide expert testimony for administrative, criminal and civil cases. May require licensure in a health services occupation. Decisions made affect program outcomes, service quality, accreditation, licensure, and funding. Develops and implements business strategies and follows through with implementation. Decisions affect public perception of the regulatory programs' effectiveness and expenditure of taxpayer dollars. Leadership and supervision of staff. Responsible for evaluating program effectiveness and ensuring compliance with state and federal statutes. Provides the highest level of consultation in the function. Relies on expertise and judgment to determine, plan and accomplish goals. May approve and issue licenses and certifications.</p>
<p>Health Care Technician</p>	<p>Tasks are usually repetitive in the mounting of films, posting information to files and records, and scheduling patients. Tasks may involve collection of laboratory specimens and performing clinical laboratory tests such as hemoglobin, hematocrit, glucose, urine pregnancy, and urine dipsticks. Clinical testing may also include limited microscopic chemistry or microbiological tests. Work facilitates the effective operation of a clinic through the scheduling and monitoring of patient flow. Results may be used by others in the diagnosis, treatment, and prevention of disease. Proper laboratory procedures impact outcomes of clinical tests. Work impacts the quality of patient care and level of customer service. Responsible for narrow scope of routine well-defined duties and processes.</p>
<p>Health Care Technologist I</p>	<p>Procedures support clinical laboratory programs. Tasks are varied and require application of a variety of diagnostic and therapeutic radiological procedures including those requiring special patient positioning and/or the use of contrast media, catheters, or special equipment. Applies knowledge of scientific or technical principles, practices, and regulatory requirements of functional areas. Responsibilities may include explaining procedures to the patient, preparation of the patient and preparing radiopaque contrast media such as barium enemas, barium swallows, intravenous pyelograms, cystograms, and gastro-intestinal series in a clinic or hospital setting. May teach radiographic techniques to students. May serve as lead or single on-duty technologist. Products are used by others in the diagnosis, treatment, and prevention of disease. Work impacts quality of patient care and level of customer service. Responsible for clear production of radiographs. May review films and decide if procedures need to be repeated. Independently performs standardized or specialized procedures and seeks advice on more complex or non-routine issues. May work without on-site supervision in small lab settings.</p>

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<p align="center">Health Care Technologist II</p>	<p>Work requires the application of knowledge in a physical science normally attained through higher levels of learning (e.g., medical technology, chemistry, microbiology, or biological science) and documented training in order to perform advanced clinical or anatomical laboratory testing, or training in CT scan, MRI and invasive radiological procedures. May apply knowledge of leadership or supervisory principles and practices. May specialize in computed tomography, magnetic resonance or complex radiological procedures. May perform clinical treatment and oral health education. Typical assignments support the diagnosis of diseases and the identification of disease agents. Others use results in the diagnosis, treatment, and prevention of disease. Work impacts the efficiency, operation, and creditability of a clinical laboratory as well as the program's continued accreditation. May impact the client's health and the prevention of tooth decay and disease. May have leadership, supervisory or teaching responsibilities. Responsible for clear production of radiographs requiring the use of contrast media, catheters, or special equipment or for performing other complex medical laboratory tests. May coordinate employee assignments. Responsible for performing dental hygienist's clinical treatment and education of the client.</p>
<p align="center">Health Care Technologist III</p>	<p>Applies fundamental concepts, practices, and procedures of supervision and leadership. Plans and implements the delivery and improvement of services, staffing, and resources (e.g., testing new procedures before implementation in a laboratory) in accordance with quality standards and/or accreditation requirements. Provides training and consultation to laboratory users on sampling techniques, testing procedures, and interpretation of results. Work impacts the laboratory evidence for diagnosis of diseases or identification of disease agents. Responsible for all laboratory services and the impact on patient care as well as the efficiency, operation, and credibility and accreditation of a clinical laboratory. Responsible for the leadership and/or supervision of staff. Operation of a full service laboratory or subspecialty laboratory. Incorporates productivity improvements to enhance customer service and laboratory credibility.</p>
<p align="center">Health Care Manager</p>	<p>Applies knowledge of management principles and practices. Establishes work schedules and consults with subordinate supervisors. Develops operational goals and objectives. Prepares operational budget. Responsible for laboratory quality assurance including quality, control, training, and safety in the clinical laboratory. May require certification, documented training, and advanced education to meet regulatory and/or accreditation requirements. Work impacts the efficiency, operation, and credibility of a clinical laboratory as well as continued program accreditation. May design in-service programs for laboratory professionals. Leadership and development of staff. Management of a full service medical laboratory. Provides guidance to subordinate supervisors. Provides input into short- and long- range planning of facilities, equipment, staffing, and policies.</p>
<p align="center">Laboratory and Research Aide</p>	<p>Applies knowledge of basic sanitation techniques, laboratory safety procedures, research procedures, animal handling/care and hygiene, and use of laboratory equipment. Performs routine work with limited variation. Follows established directions and procedures. Limited contacts outside of co-workers and supervision. May perform a variety of tasks related to animal care such as feeding and caring for animals. Proper sanitation procedures ensure appropriate laboratory testing and research conditions. Provides responsible care of animals. Responsible for equipment in support of research, laboratory, or clinical programs or teaching services. May be required to adhere to established standards and guidelines as set forth by accredited programs. Decision-making and judgment is limited to assigned functional area and based on clearly defined procedures and guidelines or under direct supervision.</p>
<p align="center">Laboratory and Research Technician</p>	<p>Applies knowledge of sanitation techniques and laboratory safety. Applies knowledge of research and testing procedures supporting laboratory, research, clinical or autopsy and necropsy services, or geological services. May provide limited surgical assistance. Follows established directions and procedures. Frequent contacts with co-workers, supervisors, students, faculty and research staff to discuss study techniques or results or handling and care of animals. Proper laboratory, autopsy and necropsy procedures impact outcomes of test and research, and impact the safety, health, and well-being of laboratory animals, staff and the general public through the identification of scientific and legal findings or contagious disease sources. Proper sanitation procedures ensure appropriate laboratory testing and research conditions. Provides responsible care of animals. Responsible for equipment in support of research, laboratory, or clinical programs or teaching services. May be required to adhere to established standards and guidelines as set forth by accredited programs. Responsible for generally well defined procedures supporting laboratory, testing, research or clinical programs. Decision-making and judgment is typically based on clearly defined procedures, although skilled positions may exercise independent judgment. Refers non-routine issues to supervision. May lead other staff, activities, or provide guidance and leadership to students and interns. Development of competencies may lead to broader, more responsible assignments.</p>
<p align="center">Laboratory and Research Specialist I</p>	<p>Applies knowledge of scientific/technical principles, practices, and regulatory requirements of functional areas. Performs a variety of procedures supporting clinical, research, field research, service or regulatory and/or diagnostic laboratory programs. Duties may include performing standardized or specialized scientific or clinical procedures, performing preliminary procedures to prepare, expedite and facilitate further scientific examination and training, assisting in veterinary surgical procedures, analysis and compilation of data, communicating findings/research results, animal care, repairing and maintaining equipment and ordering supplies. May have contact with private business, other government agencies, faculty, students and researchers, and/or the general public to communicate results and explain laboratory procedures or regulatory requirements. Proper application of procedures impacts outcomes of tests and research, legal evidence, and the safety, health, and economic well being of the general public, research staff, environment and/or animals through identification of scientific and legal findings, contagious and benign disease sources. Performance of duties may impact the level of public confidence and consumer satisfaction. May be required to adhere to established standards and guidelines as set forth by accredited programs. Independently performs standardized or specialized procedures and seeks advice on more complex or non-routine issues. Decision-making has moderate to significant impact on program's success. Exercises judgment and decision making to determine appropriate procedures; compiles data, documents and communicates findings. May lead, train or supervise students, staff or coordinate program activities.</p>

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<p align="center">Laboratory and Research Specialist II (Advance-Expert)</p>	<p>Applies knowledge of assigned technical or research area. Participates or leads in the design, modification and performance of laboratory or research projects. Frequent contact with private business, other government agencies, principal investigators, faculty, laboratory staff, students and researchers, and/or the general public to report and interpret results, provide consultation and technical assistance, and discuss research projects. Responsibilities include: participating in or leading work in the design, modification, evaluation and performance of laboratory, field surveys or research procedures; writing or modifying computer programs to analyze data and generate reports; researching literature related to project/procedures; conducting experiments; writing segments of reports and manuscripts; coordinating grants and budgets; assisting lower level staff; troubleshooting instrument problems and performing preventive maintenance on equipment. Accurate scientific testing, research, and consultation minimized errors in laboratory findings, scientific research and fieldwork. Proper application of procedures impacts outcomes of tests and research, and the safety, health, and well being of the general public, research staff, and laboratory animals through identification of scientific findings, and contagious and benign disease sources. Independently performs and provides consultation on specialized laboratory/research procedures and projects. Independent decision-making on appropriate methods, design and data interpretation. Some positions ensure compliance with established standards and guidelines as set forth by accredited programs. Independently monitors, evaluates and analyzes quality control results and determines corrective action as needed.</p>
<p align="center">Laboratory and Research Specialist II (Supervisor)</p>	<p>Applies knowledge of supervisory principles and procedures. Applies knowledge of assigned technical or research area. Participates or leads in the design, modification and performance of laboratory or research projects. Frequent contact with principal investigators, research faculty, laboratory personnel and students to discuss policies, procedures and methodology; coordinate research projects; report and interpret results; and provide consultation, and technical assistance. Responsibilities include: writing grant proposals and identifying funding sources; designing and directing complex research projects in consultation with a principal investigator; modifying and developing laboratory and field procedures, quality control processes and determining work methods; reviewing the scientific work results; directing animal care according to applicable federal laws and regulations; hiring and training personnel or students; approving procurement, budgeting, other administrative duties; and teaching a laboratory section of college level students. Accurate scientific testing, quality control, research, or consultation and supervision minimize errors in laboratory findings or research, and impact the success of grant proposals and scientific findings. Work impacts the health, safety and well being of the general public, the environment, industry, research, and animal health and welfare. Independently supervises laboratory research operation or animal care facility to include business functions and accountability for services provided to administrators, faculty, and other users. Responsible for program and staff supervision. Leads teams or special projects. May be required to ensure compliance with established standards and guidelines as set forth by accredited programs.</p>
<p align="center">Laboratory and Research Manager</p>	<p>Applies knowledge of the principles and methods of laboratory administration and management. Applies knowledge of the theory and application of lab methods and instrumentation for the assigned discipline(s). Ability to plan, lead and evaluate the work of professional staff. Frequent contacts with regulatory boards or government agencies regarding standards, quality assurance, and lab procedures. Frequent contact with internal departments regarding administrative matters and with vendors concerning equipment and supplies. Frequent contacts with researchers, staff and students to provide information, consultation or direction concerning laboratory operations. Plans, manages and evaluates the work of professional staff; develops goals, objectives and timetables; develop and monitor budgets; determine and implement technical methodologies, ensure that quality control standards and safety procedures are in compliance with government regulations and laws. May teach and/or serve as technical experts. Proper management of laboratory operations ensures the scientific accuracy, timeliness and quality of services and impacts public health, safety, and the environment. Responsible for the provision of quality and timely laboratory services. Manages work of subordinate supervisors and professional and technical staff engaged in laboratory operations and research. Establishes and monitors quality control procedures. May ensure compliance with established standards and guidelines as set forth by accredited programs.</p>
<p align="center">Psychologist I / Psychology Associate I</p>	<p>Requires the ability to conduct psychological assessments and diagnose using current DSM-IV-TR and ICD-10 classification systems and determine the need for more specialized care. Skill in using various treatment modalities with minimal direct clinical supervision in the treatment of mental disorders and/or developmental disabilities. Crisis intervention skills and ability to assess and manage risk of harm to self or others. Skill in maintaining therapeutic relationships and services while complying with ethical and professional standards. Ability to document services consistent with expectations of third parties. The Psychologist I require an advanced degree and licensure as a clinical, applied, or school psychologist, depending upon the assigned program. Licensure must demonstrate the training and educational background sufficient to fulfill this role. The Psychology Associate I may require advanced course work and requires supervision by a licensed psychologist. May require the ability to develop training programs for professional and paraprofessional staff members. May require some expertise in a specific clinical area such behavioral psychology, clinical psychology, substance use disorders, traumatic brain injury, or forensic psychology. Accurate diagnosis with appropriate recommendations for accommodations and interventions. Reports that are timely, readable and consistent with the professional standards. Interventions that meet measurable goals, established treatment plan. exercise independent judgment within policy and parameters. Guidance is received on difficult cases, in the development of new clinical competencies, or in situations that present as ethical dilemmas. All services are provided under the direction of a higher-level Psychologist, typically a licensed clinical psychologist.</p>

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<p>Psychologist II / Psychology Associate II</p>	<p>monitoring. Work requires knowledge of a variety of psychological assessments used for diagnosis, treatment planning, and treatment evaluation. Possess skills in administering and interpreting cognitive, neuropsychological, achievement, adaptive behavior, vocational and personality tests to a wide variety of individuals with physical, mental and emotional disabilities. The Psychologist II (licensed clinical psychologist) may require court testimony as expert witness. The Psychologist II requires an advanced degree and licensure as a clinical, applied, or school psychologist sufficient to support the legal requirements of the assigned program. The Psychology Associate II may require advanced coursework and requires supervision by a licensed psychologist. May oversee the development, implementation and evaluation of developmental disabilities and mental health services. Services meet the needs and expectations of referral sources inside and outside of the agency. Accurate assessment and/or diagnosis with appropriate recommendations for services. Services help to improve the treatment team's ability to meet clients/consumers' goals. Clinical reports that are timely, readable and consistent with professional standards. Interventions that meet measurable goals, established in treatment plan. Accurate assessment, diagnosis and treatment allowing clients to enhance their well being. Decisions may affect systems beyond the immediate clinical area such as the legal system or the overall provision of psychological/neuropsychological services. Licensed Psychologists exercise independent judgment regarding individual client care and may assume a leadership role in the mentoring and development of interns, postdoctoral fellows, or other educational or research affiliates. Licensed Psychologists may serve as lead service provider, project team leader, supervisor of less experienced psychologists and/or associates. guidance is received on difficult cases, in the development of new clinical competencies, or in situations that present as ethical dilemmas.</p>
<p>Psychologist III / Psychology Associate III</p>	<p>Applies expertise, knowledge and experience in directing, evaluating, integrating, and coordinating behavior analysis/psychological/neuropsychological services. The Psychologist III requires an advanced degree and licensure as a clinical, applied or school psychologist, sufficient to support the legal requirements of the assigned program, and in addition, may require advanced training or certification in a recognized specialty. The Psychology Associate III may require advanced coursework and requires supervision by a licensed psychologist. Effective decisions facilitate successful delivery and timing of services and treatment. Decisions affect on-going program planning and general management. Assessments, training/treatment plans, and follow-up appropriate for clients with complex needs. Licensed Psychologist provides leadership in maintenance of quality assurance and direction and supervision to subordinate personnel. Licensed Psychologist exercises independent judgment regarding client care and program services and assumes responsibility for subordinate staff. The Psychologist III typically supervises unlicensed staff.</p>
<p>Psychology Manager</p>	<p>Applies clinical, programmatic and administrative knowledge. Applies knowledge of management practices and principles. Applies knowledge of facility and community MR, MH, or SA Services. Work requires an advanced degree and licensure as a clinical, applied or school psychologist, sufficient to satisfy the legal requirements of the assigned program, and in addition, may require advanced training or certification in a recognized specialty. Effective program management promotes successful therapeutic outcomes. Actions impact efficient and effective allocation of resources and contribute to a positive community image. Responsible for policy development, quality assurance, evidence-based practices and the supervision of psychology staff. Determines overall direction of comprehensive psychological services programs. May serve as an expert consultant to public and private agencies.</p>
<p>Therapist Assistant / Therapist I</p>	<p>Applies knowledge acquired through formal education in an accredited program. Applies knowledge and practices related to therapeutic interventions. Client assessments are based on information from standardized assessments (within practice guidelines), observations, medical records, caregivers, and clients. Response to treatment is assessed to enable appropriate progression within the parameters of the treatment plan. Work is performed within the parameters of established treatment plans and strategies. Treatment interventions may include instructing in daily living skills, sensory-motor integration skills, mobility skills, therapeutic exercises, and various physical treatment procedures. May be responsible for planning or leading group activities or classes. Client receives educational information, guidance, and encouragement in performance of therapeutic activities. Plans for therapy are implemented. Client quality of life is improved. Promotes client independence. Ensures that clients perform activities and progress toward goals in accordance with treatment plan. Records client progress for use by therapist. Communicates immediately any change in client condition requiring medical attention or re-evaluation. May provide direction to interns, students, or staff providing supportive services. Works under supervision of a licensed therapist.</p>
<p>Therapist I</p>	<p>Clients are assessed in leisure, recreation, and socialization skills based on information from standardized assessments, observations, medical staff, medical records, family, and clients. Plans, organizes, conducts, and modifies individual group therapeutic interventions. Applies knowledge of principles and practices related to therapeutic program. works as a member of an interdisciplinary treatment team and in collaboration with physicians, nurses, psychologists, social workers, other therapists, and other health care and vocation professionals. May be responsible for planning or leading group activities or classes. May be responsible for teaching clinical interns, students or staff. Client assessments are based on information from standardized assessments (within practice guidelines), observations, medical records, caregivers, and clients. Client's physical, mental, and social well being is encouraged. Client's depression, stress, and anxiety are reduced. Client's needs, interests, and choices are supported. Clients learn new leisure skills. Clients experience exercise, mental stimulation, and creativity through recreation and leisure activities. Provides clients with opportunities for physical activity, mental stimulation, creativity, and fun by the use of leisure activities, arts and crafts, animals, sports, games, dance and movement, drama, music, horticulture, and community outings. Evaluates and reports client progress. May provide guidance to interns, students, and staff providing supportive services.</p>
<p>Therapist II</p>	<p>Conducts assessments, develops and implements treatment plans and intervention techniques, and evaluates results. Requires in-depth knowledge in area of specialization. Works as a member of an interdisciplinary treatment team. May require the application of knowledge of supervisory practices and principles. Therapeutic interventions are carried out in accordance with program plans. Program and services meet the needs of clients and are in accordance with agency and accrediting body standards. May supervise professional staff or programs. Decisions affect the efficiency and quality of service delivery. Program data shows progress. Client record indicates participation in appropriate recreation/leisure activities.</p>

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<p align="center">Therapist II (SLP/Aud)</p>	<p>Applies knowledge acquired through formal education in an accredited program. Conducts client evaluations and re-evaluations using numerous standardized and informal assessment tools. Interprets assessment data to make diagnoses and develop scientifically based treatment plans that meet individual client needs. Works in collaboration with physicians, psychologists, social workers, other therapists, and other health care and vocational professionals. Works as a member of an interdisciplinary treatment team. Selects and implements appropriate therapeutic interventions based on client needs. May design and fabricate adaptive equipment and instruct clients in its use. Provides education to professionals, paraprofessionals, families, and caregivers regarding specific communication and cognitive disabilities and management techniques. Clients develop or recover reliable communication, auditory, and cognitive skills that enable them to meet educational, vocational, social, independent living goals. Program and services meet the needs of clients and are in accordance with agency and accrediting body standards. Documents client initial evaluation, progress, and problems. Documentation affects reimbursement to the organization. Decisions affect the efficiency and quality of service delivery.</p>
<p align="center">Therapist III</p>	<p>Applies knowledge acquired through formal education in an accredited program. Numerous evaluative tools are used to assess needs and evaluate progress toward goals. May design and fabricate adaptive equipment and instruct clients in its use. Selects and implements appropriate therapeutic interventions based on individual client needs. Works in collaboration with physicians, psychologists, social workers, other therapists, and other health care and vocation professionals. Works as a member of an interdisciplinary treatment team. Some positions require knowledge of supervisory practices and principles. May instruct other clinical professionals in areas of expertise in assessment and treatment techniques. Daily living and work skills as well as overall fitness and health are developed, recovered, or promoted. Clients progress toward identified goals for independent, productive, and satisfying lives. Plans and implements programs. Documents activities and progress, modifying therapeutic interventions when necessary. Documentation affects reimbursement to the organization. Some positions lead or supervise professionals and paraprofessionals or may take a team leadership/mentoring position in specific areas of expertise. Independently identifies problems and provides services to clients.</p>
<p align="center">Therapist Manager I</p>	<p>Plans and implements speech, language and hearing services. Coordinates services with other programs. May instruct other clinical professionals on disorders of speech and hearing. Applies knowledge acquired through formal education in an accredited program. Applies knowledge of management principles and practices. A high-quality comprehensive speech and hearing diagnostic and therapy program. Tests and treatments for impaired hearing and communication are available to relevant client groups. Develops, manages plans, organizes, directs, controls, and coordinates programs. Manages fiscal aspects of program in accordance with all legal and regulatory guidelines. Evaluates program standards and assesses client progress based on program and individual objectives. Oversees staff and administrative and clinical functions. Accountable for program performance. Keeps abreast of the most recent developments in testing and treatment in order to evaluate and recommend modern clinical procedures and testing and treatment equipment. Develops, plans, and administers the training program for student interns, therapy aides, and others.</p>
<p align="center">Therapist Manager II</p>	<p>Responsibility exists for planning and directing a wide range of therapeutic services in a number of operational work units. May also provide direct therapy services. Coordinates program development and modifications with other services to ensure that clients receive fully integrated services. Prepares and delivers lectures in area of expertise to other clinical professionals and students. Applies knowledge acquired through formal education in an accredited program. Applies knowledge of comprehensive rehabilitative therapy services. Applies knowledge of management principles and practices. Results in a high-quality comprehensive rehabilitative therapy program. Program complies with accreditation and certification standards governing service delivery. Develops, manages plans, organizes, directs, controls, and coordinates programs. Evaluates program standards and assesses client progress based on program and individual objectives. Oversees staff and administrative and clinical functions. Develops, plans, and administers the training program for student interns, therapy aides, and others. Keeps abreast of the most recent developments in testing and treatment in order to evaluate and recommend modern clinical procedures and testing and treatment equipment. Accountable for program performance.</p>
<p align="center">Program Administration Specialist I - Nutritionist & Dietitian</p>	<p>Applies knowledge of specific program(s) operations and technical aspects to make judgments of quality of services provided. Applies knowledge of service programs including practices, methods, procedures, regulations, human rights, instruments, and equipment. Responsibilities include: program planning and development; conducting studies and research; technical training and programmatic assistance; needs assessment and case management; habilitation and rehabilitation service development and implementation; housing, vocational and transportation related services; eligibility determination, program evaluation, client rights and/or grievance resolution; policy development and analysis; inspection and certification; and, coordination of resources. Certification and/or license may be required. Services provided meet the needs of a customer within a particular program. Policies and procedures are interpreted to facilitate optimum service delivery and program performance. Impacts the use of funds, staff, and program efficiency. Provides technical and program advice to others. Performs tasks that are specialized and affect the quality and level of services provided and the program's success. Direct accountability for service delivery without supervisory assistance. May review the work of, lead or supervise staff. May influence policy and program changes.</p>
<p align="center">Dentist</p>	<p>DVID or DDS, Patient Care: Examines patients teeth and mouth; Analyzes x-rays and evaluates dental needs; Plans treatment and health promotion programs; Administers anesthetics to patients; Treats teeth and tissue problems using equipment and tools, such as drills or mouth mirrors; cleans teeth using a variety of brushes, probes, and polishers to remove plaque and stains; cleans out and fills in cavities, rebuilds broken teeth, replaces missing teeth, and pulls out unnecessary or severely damaged teeth; Extracts teeth, makes models for replacement teeth, and takes accurate measurements for new teeth. Performs surgery on gums or on supporting bones. Provides instruction on dental care. Writes prescriptions for patients. Keeps records of the work done on patients. Business Tasks: Manages and hires staff; Supervises workers and office processes including bookkeeping and buying equipment and supplies.</p>

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<p align="center">Dental Hygienist</p>	<p>Assesses dental condition and needs of patient using patient screening procedures, including medical history review, dental charting, and period charting. Delivers direct patient care using established dental hygienist procedures. Takes patient vital signs. Performs routine treatment procedures, such as cleaning and polishing. Takes, develops and mounts radiographs. Traces radiographs required for corrective treatment. Applies sealants and fluorides. Makes impressions of patients' teeth for study casts. Record keeping. Documents patient dental history or chief complaint. Records and reports pertinent observations and patient reactions to dental staff. Documents lab procedures and ensuring follow up on results. Teaches clients how to prevent tooth decay and gum disease through proper diet and oral homecare. cleans and sterilizes instruments. Graduate of accredited dental hygiene program and licensed to practice in geographic region of employment.</p>
<p align="center">Dental Assistant</p>	<p>Assists the dentist in providing dental treatment. Prepares and maintains dental instruments, supplies, and equipment. Collects and records patient health histories. Patient management during dental procedures. Instrument transfer. Dental procedure isolation techniques. Prepares dental materials cements, amalgam, composite, impression materials, etc. Dental charting. Supervises prevention and management of dental medical emergencies. Inventory control management. Patient and community educator. Delivers patient personal oral care instructions. Delivers community dental health presentations. Plans, assembles and mans health fair booths. Dental Assistant Certification required.</p>
<p align="center">Pharmacist</p>	<p>Compound and dispense medications following prescriptions issued by physicians, dentists, or other authorized medical practitioners. Manage pharmacy operations, hiring and supervising staff, performing administrative duties, and buying and selling non-pharmaceutical merchandise. Assess the identity, strength, and purity of medications. Publish educational information for other pharmacists, doctors, and/or patients. Review prescriptions to assure accuracy, to ascertain the needed ingredients, and to evaluate their suitability. Provide information and advice regarding drug interactions, side effects, dosage and proper medication storage. Analyze prescribing trends to monitor patient compliance and to prevent excessive usage or harmful interactions. Order and purchase pharmaceutical supplies, medical supplies, and drugs, maintaining stock and storing and handling it properly. Maintain records, such as pharmacy files, patient profiles, charge system files, inventories, control records for radioactive nuclei, and registries of poisons, narcotics, and controlled substances. Provide specialized services to help patients manage conditions such as diabetes, asthma, smoking cessation, or high blood pressure. Advise customers on the selection of medication brands, medical equipment and health-care supplies. Collaborate with other health care professionals to plan, monitor, review, and evaluate the quality and effectiveness of drugs and drug regimens, providing advice on drug applications. Compound and dispense medications as prescribed by doctors or dentist, by calculating, weighing, measuring, and mixing ingredients, or oversee these activities. Offer health promotion and prevention activities. Refer patients to other health professionals and agencies when appropriate. Prepare sterile solutions and infusions for use in surgical procedures, emergency rooms, or patients' homes. Plan, implement, and maintain procedures for mixing, packaging, and labeling pharmaceuticals, according to policy and legal requirements, to ensure quality, security, and proper disposal. BLS certification required.</p>
<p align="center">Pharmacy Technician</p>	<p>Duties can include retrieving prescription orders, counting, pouring, measuring and weighing tablets and medications, mixing medications, selecting the proper prescription container, and creating prescriptions labels. Additional non-medication related duties may include preparing insurance claim forms, maintaining patient profiles, completing cash register transactions, answering phones, taking inventory of over-the-counter medications and being aware of the latest medicines and their availability. Pharmacy Technician certification or other credentials.</p>
<p align="center">Medical Doctor</p>	<p>MD. Provides medical patient care by interviewing, examining and treating of clinical patients in order to meet their medical needs. Educates patients on wellness, prevention and early detection by providing materials and resources to the patients and families. Determines which referrals are required based on examination and patient needs. Determines level of urgency of follow-up, referral/consultation appointments. Exercises final medical treatment and clinical drugs to patients. Orders studies, test and ancillary services. Documents all services in patient medical record. Reviews on a regular basis long term cases that require ongoing medical attention. consults with other professionals as needed regarding patient care, assessment, and education issues. Participates in quality improvement, management, continuing education, and other patient care programs established by the hospital or clinic requirements. Oversees mid-level medical staff as assigned as well as nursing clinical staff. Assists in the resolution of complaints, requests and inquiries from patients. Maintains confidentiality of all patient information according to federal guidelines and regulations.</p>

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Service	Level / Description	Days to Receive Test results	Unit Cost (\$) / each
Criminal Check	State	1 to 3	\$9.25/per county + fees
	National	1 to 3	Federal check \$8.75 per fed district + fees
DMV	State	1 to 3	\$5.50 + fees
	National	n/a	\$5.50 + fees
Credit Check	Trans-Union/TRW/Equifax	24 hrs	\$10.75
Employment History Verification	Past 5 years	1 to 3	\$9.75 per employer
Education Verification	College, Trade & High School	1 to 3	\$9.25 per check
Sexual Offender Registry	State	24 hrs	\$6.10
	National	24 hrs	\$6.10
Alcohol Test	Qed A150	not offered (1)	\$8.50 + cost of collection for breath alcohol
Drug Testing - 5 Panel	Instant Technology Insta-Check 5	not offered (2)	
Drug Testing - 10 Panel	Instant Technology Insta-Check 10	3 to 5 days we do offer not offer Insta-Check (3)	\$35.00 incl. cost of collection
Tuberculosis Test	Skin Test	not offered (4)	
Please add any other testing services offered by your company such as			
Kenexa Assessments	No Charge		

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16111 EXHIBIT A-2
Pricing Sheet
Medical

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Arizona

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 26.03	\$ 29.78	24.00%	\$ 35.45	\$ 40.57
Medical	Licensed Practical Nurse II	\$ 28.21	\$ 36.61	24.00%	\$ 38.42	\$ 49.87
Medical	Registered Nurse I	\$ 29.70	\$ 36.45	24.00%	\$ 40.46	\$ 49.64
Medical	Registered Nurse II	\$ 36.52	\$ 46.16	24.00%	\$ 49.74	\$ 62.87
Medical	Registered Nurse III	\$ 40.39	\$ 52.08	24.00%	\$ 55.02	\$ 70.94
Medical	Registered Nurse Manager I	\$ 49.97	\$ 79.61	24.00%	\$ 68.06	\$ 108.43
Medical	Nurse Practitioner	\$ 33.44	\$ 40.33	24.00%	\$ 45.55	\$ 54.92
Medical	Nurse Practitioner II	\$ 40.39	\$ 57.05	24.00%	\$ 55.02	\$ 77.71
Medical	Physician Assistant	\$ 50.04	\$ 72.42	24.00%	\$ 68.16	\$ 98.64
Medical	Registered Nurse Manager II	\$ 32.98	\$ 51.18	24.00%	\$ 44.92	\$ 69.71
Medical	Certified Nurses Aide I	\$ 13.66	\$ 18.70	24.00%	\$ 18.60	\$ 25.48
Medical	Certified Nurses Aide II	\$ 18.40	\$ 21.77	24.00%	\$ 25.06	\$ 29.65
Medical	Counselor I	\$ 14.23	\$ 21.86	24.00%	\$ 19.38	\$ 29.78
Medical	Counselor II	\$ 21.93	\$ 26.81	24.00%	\$ 29.87	\$ 36.51
Medical	Counselor II - Lead Supervisory	\$ 31.37	\$ 39.56	24.00%	\$ 42.73	\$ 53.88
Medical	Counselor Manager	\$ 39.63	\$ 55.25	24.00%	\$ 53.98	\$ 75.25
Medical	Direct Service Associate I	\$ 19.79	\$ 31.86	24.00%	\$ 26.95	\$ 43.39
Medical	Direct Service Associate II	\$ 13.40	\$ 19.71	24.00%	\$ 18.25	\$ 26.84
Medical	Direct Service Associate III	\$ 19.79	\$ 31.86	24.00%	\$ 26.95	\$ 43.39
Medical	Direct Service Associate III (Supervisor)	\$ 13.66	\$ 20.89	24.00%	\$ 18.60	\$ 28.46
Medical	Direct Service Associate IV	\$ 14.86	\$ 24.03	24.00%	\$ 20.24	\$ 32.74
Medical	Health Care Compliance Specialist I	\$ 17.70	\$ 39.29	24.00%	\$ 24.11	\$ 53.51
Medical	Health Care Compliance Specialist II	\$ 25.96	\$ 31.18	24.00%	\$ 35.36	\$ 42.46
Medical	Health Care Compliance Manager	\$ 31.20	\$ 47.51	24.00%	\$ 42.50	\$ 64.71
Medical	Health Care Technician	\$ 21.14	\$ 31.94	24.00%	\$ 28.80	\$ 43.50

Arizona

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 17.58	\$ 25.11	24.00%	\$ 23.94	\$ 34.21
Medical	Health Care Technologist II	\$ 24.03	\$ 36.55	24.00%	\$ 32.73	\$ 49.78
Medical	Health Care Technologist III	\$ 36.58	\$ 46.16	24.00%	\$ 49.82	\$ 62.87
Medical	Health Care Manager	\$ 45.99	\$ 72.96	24.00%	\$ 62.64	\$ 99.37
Medical	Laboratory and Research Aide	\$ 12.85	\$ 22.20	24.00%	\$ 17.50	\$ 30.24
Medical	Laboratory and Research Technician	\$ 17.58	\$ 25.11	24.00%	\$ 23.94	\$ 34.21
Medical	Laboratory and Research Specialist I	\$ 15.92	\$ 22.34	24.00%	\$ 21.69	\$ 30.43
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 38.17	\$ 52.54	24.00%	\$ 51.99	\$ 71.56
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 52.61	\$ 58.09	24.00%	\$ 71.66	\$ 79.13
Medical	Laboratory and Research Manager	\$ 59.07	\$ 72.95	24.00%	\$ 80.45	\$ 99.36
Medical	Physical Therapist	\$ 58.08	\$ 70.98	24.00%	\$ 79.10	\$ 96.68
Medical	Psychologist I / Psychology Associate I	\$ 12.82	\$ 17.14	24.00%	\$ 17.47	\$ 23.34
Medical	Psychologist II / Psychology Associate II	\$ 34.63	\$ 45.04	24.00%	\$ 47.17	\$ 61.35
Medical	Psychologist III / Psychology Associate III	\$ 45.11	\$ 73.49	24.00%	\$ 61.45	\$ 100.09
Medical	Psychology Manager	\$ 50.76	\$ 80.16	24.00%	\$ 69.14	\$ 109.19
Medical	Therapist Assistant / Therapist I	\$ 21.73	\$ 23.57	24.00%	\$ 29.59	\$ 32.10
Medical	Therapist I	\$ 27.65	\$ 40.01	24.00%	\$ 37.66	\$ 54.49
Medical	Therapist II	\$ 40.05	\$ 43.49	24.00%	\$ 54.55	\$ 59.24
Medical	Therapist II (SLP/Aud)	\$ 36.52	\$ 53.42	24.00%	\$ 49.74	\$ 72.75
Medical	Therapist III	\$ 33.12	\$ 40.94	24.00%	\$ 45.11	\$ 55.76
Medical	Therapist Manager I	\$ 40.95	\$ 31.98	24.00%	\$ 55.78	\$ 43.56
Medical	Therapist Manager II	\$ 26.71	\$ 35.05	24.00%	\$ 36.38	\$ 47.75
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 35.07	\$ 40.74	24.00%	\$ 47.76	\$ 55.48
Medical	Dentist	\$ 64.55	\$ 104.11	24.00%	\$ 87.92	\$ 141.80
Medical	Dental Hygienist	\$ 30.75	\$ 52.92	24.00%	\$ 41.88	\$ 72.07
Medical	Dental Assistant	\$ 17.08	\$ 24.53	24.00%	\$ 23.27	\$ 33.41
Medical	Pharmacist	\$ 51.01	\$ 86.47	24.00%	\$ 69.48	\$ 117.77
Medical	Pharmacy Technician	\$ 26.79	\$ 39.68	24.00%	\$ 36.49	\$ 54.05
Medical	Medical Doctor	\$ 59.00	\$ 109.32	24.00%	\$ 80.35	\$ 148.89
Medical	Misc - Positions not listed elsewhere	TBD	\$ 110.00	24.00%	TBD	\$ 149.82

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Arizona

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Serial 16111-RFP: Staffing Services and Related Services and Solutions
16111 EXHIBIT A-2
Pricing Sheet
Medical

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Alabama

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 23.84	\$ 27.27	24.00%	\$ 32.26	\$ 36.92
Medical	Licensed Practical Nurse II	\$ 25.83	\$ 33.53	24.00%	\$ 34.96	\$ 45.38
Medical	Registered Nurse I	\$ 27.20	\$ 33.38	24.00%	\$ 36.81	\$ 45.18
Medical	Registered Nurse II	\$ 33.44	\$ 42.27	24.00%	\$ 45.26	\$ 57.21
Medical	Registered Nurse III	\$ 40.22	\$ 51.86	24.00%	\$ 54.44	\$ 70.19
Medical	Registered Nurse Manager I	\$ 49.76	\$ 79.27	24.00%	\$ 67.35	\$ 107.29
Medical	Nurse Practitioner	\$ 33.30	\$ 40.15	24.00%	\$ 45.07	\$ 54.35
Medical	Nurse Practitioner II	\$ 40.22	\$ 56.81	24.00%	\$ 54.44	\$ 76.89
Medical	Physician Assistant	\$ 49.83	\$ 72.11	24.00%	\$ 67.44	\$ 97.60
Medical	Registered Nurse Manager II	\$ 30.20	\$ 46.87	24.00%	\$ 40.88	\$ 63.44
Medical	Certified Nurses Aide I	\$ 11.01	\$ 17.13	24.00%	\$ 14.90	\$ 23.18
Medical	Certified Nurses Aide II	\$ 16.85	\$ 19.94	24.00%	\$ 22.80	\$ 26.98
Medical	Counselor I	\$ 13.03	\$ 20.02	24.00%	\$ 17.64	\$ 27.10
Medical	Counselor II	\$ 20.08	\$ 24.55	24.00%	\$ 27.18	\$ 33.23
Medical	Counselor II - Lead Supervisory	\$ 31.24	\$ 39.39	24.00%	\$ 42.28	\$ 53.32
Medical	Counselor Manager	\$ 39.46	\$ 55.01	24.00%	\$ 53.41	\$ 74.46
Medical	Direct Service Associate I	\$ 18.12	\$ 29.18	24.00%	\$ 24.53	\$ 39.49
Medical	Direct Service Associate II	\$ 12.27	\$ 18.05	24.00%	\$ 16.60	\$ 24.42
Medical	Direct Service Associate III	\$ 18.12	\$ 29.18	24.00%	\$ 24.53	\$ 39.49
Medical	Direct Service Associate III (Supervisor)	\$ 12.51	\$ 19.13	24.00%	\$ 16.93	\$ 25.90
Medical	Direct Service Associate IV	\$ 13.61	\$ 22.01	24.00%	\$ 18.42	\$ 29.79
Medical	Health Care Compliance Specialist I	\$ 16.21	\$ 35.98	24.00%	\$ 21.94	\$ 48.70
Medical	Health Care Compliance Specialist II	\$ 23.77	\$ 28.55	24.00%	\$ 32.18	\$ 38.64
Medical	Health Care Compliance Manager	\$ 28.57	\$ 43.51	24.00%	\$ 38.68	\$ 58.89
Medical	Health Care Technician	\$ 21.05	\$ 31.80	24.00%	\$ 28.49	\$ 43.05

Alabama

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 16.09	\$ 23.00	24.00%	\$ 21.78	\$ 31.13
Medical	Health Care Technologist II	\$ 23.93	\$ 36.39	24.00%	\$ 32.38	\$ 49.26
Medical	Health Care Technologist III	\$ 36.42	\$ 45.96	24.00%	\$ 49.30	\$ 62.20
Medical	Health Care Manager	\$ 45.79	\$ 72.65	24.00%	\$ 61.98	\$ 98.33
Medical	Laboratory and Research Aide	\$ 11.77	\$ 20.33	24.00%	\$ 15.93	\$ 27.52
Medical	Laboratory and Research Technician	\$ 16.09	\$ 23.00	24.00%	\$ 21.78	\$ 31.13
Medical	Laboratory and Research Specialist I	\$ 14.58	\$ 20.46	24.00%	\$ 19.74	\$ 27.69
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 38.01	\$ 52.32	24.00%	\$ 51.45	\$ 70.81
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 52.38	\$ 57.84	24.00%	\$ 70.90	\$ 78.29
Medical	Laboratory and Research Manager	\$ 58.81	\$ 72.63	24.00%	\$ 79.60	\$ 98.31
Medical	Physical Therapist	\$ 53.18	\$ 65.00	24.00%	\$ 71.98	\$ 87.98
Medical	Psychologist I / Psychology Associate I	\$ 11.74	\$ 15.69	24.00%	\$ 15.89	\$ 21.24
Medical	Psychologist II / Psychology Associate II	\$ 34.49	\$ 44.85	24.00%	\$ 46.68	\$ 60.71
Medical	Psychologist III / Psychology Associate III	\$ 44.92	\$ 73.17	24.00%	\$ 60.80	\$ 99.04
Medical	Psychology Manager	\$ 50.55	\$ 79.82	24.00%	\$ 68.41	\$ 108.04
Medical	Therapist Assistant / Therapist I	\$ 19.90	\$ 21.58	24.00%	\$ 26.93	\$ 29.21
Medical	Therapist I	\$ 27.53	\$ 39.83	24.00%	\$ 37.27	\$ 53.92
Medical	Therapist II	\$ 39.88	\$ 43.30	24.00%	\$ 53.97	\$ 58.61
Medical	Therapist II (SLP/Aud)	\$ 36.36	\$ 53.19	24.00%	\$ 49.22	\$ 71.99
Medical	Therapist III	\$ 30.33	\$ 37.49	24.00%	\$ 41.05	\$ 50.75
Medical	Therapist Manager I	\$ 37.50	\$ 29.29	24.00%	\$ 50.76	\$ 39.64
Medical	Therapist Manager II	\$ 24.46	\$ 32.10	24.00%	\$ 33.11	\$ 43.45
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 32.11	\$ 37.30	24.00%	\$ 43.47	\$ 50.49
Medical	Dentist	\$ 64.27	\$ 103.66	24.00%	\$ 86.99	\$ 140.31
Medical	Dental Hygienist	\$ 30.62	\$ 52.69	24.00%	\$ 41.44	\$ 71.31
Medical	Dental Assistant	\$ 15.64	\$ 22.46	24.00%	\$ 21.17	\$ 30.40
Medical	Pharmacist	\$ 50.79	\$ 86.10	24.00%	\$ 68.75	\$ 116.53
Medical	Pharmacy Technician	\$ 24.54	\$ 36.34	24.00%	\$ 33.21	\$ 49.19
Medical	Medical Doctor	\$ 58.74	\$ 108.85	24.00%	\$ 79.51	\$ 147.32
Medical	Misc - Positions not listed elsewhere	TBD	\$ 109.00	24.00%	TBD	\$ 147.53

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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Alaska

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 35.19	\$ 40.27	24.00%	\$ 47.47	\$ 54.32
Medical	Licensed Practical Nurse II	\$ 38.14	\$ 49.50	24.00%	\$ 51.44	\$ 66.77
Medical	Registered Nurse I	\$ 40.16	\$ 49.28	24.00%	\$ 54.17	\$ 66.47
Medical	Registered Nurse II	\$ 49.38	\$ 62.41	24.00%	\$ 66.59	\$ 84.18
Medical	Registered Nurse III	\$ 42.08	\$ 54.26	24.00%	\$ 56.76	\$ 73.18
Medical	Registered Nurse Manager I	\$ 52.06	\$ 82.94	24.00%	\$ 70.21	\$ 111.86
Medical	Nurse Practitioner	\$ 34.84	\$ 42.01	24.00%	\$ 46.99	\$ 56.66
Medical	Nurse Practitioner II	\$ 42.08	\$ 59.44	24.00%	\$ 56.76	\$ 80.16
Medical	Physician Assistant	\$ 52.13	\$ 75.44	24.00%	\$ 70.31	\$ 101.75
Medical	Registered Nurse Manager II	\$ 44.59	\$ 69.21	24.00%	\$ 60.14	\$ 93.34
Medical	Certified Nurses Aide I	\$ 16.25	\$ 25.29	24.00%	\$ 21.92	\$ 34.11
Medical	Certified Nurses Aide II	\$ 24.88	\$ 29.44	24.00%	\$ 33.55	\$ 39.70
Medical	Counselor I	\$ 19.24	\$ 29.56	24.00%	\$ 25.95	\$ 39.87
Medical	Counselor II	\$ 29.66	\$ 36.25	24.00%	\$ 40.00	\$ 48.89
Medical	Counselor II - Lead Supervisory	\$ 32.68	\$ 41.21	24.00%	\$ 44.08	\$ 55.59
Medical	Counselor Manager	\$ 41.29	\$ 57.56	24.00%	\$ 55.68	\$ 77.63
Medical	Direct Service Associate I	\$ 26.76	\$ 43.08	24.00%	\$ 36.09	\$ 58.10
Medical	Direct Service Associate II	\$ 18.11	\$ 26.65	24.00%	\$ 24.43	\$ 35.94
Medical	Direct Service Associate III	\$ 26.76	\$ 43.08	24.00%	\$ 36.09	\$ 58.10
Medical	Direct Service Associate III (Supervisor)	\$ 18.47	\$ 28.25	24.00%	\$ 24.90	\$ 38.10
Medical	Direct Service Associate IV	\$ 20.09	\$ 32.50	24.00%	\$ 27.10	\$ 43.83
Medical	Health Care Compliance Specialist I	\$ 23.93	\$ 53.12	24.00%	\$ 32.28	\$ 71.65
Medical	Health Care Compliance Specialist II	\$ 35.10	\$ 42.16	24.00%	\$ 47.34	\$ 56.86
Medical	Health Care Compliance Manager	\$ 42.19	\$ 64.24	24.00%	\$ 56.91	\$ 86.64
Medical	Health Care Technician	\$ 22.02	\$ 33.28	24.00%	\$ 29.70	\$ 44.88

Alaska

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 23.76	\$ 33.96	24.00%	\$ 32.05	\$ 45.80
Medical	Health Care Technologist II	\$ 25.03	\$ 38.08	24.00%	\$ 33.76	\$ 51.35
Medical	Health Care Technologist III	\$ 38.11	\$ 48.08	24.00%	\$ 51.39	\$ 64.85
Medical	Health Care Manager	\$ 47.91	\$ 76.01	24.00%	\$ 64.62	\$ 102.51
Medical	Laboratory and Research Aide	\$ 17.38	\$ 30.02	24.00%	\$ 23.43	\$ 40.49
Medical	Laboratory and Research Technician	\$ 23.76	\$ 33.96	24.00%	\$ 32.05	\$ 45.80
Medical	Laboratory and Research Specialist I	\$ 21.53	\$ 30.21	24.00%	\$ 29.04	\$ 40.74
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 39.77	\$ 54.74	24.00%	\$ 53.64	\$ 73.82
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 54.81	\$ 60.52	24.00%	\$ 73.92	\$ 81.62
Medical	Laboratory and Research Manager	\$ 61.53	\$ 75.99	24.00%	\$ 82.99	\$ 102.49
Medical	Physical Therapist	\$ 78.53	\$ 95.98	24.00%	\$ 105.91	\$ 129.45
Medical	Psychologist I / Psychology Associate I	\$ 17.34	\$ 23.17	24.00%	\$ 23.38	\$ 31.25
Medical	Psychologist II / Psychology Associate II	\$ 36.08	\$ 46.93	24.00%	\$ 48.66	\$ 63.29
Medical	Psychologist III / Psychology Associate III	\$ 47.00	\$ 76.56	24.00%	\$ 63.39	\$ 103.25
Medical	Psychology Manager	\$ 52.88	\$ 76.56	24.00%	\$ 71.33	\$ 103.25
Medical	Therapist Assistant / Therapist I	\$ 29.38	\$ 31.87	24.00%	\$ 39.62	\$ 42.98
Medical	Therapist I	\$ 28.81	\$ 41.68	24.00%	\$ 38.85	\$ 56.21
Medical	Therapist II	\$ 41.72	\$ 45.31	24.00%	\$ 56.27	\$ 61.11
Medical	Therapist II (SLP/Aud)	\$ 38.05	\$ 55.65	24.00%	\$ 51.31	\$ 75.05
Medical	Therapist III	\$ 44.78	\$ 55.36	24.00%	\$ 60.39	\$ 74.66
Medical	Therapist Manager I	\$ 55.38	\$ 43.25	24.00%	\$ 74.69	\$ 58.33
Medical	Therapist Manager II	\$ 36.12	\$ 47.40	24.00%	\$ 48.71	\$ 63.93
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 47.42	\$ 55.08	24.00%	\$ 63.95	\$ 74.29
Medical	Dentist	\$ 67.24	\$ 108.46	24.00%	\$ 90.69	\$ 146.28
Medical	Dental Hygienist	\$ 32.03	\$ 55.13	24.00%	\$ 43.20	\$ 74.35
Medical	Dental Assistant	\$ 23.10	\$ 33.16	24.00%	\$ 31.16	\$ 44.73
Medical	Pharmacist	\$ 53.15	\$ 90.08	24.00%	\$ 71.68	\$ 121.49
Medical	Pharmacy Technician	\$ 36.23	\$ 53.66	24.00%	\$ 48.86	\$ 72.37
Medical	Medical Doctor	\$ 61.46	\$ 113.88	24.00%	\$ 82.89	\$ 153.59
Medical	Misc - Positions not listed elsewhere	TBD	\$ 114.00	24.00%	TBD	\$ 153.75

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Arkansas

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 22.15	\$ 25.35	24.00%	\$ 30.07	\$ 34.41
Medical	Licensed Practical Nurse II	\$ 24.01	\$ 31.16	24.00%	\$ 32.59	\$ 42.30
Medical	Registered Nurse I	\$ 25.28	\$ 31.02	24.00%	\$ 34.32	\$ 42.11
Medical	Registered Nurse II	\$ 31.08	\$ 39.29	24.00%	\$ 42.19	\$ 53.33
Medical	Registered Nurse III	\$ 39.68	\$ 51.16	24.00%	\$ 53.86	\$ 69.45
Medical	Registered Nurse Manager I	\$ 49.09	\$ 78.20	24.00%	\$ 66.63	\$ 106.15
Medical	Nurse Practitioner	\$ 32.85	\$ 39.61	24.00%	\$ 44.59	\$ 53.77
Medical	Nurse Practitioner II	\$ 39.68	\$ 56.04	24.00%	\$ 53.86	\$ 76.07
Medical	Physician Assistant	\$ 49.16	\$ 71.14	24.00%	\$ 66.72	\$ 96.56
Medical	Registered Nurse Manager II	\$ 28.07	\$ 43.56	24.00%	\$ 38.10	\$ 59.13
Medical	Certified Nurses Aide I	\$ 11.65	\$ 15.92	24.00%	\$ 15.81	\$ 21.61
Medical	Certified Nurses Aide II	\$ 15.66	\$ 18.53	24.00%	\$ 21.25	\$ 25.15
Medical	Counselor I	\$ 12.11	\$ 18.61	24.00%	\$ 16.44	\$ 25.26
Medical	Counselor II	\$ 18.67	\$ 22.82	24.00%	\$ 25.34	\$ 30.97
Medical	Counselor II - Lead Supervisory	\$ 30.82	\$ 38.86	24.00%	\$ 41.83	\$ 52.75
Medical	Counselor Manager	\$ 38.93	\$ 54.27	24.00%	\$ 52.84	\$ 73.67
Medical	Direct Service Associate I	\$ 16.84	\$ 27.12	24.00%	\$ 22.86	\$ 36.81
Medical	Direct Service Associate II	\$ 11.40	\$ 16.77	24.00%	\$ 15.48	\$ 22.77
Medical	Direct Service Associate III	\$ 16.84	\$ 27.12	24.00%	\$ 22.86	\$ 36.81
Medical	Direct Service Associate III (Supervisor)	\$ 11.62	\$ 17.78	24.00%	\$ 15.78	\$ 24.14
Medical	Direct Service Associate IV	\$ 12.65	\$ 20.46	24.00%	\$ 17.17	\$ 27.77
Medical	Health Care Compliance Specialist I	\$ 15.06	\$ 33.44	24.00%	\$ 20.45	\$ 45.39
Medical	Health Care Compliance Specialist II	\$ 22.10	\$ 26.54	24.00%	\$ 29.99	\$ 36.02
Medical	Health Care Compliance Manager	\$ 26.56	\$ 40.44	24.00%	\$ 36.05	\$ 54.89
Medical	Health Care Technician	\$ 20.77	\$ 31.38	24.00%	\$ 28.19	\$ 42.59

Arkansas

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 14.96	\$ 21.38	24.00%	\$ 20.31	\$ 29.01
Medical	Health Care Technologist II	\$ 23.60	\$ 35.90	24.00%	\$ 32.04	\$ 48.73
Medical	Health Care Technologist III	\$ 35.93	\$ 45.34	24.00%	\$ 48.77	\$ 61.54
Medical	Health Care Manager	\$ 45.18	\$ 71.67	24.00%	\$ 61.32	\$ 97.28
Medical	Laboratory and Research Aide	\$ 10.94	\$ 18.90	24.00%	\$ 14.85	\$ 25.65
Medical	Laboratory and Research Technician	\$ 14.96	\$ 21.38	24.00%	\$ 20.31	\$ 29.01
Medical	Laboratory and Research Specialist I	\$ 13.55	\$ 19.02	24.00%	\$ 18.40	\$ 25.81
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 37.50	\$ 51.61	24.00%	\$ 50.90	\$ 70.06
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 51.68	\$ 57.07	24.00%	\$ 70.15	\$ 77.46
Medical	Laboratory and Research Manager	\$ 58.02	\$ 71.66	24.00%	\$ 78.76	\$ 97.26
Medical	Physical Therapist	\$ 49.43	\$ 60.42	24.00%	\$ 67.10	\$ 82.01
Medical	Psychologist I / Psychology Associate I	\$ 10.91	\$ 14.59	24.00%	\$ 14.81	\$ 19.80
Medical	Psychologist II / Psychology Associate II	\$ 34.02	\$ 44.25	24.00%	\$ 46.18	\$ 60.06
Medical	Psychologist III / Psychology Associate III	\$ 44.32	\$ 72.19	24.00%	\$ 60.15	\$ 97.99
Medical	Psychology Manager	\$ 49.87	\$ 72.19	24.00%	\$ 67.69	\$ 97.99
Medical	Therapist Assistant / Therapist I	\$ 18.49	\$ 20.06	24.00%	\$ 25.10	\$ 27.23
Medical	Therapist I	\$ 27.16	\$ 39.30	24.00%	\$ 36.87	\$ 53.34
Medical	Therapist II	\$ 39.34	\$ 42.72	24.00%	\$ 53.40	\$ 57.99
Medical	Therapist II (SLP/Aud)	\$ 35.88	\$ 52.47	24.00%	\$ 48.70	\$ 71.22
Medical	Therapist III	\$ 28.19	\$ 34.85	24.00%	\$ 38.26	\$ 47.30
Medical	Therapist Manager I	\$ 34.86	\$ 27.22	24.00%	\$ 47.32	\$ 36.95
Medical	Therapist Manager II	\$ 22.74	\$ 29.84	24.00%	\$ 30.86	\$ 40.50
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 29.85	\$ 34.67	24.00%	\$ 40.52	\$ 47.06
Medical	Dentist	\$ 63.41	\$ 102.27	24.00%	\$ 86.07	\$ 138.82
Medical	Dental Hygienist	\$ 30.20	\$ 51.98	24.00%	\$ 41.00	\$ 70.56
Medical	Dental Assistant	\$ 14.54	\$ 20.88	24.00%	\$ 19.74	\$ 28.34
Medical	Pharmacist	\$ 50.11	\$ 84.94	24.00%	\$ 68.02	\$ 115.29
Medical	Pharmacy Technician	\$ 22.80	\$ 33.78	24.00%	\$ 30.95	\$ 45.85
Medical	Medical Doctor	\$ 57.95	\$ 107.38	24.00%	\$ 78.66	\$ 145.76
Medical	Misc - Positions not listed elsewhere	TBD	\$ 108.00	24.00%	TBD	\$ 146.60

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

California

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 30.35	\$ 34.73	24.00%	\$ 40.73	\$ 46.60
Medical	Licensed Practical Nurse II	\$ 32.89	\$ 42.69	24.00%	\$ 44.14	\$ 57.28
Medical	Registered Nurse I	\$ 34.63	\$ 42.50	24.00%	\$ 46.47	\$ 57.03
Medical	Registered Nurse II	\$ 42.58	\$ 53.82	24.00%	\$ 57.14	\$ 72.22
Medical	Registered Nurse III	\$ 45.75	\$ 58.99	24.00%	\$ 61.39	\$ 79.15
Medical	Registered Nurse Manager I	\$ 56.60	\$ 90.16	24.00%	\$ 75.95	\$ 120.99
Medical	Nurse Practitioner	\$ 37.87	\$ 45.67	24.00%	\$ 50.82	\$ 61.28
Medical	Nurse Practitioner II	\$ 45.75	\$ 64.61	24.00%	\$ 61.39	\$ 86.71
Medical	Physician Assistant	\$ 56.67	\$ 82.02	24.00%	\$ 76.05	\$ 110.06
Medical	Registered Nurse Manager II	\$ 38.45	\$ 59.68	24.00%	\$ 51.60	\$ 80.08
Medical	Certified Nurses Aide I	\$ 14.55	\$ 21.81	24.00%	\$ 19.53	\$ 29.27
Medical	Certified Nurses Aide II	\$ 21.45	\$ 25.38	24.00%	\$ 28.79	\$ 34.06
Medical	Counselor I	\$ 16.59	\$ 25.49	24.00%	\$ 22.26	\$ 34.21
Medical	Counselor II	\$ 25.57	\$ 31.26	24.00%	\$ 34.32	\$ 41.94
Medical	Counselor II - Lead Supervisory	\$ 35.53	\$ 44.81	24.00%	\$ 47.68	\$ 60.12
Medical	Counselor Manager	\$ 44.88	\$ 62.57	24.00%	\$ 60.23	\$ 83.96
Medical	Direct Service Associate I	\$ 23.07	\$ 37.15	24.00%	\$ 30.96	\$ 49.85
Medical	Direct Service Associate II	\$ 15.62	\$ 22.98	24.00%	\$ 20.96	\$ 30.83
Medical	Direct Service Associate III	\$ 23.07	\$ 37.15	24.00%	\$ 30.96	\$ 49.85
Medical	Direct Service Associate III (Supervisor)	\$ 15.92	\$ 24.36	24.00%	\$ 21.37	\$ 32.69
Medical	Direct Service Associate IV	\$ 17.32	\$ 28.02	24.00%	\$ 23.25	\$ 37.61
Medical	Health Care Compliance Specialist I	\$ 20.64	\$ 45.81	24.00%	\$ 27.69	\$ 61.47
Medical	Health Care Compliance Specialist II	\$ 30.27	\$ 36.35	24.00%	\$ 40.62	\$ 48.78
Medical	Health Care Compliance Manager	\$ 36.38	\$ 55.40	24.00%	\$ 48.82	\$ 74.34
Medical	Health Care Technician	\$ 23.94	\$ 36.17	24.00%	\$ 32.13	\$ 48.54

California

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 20.49	\$ 29.28	24.00%	\$ 27.50	\$ 39.29
Medical	Health Care Technologist II	\$ 27.21	\$ 41.39	24.00%	\$ 36.52	\$ 55.55
Medical	Health Care Technologist III	\$ 41.43	\$ 52.27	24.00%	\$ 55.59	\$ 70.14
Medical	Health Care Manager	\$ 52.08	\$ 82.63	24.00%	\$ 69.89	\$ 110.88
Medical	Laboratory and Research Aide	\$ 14.98	\$ 25.89	24.00%	\$ 20.11	\$ 34.74
Medical	Laboratory and Research Technician	\$ 20.49	\$ 29.28	24.00%	\$ 27.50	\$ 39.29
Medical	Laboratory and Research Specialist I	\$ 18.57	\$ 26.05	24.00%	\$ 24.91	\$ 34.96
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 43.23	\$ 59.50	24.00%	\$ 58.01	\$ 79.85
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 59.58	\$ 65.79	24.00%	\$ 79.95	\$ 88.29
Medical	Laboratory and Research Manager	\$ 66.89	\$ 82.61	24.00%	\$ 89.76	\$ 110.86
Medical	Physical Therapist	\$ 67.72	\$ 82.77	24.00%	\$ 90.87	\$ 111.06
Medical	Psychologist I / Psychology Associate I	\$ 14.95	\$ 19.98	24.00%	\$ 20.06	\$ 26.82
Medical	Psychologist II / Psychology Associate II	\$ 39.22	\$ 51.02	24.00%	\$ 52.63	\$ 68.46
Medical	Psychologist III / Psychology Associate III	\$ 51.09	\$ 83.23	24.00%	\$ 68.56	\$ 111.68
Medical	Psychology Manager	\$ 57.49	\$ 83.23	24.00%	\$ 77.15	\$ 111.68
Medical	Therapist Assistant / Therapist I	\$ 25.33	\$ 27.48	24.00%	\$ 34.00	\$ 36.88
Medical	Therapist I	\$ 31.32	\$ 45.31	24.00%	\$ 42.02	\$ 60.80
Medical	Therapist II	\$ 45.36	\$ 49.25	24.00%	\$ 60.86	\$ 66.09
Medical	Therapist II (SLP/Aud)	\$ 41.36	\$ 60.49	24.00%	\$ 55.50	\$ 81.18
Medical	Therapist III	\$ 38.61	\$ 47.74	24.00%	\$ 51.82	\$ 64.06
Medical	Therapist Manager I	\$ 47.75	\$ 37.29	24.00%	\$ 64.08	\$ 50.04
Medical	Therapist Manager II	\$ 31.15	\$ 40.87	24.00%	\$ 41.79	\$ 54.85
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 40.89	\$ 47.50	24.00%	\$ 54.87	\$ 63.74
Medical	Dentist	\$ 73.10	\$ 117.91	24.00%	\$ 98.10	\$ 158.22
Medical	Dental Hygienist	\$ 34.82	\$ 59.93	24.00%	\$ 46.73	\$ 80.42
Medical	Dental Assistant	\$ 19.92	\$ 28.60	24.00%	\$ 26.73	\$ 38.38
Medical	Pharmacist	\$ 57.78	\$ 97.93	24.00%	\$ 77.53	\$ 131.41
Medical	Pharmacy Technician	\$ 31.24	\$ 46.27	24.00%	\$ 41.92	\$ 62.09
Medical	Medical Doctor	\$ 66.81	\$ 123.80	24.00%	\$ 89.66	\$ 166.13
Medical	Misc - Positions not listed elsewhere	TBD	\$ 124.00	24.00%	TBD	\$ 166.39

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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Colorado

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 29.17	\$ 33.38	24.00%	\$ 39.68	\$ 45.41
Medical	Licensed Practical Nurse II	\$ 31.61	\$ 41.03	24.00%	\$ 43.01	\$ 55.82
Medical	Registered Nurse I	\$ 33.28	\$ 40.84	24.00%	\$ 45.28	\$ 55.57
Medical	Registered Nurse II	\$ 40.92	\$ 51.72	24.00%	\$ 55.67	\$ 70.37
Medical	Registered Nurse III	\$ 41.72	\$ 53.79	24.00%	\$ 56.76	\$ 73.18
Medical	Registered Nurse Manager I	\$ 51.61	\$ 82.21	24.00%	\$ 70.21	\$ 111.86
Medical	Nurse Practitioner	\$ 34.53	\$ 41.64	24.00%	\$ 46.99	\$ 56.66
Medical	Nurse Practitioner II	\$ 41.72	\$ 58.92	24.00%	\$ 56.76	\$ 80.16
Medical	Physician Assistant	\$ 51.68	\$ 74.79	24.00%	\$ 70.31	\$ 101.75
Medical	Registered Nurse Manager II	\$ 36.96	\$ 57.36	24.00%	\$ 50.28	\$ 78.03
Medical	Certified Nurses Aide I	\$ 13.47	\$ 20.96	24.00%	\$ 18.33	\$ 28.52
Medical	Certified Nurses Aide II	\$ 20.62	\$ 24.40	24.00%	\$ 28.05	\$ 33.19
Medical	Counselor I	\$ 15.95	\$ 24.50	24.00%	\$ 21.69	\$ 33.33
Medical	Counselor II	\$ 24.58	\$ 30.04	24.00%	\$ 33.44	\$ 40.87
Medical	Counselor II - Lead Supervisory	\$ 32.40	\$ 40.86	24.00%	\$ 44.08	\$ 55.59
Medical	Counselor Manager	\$ 40.93	\$ 57.05	24.00%	\$ 55.68	\$ 77.63
Medical	Direct Service Associate I	\$ 22.17	\$ 35.70	24.00%	\$ 30.17	\$ 48.57
Medical	Direct Service Associate II	\$ 15.01	\$ 22.08	24.00%	\$ 20.42	\$ 30.04
Medical	Direct Service Associate III	\$ 22.17	\$ 35.70	24.00%	\$ 30.17	\$ 48.57
Medical	Direct Service Associate III (Supervisor)	\$ 15.30	\$ 23.41	24.00%	\$ 20.82	\$ 31.86
Medical	Direct Service Associate IV	\$ 16.65	\$ 26.93	24.00%	\$ 22.65	\$ 36.64
Medical	Health Care Compliance Specialist I	\$ 19.83	\$ 44.03	24.00%	\$ 26.98	\$ 59.90
Medical	Health Care Compliance Specialist II	\$ 29.09	\$ 34.94	24.00%	\$ 39.58	\$ 47.53
Medical	Health Care Compliance Manager	\$ 34.97	\$ 53.24	24.00%	\$ 47.57	\$ 72.43
Medical	Health Care Technician	\$ 21.83	\$ 32.99	24.00%	\$ 29.70	\$ 44.88

Colorado

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 19.69	\$ 28.14	24.00%	\$ 26.80	\$ 38.29
Medical	Health Care Technologist II	\$ 24.81	\$ 37.75	24.00%	\$ 33.76	\$ 51.35
Medical	Health Care Technologist III	\$ 37.77	\$ 47.67	24.00%	\$ 51.39	\$ 64.85
Medical	Health Care Manager	\$ 47.49	\$ 75.35	24.00%	\$ 64.62	\$ 102.51
Medical	Laboratory and Research Aide	\$ 14.40	\$ 24.88	24.00%	\$ 19.59	\$ 33.85
Medical	Laboratory and Research Technician	\$ 19.69	\$ 28.14	24.00%	\$ 26.80	\$ 38.29
Medical	Laboratory and Research Specialist I	\$ 17.84	\$ 25.04	24.00%	\$ 24.28	\$ 34.06
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 39.42	\$ 54.26	24.00%	\$ 53.64	\$ 73.82
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 54.33	\$ 59.99	24.00%	\$ 73.92	\$ 81.62
Medical	Laboratory and Research Manager	\$ 61.00	\$ 75.33	24.00%	\$ 82.99	\$ 102.49
Medical	Physical Therapist	\$ 65.08	\$ 79.54	24.00%	\$ 88.54	\$ 108.22
Medical	Psychologist I / Psychology Associate I	\$ 14.37	\$ 19.21	24.00%	\$ 19.55	\$ 26.13
Medical	Psychologist II / Psychology Associate II	\$ 35.77	\$ 46.52	24.00%	\$ 48.66	\$ 63.29
Medical	Psychologist III / Psychology Associate III	\$ 46.59	\$ 75.89	24.00%	\$ 63.39	\$ 103.25
Medical	Psychology Manager	\$ 52.42	\$ 75.89	24.00%	\$ 71.33	\$ 103.25
Medical	Therapist Assistant / Therapist I	\$ 24.35	\$ 26.41	24.00%	\$ 33.13	\$ 35.94
Medical	Therapist I	\$ 28.56	\$ 41.31	24.00%	\$ 38.85	\$ 56.21
Medical	Therapist II	\$ 41.36	\$ 44.91	24.00%	\$ 56.27	\$ 61.11
Medical	Therapist II (SLP/Aud)	\$ 37.72	\$ 55.16	24.00%	\$ 51.31	\$ 75.05
Medical	Therapist III	\$ 37.11	\$ 45.88	24.00%	\$ 50.49	\$ 62.42
Medical	Therapist Manager I	\$ 45.89	\$ 35.84	24.00%	\$ 62.44	\$ 48.76
Medical	Therapist Manager II	\$ 29.93	\$ 39.28	24.00%	\$ 40.72	\$ 53.45
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 39.30	\$ 45.65	24.00%	\$ 53.47	\$ 62.11
Medical	Dentist	\$ 66.66	\$ 107.52	24.00%	\$ 90.69	\$ 146.28
Medical	Dental Hygienist	\$ 31.75	\$ 54.65	24.00%	\$ 43.20	\$ 74.35
Medical	Dental Assistant	\$ 19.14	\$ 27.48	24.00%	\$ 26.05	\$ 37.39
Medical	Pharmacist	\$ 52.68	\$ 89.30	24.00%	\$ 71.68	\$ 121.49
Medical	Pharmacy Technician	\$ 30.02	\$ 44.47	24.00%	\$ 40.85	\$ 60.50
Medical	Medical Doctor	\$ 60.93	\$ 112.89	24.00%	\$ 82.89	\$ 153.59
Medical	Misc - Positions not listed elsewhere	TBD	\$ 113.00	24.00%	TBD	\$ 153.74

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Connecticut

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 35.45	\$ 40.57	24.00%	\$ 44.81	\$ 51.27
Medical	Licensed Practical Nurse II	\$ 38.42	\$ 49.87	24.00%	\$ 48.56	\$ 63.03
Medical	Registered Nurse I	\$ 40.46	\$ 49.64	24.00%	\$ 51.13	\$ 62.75
Medical	Registered Nurse II	\$ 49.74	\$ 62.87	24.00%	\$ 62.86	\$ 79.46
Medical	Registered Nurse III	\$ 50.40	\$ 64.99	24.00%	\$ 63.71	\$ 82.14
Medical	Registered Nurse Manager I	\$ 62.35	\$ 99.33	24.00%	\$ 78.81	\$ 125.55
Medical	Nurse Practitioner	\$ 41.73	\$ 50.32	24.00%	\$ 52.74	\$ 63.60
Medical	Nurse Practitioner II	\$ 50.40	\$ 71.19	24.00%	\$ 63.71	\$ 89.98
Medical	Physician Assistant	\$ 62.44	\$ 90.36	24.00%	\$ 78.92	\$ 114.21
Medical	Registered Nurse Manager II	\$ 44.92	\$ 69.71	24.00%	\$ 56.78	\$ 88.11
Medical	Certified Nurses Aide I	\$ 16.37	\$ 25.48	24.00%	\$ 20.69	\$ 32.20
Medical	Certified Nurses Aide II	\$ 25.06	\$ 29.65	24.00%	\$ 31.67	\$ 37.48
Medical	Counselor I	\$ 19.38	\$ 29.78	24.00%	\$ 24.50	\$ 37.64
Medical	Counselor II	\$ 29.87	\$ 36.51	24.00%	\$ 37.76	\$ 46.15
Medical	Counselor II - Lead Supervisory	\$ 39.14	\$ 49.36	24.00%	\$ 49.48	\$ 62.39
Medical	Counselor Manager	\$ 49.45	\$ 68.94	24.00%	\$ 62.50	\$ 87.13
Medical	Direct Service Associate I	\$ 26.95	\$ 43.39	24.00%	\$ 34.07	\$ 54.85
Medical	Direct Service Associate II	\$ 18.25	\$ 26.84	24.00%	\$ 23.06	\$ 33.92
Medical	Direct Service Associate III	\$ 26.95	\$ 43.39	24.00%	\$ 34.07	\$ 54.85
Medical	Direct Service Associate III (Supervisor)	\$ 18.60	\$ 28.46	24.00%	\$ 23.51	\$ 35.97
Medical	Direct Service Associate IV	\$ 20.24	\$ 32.74	24.00%	\$ 25.58	\$ 41.38
Medical	Health Care Compliance Specialist I	\$ 24.11	\$ 53.51	24.00%	\$ 30.47	\$ 67.64
Medical	Health Care Compliance Specialist II	\$ 35.36	\$ 42.46	24.00%	\$ 44.69	\$ 53.67
Medical	Health Care Compliance Manager	\$ 42.50	\$ 64.71	24.00%	\$ 53.72	\$ 81.79
Medical	Health Care Technician	\$ 26.38	\$ 39.86	24.00%	\$ 33.34	\$ 50.37

Connecticut

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 23.94	\$ 34.21	24.00%	\$ 30.26	\$ 43.23
Medical	Health Care Technologist II	\$ 29.98	\$ 45.61	24.00%	\$ 37.90	\$ 57.64
Medical	Health Care Technologist III	\$ 45.64	\$ 57.59	24.00%	\$ 57.69	\$ 72.79
Medical	Health Care Manager	\$ 57.38	\$ 91.04	24.00%	\$ 72.53	\$ 115.07
Medical	Laboratory and Research Aide	\$ 17.50	\$ 30.24	24.00%	\$ 22.12	\$ 38.23
Medical	Laboratory and Research Technician	\$ 23.94	\$ 34.21	24.00%	\$ 30.26	\$ 43.23
Medical	Laboratory and Research Specialist I	\$ 21.69	\$ 30.43	24.00%	\$ 27.41	\$ 38.46
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 47.63	\$ 65.56	24.00%	\$ 60.20	\$ 82.86
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 65.65	\$ 72.49	24.00%	\$ 82.97	\$ 91.62
Medical	Laboratory and Research Manager	\$ 73.70	\$ 91.02	24.00%	\$ 93.15	\$ 115.04
Medical	Physical Therapist	\$ 79.10	\$ 96.68	24.00%	\$ 99.98	\$ 122.20
Medical	Psychologist I / Psychology Associate I	\$ 17.47	\$ 23.34	24.00%	\$ 22.08	\$ 29.50
Medical	Psychologist II / Psychology Associate II	\$ 43.22	\$ 56.21	24.00%	\$ 54.62	\$ 71.04
Medical	Psychologist III / Psychology Associate III	\$ 56.29	\$ 91.70	24.00%	\$ 71.15	\$ 115.90
Medical	Psychology Manager	\$ 63.34	\$ 91.70	24.00%	\$ 80.06	\$ 115.90
Medical	Therapist Assistant / Therapist I	\$ 29.59	\$ 32.10	24.00%	\$ 37.40	\$ 40.58
Medical	Therapist I	\$ 34.50	\$ 49.92	24.00%	\$ 43.61	\$ 63.09
Medical	Therapist II	\$ 49.97	\$ 54.27	24.00%	\$ 63.16	\$ 68.59
Medical	Therapist II (SLP/Aud)	\$ 45.57	\$ 66.65	24.00%	\$ 57.60	\$ 84.24
Medical	Therapist III	\$ 45.11	\$ 55.76	24.00%	\$ 57.01	\$ 70.48
Medical	Therapist Manager I	\$ 55.78	\$ 43.56	24.00%	\$ 70.50	\$ 55.06
Medical	Therapist Manager II	\$ 36.38	\$ 47.75	24.00%	\$ 45.98	\$ 60.35
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 47.77	\$ 55.48	24.00%	\$ 60.37	\$ 70.13
Medical	Dentist	\$ 80.54	\$ 129.91	24.00%	\$ 101.80	\$ 164.19
Medical	Dental Hygienist	\$ 38.37	\$ 66.03	24.00%	\$ 48.49	\$ 83.45
Medical	Dental Assistant	\$ 23.27	\$ 33.41	24.00%	\$ 29.41	\$ 42.22
Medical	Pharmacist	\$ 63.65	\$ 107.89	24.00%	\$ 80.45	\$ 136.37
Medical	Pharmacy Technician	\$ 36.49	\$ 54.05	24.00%	\$ 46.13	\$ 68.32
Medical	Medical Doctor	\$ 73.61	\$ 136.40	24.00%	\$ 93.04	\$ 172.40
Medical	Misc - Positions not listed elsewhere	TBD	\$ 137.00	24.00%	TBD	\$ 173.16

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Delaware

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 28.35	\$ 32.44	24.00%	\$ 38.60	\$ 44.17
Medical	Licensed Practical Nurse II	\$ 30.72	\$ 39.87	24.00%	\$ 41.83	\$ 54.29
Medical	Registered Nurse I	\$ 32.35	\$ 39.69	24.00%	\$ 44.05	\$ 54.05
Medical	Registered Nurse II	\$ 39.77	\$ 50.27	24.00%	\$ 54.15	\$ 68.45
Medical	Registered Nurse III	\$ 42.32	\$ 54.56	24.00%	\$ 57.63	\$ 74.30
Medical	Registered Nurse Manager I	\$ 52.35	\$ 83.40	24.00%	\$ 71.29	\$ 113.57
Medical	Nurse Practitioner	\$ 35.03	\$ 42.24	24.00%	\$ 47.70	\$ 57.53
Medical	Nurse Practitioner II	\$ 42.32	\$ 59.77	24.00%	\$ 57.63	\$ 81.39
Medical	Physician Assistant	\$ 52.42	\$ 75.87	24.00%	\$ 71.39	\$ 103.31
Medical	Registered Nurse Manager II	\$ 35.92	\$ 55.74	24.00%	\$ 48.91	\$ 75.90
Medical	Certified Nurses Aide I	\$ 13.09	\$ 20.37	24.00%	\$ 17.82	\$ 27.74
Medical	Certified Nurses Aide II	\$ 20.04	\$ 23.71	24.00%	\$ 27.28	\$ 32.28
Medical	Counselor I	\$ 15.50	\$ 23.81	24.00%	\$ 21.10	\$ 32.42
Medical	Counselor II	\$ 23.88	\$ 29.19	24.00%	\$ 32.52	\$ 39.75
Medical	Counselor II - Lead Supervisory	\$ 32.87	\$ 41.44	24.00%	\$ 44.75	\$ 56.44
Medical	Counselor Manager	\$ 41.52	\$ 57.88	24.00%	\$ 56.54	\$ 78.81
Medical	Direct Service Associate I	\$ 21.55	\$ 34.70	24.00%	\$ 29.34	\$ 47.25
Medical	Direct Service Associate II	\$ 14.59	\$ 21.46	24.00%	\$ 19.87	\$ 29.22
Medical	Direct Service Associate III	\$ 21.55	\$ 34.70	24.00%	\$ 29.34	\$ 47.25
Medical	Direct Service Associate III (Supervisor)	\$ 14.87	\$ 22.75	24.00%	\$ 20.25	\$ 30.98
Medical	Direct Service Associate IV	\$ 16.18	\$ 26.17	24.00%	\$ 22.03	\$ 35.64
Medical	Health Care Compliance Specialist I	\$ 19.27	\$ 42.79	24.00%	\$ 26.25	\$ 58.26
Medical	Health Care Compliance Specialist II	\$ 28.27	\$ 33.95	24.00%	\$ 38.50	\$ 46.23
Medical	Health Care Compliance Manager	\$ 33.98	\$ 51.74	24.00%	\$ 46.27	\$ 70.45
Medical	Health Care Technician	\$ 22.15	\$ 33.46	24.00%	\$ 30.16	\$ 45.57

Delaware

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 19.14	\$ 27.35	24.00%	\$ 26.06	\$ 37.24
Medical	Health Care Technologist II	\$ 25.17	\$ 38.29	24.00%	\$ 34.28	\$ 52.14
Medical	Health Care Technologist III	\$ 38.32	\$ 48.35	24.00%	\$ 52.18	\$ 65.84
Medical	Health Care Manager	\$ 48.18	\$ 76.43	24.00%	\$ 65.61	\$ 104.08
Medical	Laboratory and Research Aide	\$ 13.99	\$ 24.18	24.00%	\$ 19.06	\$ 32.93
Medical	Laboratory and Research Technician	\$ 19.14	\$ 27.35	24.00%	\$ 26.06	\$ 37.24
Medical	Laboratory and Research Specialist I	\$ 17.34	\$ 24.33	24.00%	\$ 23.61	\$ 33.13
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 39.99	\$ 55.04	24.00%	\$ 54.46	\$ 74.95
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 55.11	\$ 60.86	24.00%	\$ 75.05	\$ 82.87
Medical	Laboratory and Research Manager	\$ 61.88	\$ 76.42	24.00%	\$ 84.26	\$ 104.06
Medical	Physical Therapist	\$ 63.25	\$ 77.30	24.00%	\$ 86.12	\$ 105.26
Medical	Psychologist I / Psychology Associate I	\$ 13.96	\$ 18.66	24.00%	\$ 19.02	\$ 25.42
Medical	Psychologist II / Psychology Associate II	\$ 36.28	\$ 47.19	24.00%	\$ 49.41	\$ 64.26
Medical	Psychologist III / Psychology Associate III	\$ 47.26	\$ 76.99	24.00%	\$ 64.36	\$ 104.83
Medical	Psychology Manager	\$ 53.18	\$ 76.99	24.00%	\$ 72.42	\$ 104.83
Medical	Therapist Assistant / Therapist I	\$ 23.66	\$ 25.67	24.00%	\$ 32.22	\$ 34.95
Medical	Therapist I	\$ 28.97	\$ 41.91	24.00%	\$ 39.45	\$ 57.07
Medical	Therapist II	\$ 41.95	\$ 45.56	24.00%	\$ 57.13	\$ 62.04
Medical	Therapist II (SLP/Aud)	\$ 38.26	\$ 55.96	24.00%	\$ 52.10	\$ 76.20
Medical	Therapist III	\$ 36.06	\$ 44.59	24.00%	\$ 49.11	\$ 60.71
Medical	Therapist Manager I	\$ 44.60	\$ 34.83	24.00%	\$ 60.73	\$ 47.43
Medical	Therapist Manager II	\$ 29.09	\$ 38.18	24.00%	\$ 39.61	\$ 51.99
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 38.19	\$ 44.36	24.00%	\$ 52.01	\$ 60.41
Medical	Dentist	\$ 67.62	\$ 109.07	24.00%	\$ 92.08	\$ 148.52
Medical	Dental Hygienist	\$ 32.21	\$ 55.43	24.00%	\$ 43.86	\$ 75.49
Medical	Dental Assistant	\$ 18.60	\$ 26.71	24.00%	\$ 25.33	\$ 36.37
Medical	Pharmacist	\$ 53.44	\$ 90.58	24.00%	\$ 72.77	\$ 123.35
Medical	Pharmacy Technician	\$ 29.18	\$ 43.22	24.00%	\$ 39.73	\$ 58.85
Medical	Medical Doctor	\$ 61.80	\$ 114.52	24.00%	\$ 84.16	\$ 155.94
Medical	Misc - Positions not listed elsewhere	TBD	\$ 115.00	24.00%	TBD	\$ 156.60

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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Florida

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 23.94	\$ 27.39	24.00%	\$ 32.52	\$ 37.21
Medical	Licensed Practical Nurse II	\$ 25.95	\$ 33.67	24.00%	\$ 35.24	\$ 45.74
Medical	Registered Nurse I	\$ 27.32	\$ 33.52	24.00%	\$ 37.11	\$ 45.53
Medical	Registered Nurse II	\$ 33.59	\$ 42.45	24.00%	\$ 45.62	\$ 57.66
Medical	Registered Nurse III	\$ 39.65	\$ 51.13	24.00%	\$ 53.86	\$ 69.45
Medical	Registered Nurse Manager I	\$ 49.06	\$ 78.15	24.00%	\$ 66.63	\$ 106.15
Medical	Nurse Practitioner	\$ 32.83	\$ 39.59	24.00%	\$ 44.59	\$ 53.77
Medical	Nurse Practitioner II	\$ 39.65	\$ 56.01	24.00%	\$ 53.86	\$ 76.07
Medical	Physician Assistant	\$ 49.12	\$ 71.09	24.00%	\$ 66.72	\$ 96.56
Medical	Registered Nurse Manager II	\$ 30.33	\$ 47.08	24.00%	\$ 41.20	\$ 63.94
Medical	Certified Nurses Aide I	\$ 11.09	\$ 17.20	24.00%	\$ 15.07	\$ 23.37
Medical	Certified Nurses Aide II	\$ 16.92	\$ 20.02	24.00%	\$ 22.98	\$ 27.20
Medical	Counselor I	\$ 13.09	\$ 20.11	24.00%	\$ 17.78	\$ 27.31
Medical	Counselor II	\$ 20.17	\$ 24.66	24.00%	\$ 27.40	\$ 33.49
Medical	Counselor II - Lead Supervisory	\$ 30.80	\$ 38.84	24.00%	\$ 41.83	\$ 52.75
Medical	Counselor Manager	\$ 38.90	\$ 54.24	24.00%	\$ 52.84	\$ 73.67
Medical	Direct Service Associate I	\$ 18.20	\$ 29.30	24.00%	\$ 24.72	\$ 39.80
Medical	Direct Service Associate II	\$ 12.32	\$ 18.12	24.00%	\$ 16.74	\$ 24.62
Medical	Direct Service Associate III	\$ 18.20	\$ 29.30	24.00%	\$ 24.72	\$ 39.80
Medical	Direct Service Associate III (Supervisor)	\$ 12.56	\$ 19.22	24.00%	\$ 17.06	\$ 26.10
Medical	Direct Service Associate IV	\$ 13.67	\$ 22.11	24.00%	\$ 18.56	\$ 30.03
Medical	Health Care Compliance Specialist I	\$ 16.28	\$ 36.14	24.00%	\$ 22.11	\$ 49.08
Medical	Health Care Compliance Specialist II	\$ 23.88	\$ 28.68	24.00%	\$ 32.43	\$ 38.95
Medical	Health Care Compliance Manager	\$ 28.70	\$ 43.70	24.00%	\$ 38.98	\$ 59.35
Medical	Health Care Technician	\$ 20.75	\$ 31.36	24.00%	\$ 28.19	\$ 42.59

Florida

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 16.17	\$ 23.10	24.00%	\$ 21.96	\$ 31.37
Medical	Health Care Technologist II	\$ 23.59	\$ 35.88	24.00%	\$ 32.04	\$ 48.73
Medical	Health Care Technologist III	\$ 35.91	\$ 45.31	24.00%	\$ 48.77	\$ 61.54
Medical	Health Care Manager	\$ 45.15	\$ 71.62	24.00%	\$ 61.32	\$ 97.28
Medical	Laboratory and Research Aide	\$ 11.82	\$ 20.42	24.00%	\$ 16.05	\$ 27.74
Medical	Laboratory and Research Technician	\$ 16.17	\$ 23.10	24.00%	\$ 21.96	\$ 31.37
Medical	Laboratory and Research Specialist I	\$ 14.65	\$ 20.55	24.00%	\$ 19.89	\$ 27.91
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 37.47	\$ 51.58	24.00%	\$ 50.90	\$ 70.06
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 51.65	\$ 57.03	24.00%	\$ 70.15	\$ 77.46
Medical	Laboratory and Research Manager	\$ 57.98	\$ 71.61	24.00%	\$ 78.76	\$ 97.26
Medical	Physical Therapist	\$ 53.42	\$ 65.29	24.00%	\$ 72.55	\$ 88.68
Medical	Psychologist I / Psychology Associate I	\$ 11.79	\$ 15.76	24.00%	\$ 16.02	\$ 21.41
Medical	Psychologist II / Psychology Associate II	\$ 34.00	\$ 44.22	24.00%	\$ 46.18	\$ 60.06
Medical	Psychologist III / Psychology Associate III	\$ 44.29	\$ 72.14	24.00%	\$ 60.15	\$ 97.99
Medical	Psychology Manager	\$ 49.83	\$ 72.14	24.00%	\$ 67.69	\$ 97.99
Medical	Therapist Assistant / Therapist I	\$ 19.98	\$ 21.68	24.00%	\$ 27.14	\$ 29.45
Medical	Therapist I	\$ 27.14	\$ 39.27	24.00%	\$ 36.87	\$ 53.34
Medical	Therapist II	\$ 39.31	\$ 42.69	24.00%	\$ 53.40	\$ 57.99
Medical	Therapist II (SLP/Aud)	\$ 35.85	\$ 52.44	24.00%	\$ 48.70	\$ 71.22
Medical	Therapist III	\$ 30.46	\$ 37.66	24.00%	\$ 41.37	\$ 51.15
Medical	Therapist Manager I	\$ 37.67	\$ 29.42	24.00%	\$ 51.16	\$ 39.96
Medical	Therapist Manager II	\$ 24.57	\$ 32.24	24.00%	\$ 33.37	\$ 43.79
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 32.26	\$ 37.47	24.00%	\$ 43.81	\$ 50.89
Medical	Dentist	\$ 63.37	\$ 102.20	24.00%	\$ 86.07	\$ 138.82
Medical	Dental Hygienist	\$ 30.18	\$ 51.95	24.00%	\$ 41.00	\$ 70.56
Medical	Dental Assistant	\$ 15.71	\$ 22.56	24.00%	\$ 21.34	\$ 30.64
Medical	Pharmacist	\$ 50.08	\$ 84.88	24.00%	\$ 68.02	\$ 115.29
Medical	Pharmacy Technician	\$ 24.64	\$ 36.50	24.00%	\$ 33.47	\$ 49.58
Medical	Medical Doctor	\$ 57.91	\$ 107.31	24.00%	\$ 78.66	\$ 145.76
Medical	Misc - Positions not listed elsewhere	TBD	\$ 108.00	24.00%	TBD	\$ 146.69

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Georgia

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 25.16	\$ 28.79	24.00%	\$ 34.18	\$ 39.11
Medical	Licensed Practical Nurse II	\$ 27.27	\$ 35.39	24.00%	\$ 37.04	\$ 48.07
Medical	Registered Nurse I	\$ 28.71	\$ 35.23	24.00%	\$ 39.00	\$ 47.86
Medical	Registered Nurse II	\$ 35.30	\$ 44.62	24.00%	\$ 47.95	\$ 60.61
Medical	Registered Nurse III	\$ 41.36	\$ 53.33	24.00%	\$ 56.18	\$ 72.43
Medical	Registered Nurse Manager I	\$ 51.17	\$ 81.51	24.00%	\$ 69.50	\$ 110.71
Medical	Nurse Practitioner	\$ 34.24	\$ 41.29	24.00%	\$ 46.51	\$ 56.08
Medical	Nurse Practitioner II	\$ 41.36	\$ 58.42	24.00%	\$ 56.18	\$ 79.34
Medical	Physician Assistant	\$ 51.24	\$ 74.15	24.00%	\$ 69.59	\$ 100.71
Medical	Registered Nurse Manager II	\$ 31.88	\$ 49.48	24.00%	\$ 43.30	\$ 67.20
Medical	Certified Nurses Aide I	\$ 11.62	\$ 18.08	24.00%	\$ 15.78	\$ 24.56
Medical	Certified Nurses Aide II	\$ 17.78	\$ 21.05	24.00%	\$ 24.16	\$ 28.58
Medical	Counselor I	\$ 13.76	\$ 21.13	24.00%	\$ 18.68	\$ 28.71
Medical	Counselor II	\$ 21.20	\$ 25.91	24.00%	\$ 28.80	\$ 35.20
Medical	Counselor II - Lead Supervisory	\$ 32.12	\$ 40.51	24.00%	\$ 43.63	\$ 55.02
Medical	Counselor Manager	\$ 40.58	\$ 56.57	24.00%	\$ 55.12	\$ 76.83
Medical	Direct Service Associate I	\$ 19.13	\$ 30.80	24.00%	\$ 25.98	\$ 41.83
Medical	Direct Service Associate II	\$ 12.95	\$ 19.05	24.00%	\$ 17.59	\$ 25.87
Medical	Direct Service Associate III	\$ 19.13	\$ 30.80	24.00%	\$ 25.98	\$ 41.83
Medical	Direct Service Associate III (Supervisor)	\$ 13.20	\$ 20.20	24.00%	\$ 17.93	\$ 27.43
Medical	Direct Service Associate IV	\$ 14.36	\$ 23.23	24.00%	\$ 19.51	\$ 31.56
Medical	Health Care Compliance Specialist I	\$ 17.11	\$ 37.98	24.00%	\$ 23.24	\$ 51.59
Medical	Health Care Compliance Specialist II	\$ 25.10	\$ 30.14	24.00%	\$ 34.09	\$ 40.94
Medical	Health Care Compliance Manager	\$ 30.16	\$ 45.93	24.00%	\$ 40.97	\$ 62.38
Medical	Health Care Technician	\$ 21.65	\$ 32.70	24.00%	\$ 29.40	\$ 44.42

Georgia

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 16.99	\$ 24.28	24.00%	\$ 23.08	\$ 32.97
Medical	Health Care Technologist II	\$ 24.60	\$ 37.42	24.00%	\$ 33.42	\$ 50.83
Medical	Health Care Technologist III	\$ 37.45	\$ 47.26	24.00%	\$ 50.87	\$ 64.19
Medical	Health Care Manager	\$ 47.09	\$ 74.70	24.00%	\$ 63.96	\$ 101.47
Medical	Laboratory and Research Aide	\$ 12.42	\$ 21.47	24.00%	\$ 16.87	\$ 29.16
Medical	Laboratory and Research Technician	\$ 16.99	\$ 24.28	24.00%	\$ 23.08	\$ 32.97
Medical	Laboratory and Research Specialist I	\$ 15.39	\$ 21.60	24.00%	\$ 20.91	\$ 29.33
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 39.09	\$ 53.80	24.00%	\$ 53.09	\$ 73.07
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 53.87	\$ 59.48	24.00%	\$ 73.17	\$ 80.79
Medical	Laboratory and Research Manager	\$ 60.48	\$ 74.69	24.00%	\$ 82.14	\$ 101.45
Medical	Physical Therapist	\$ 56.14	\$ 68.62	24.00%	\$ 76.25	\$ 93.20
Medical	Psychologist I / Psychology Associate I	\$ 12.40	\$ 16.57	24.00%	\$ 16.84	\$ 22.50
Medical	Psychologist II / Psychology Associate II	\$ 35.46	\$ 46.12	24.00%	\$ 48.17	\$ 62.64
Medical	Psychologist III / Psychology Associate III	\$ 46.19	\$ 75.24	24.00%	\$ 62.74	\$ 102.20
Medical	Psychology Manager	\$ 51.98	\$ 75.24	24.00%	\$ 70.60	\$ 102.20
Medical	Therapist Assistant / Therapist I	\$ 21.00	\$ 22.79	24.00%	\$ 28.53	\$ 30.95
Medical	Therapist I	\$ 28.31	\$ 40.96	24.00%	\$ 38.46	\$ 55.64
Medical	Therapist II	\$ 41.00	\$ 44.53	24.00%	\$ 55.69	\$ 60.48
Medical	Therapist II (SLP/Aud)	\$ 37.39	\$ 54.69	24.00%	\$ 50.79	\$ 74.29
Medical	Therapist III	\$ 32.01	\$ 39.58	24.00%	\$ 43.48	\$ 53.76
Medical	Therapist Manager I	\$ 39.59	\$ 30.92	24.00%	\$ 53.77	\$ 41.99
Medical	Therapist Manager II	\$ 25.82	\$ 33.89	24.00%	\$ 35.07	\$ 46.03
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 33.90	\$ 39.38	24.00%	\$ 46.05	\$ 53.49
Medical	Dentist	\$ 66.09	\$ 106.60	24.00%	\$ 89.77	\$ 144.79
Medical	Dental Hygienist	\$ 31.48	\$ 54.18	24.00%	\$ 42.76	\$ 73.59
Medical	Dental Assistant	\$ 16.51	\$ 23.71	24.00%	\$ 22.43	\$ 32.20
Medical	Pharmacist	\$ 52.23	\$ 88.53	24.00%	\$ 70.95	\$ 120.25
Medical	Pharmacy Technician	\$ 25.90	\$ 38.36	24.00%	\$ 35.18	\$ 52.11
Medical	Medical Doctor	\$ 60.41	\$ 111.93	24.00%	\$ 82.05	\$ 152.03
Medical	Misc - Positions not listed elsewhere	TBD	\$ 112.00	24.00%	TBD	\$ 152.13

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Serial 16111-RFP: Staffing Services and Related Services and Solutions
16111 EXHIBIT A-2
Pricing Sheet
Medical

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Hawaii

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 30.96	\$ 35.43	24.00%	\$ 39.62	\$ 45.34
Medical	Licensed Practical Nurse II	\$ 33.56	\$ 43.55	24.00%	\$ 42.94	\$ 55.73
Medical	Registered Nurse I	\$ 35.33	\$ 43.36	24.00%	\$ 45.21	\$ 55.48
Medical	Registered Nurse II	\$ 43.44	\$ 54.91	24.00%	\$ 55.58	\$ 70.26
Medical	Registered Nurse III	\$ 43.45	\$ 56.02	24.00%	\$ 55.60	\$ 71.69
Medical	Registered Nurse Manager I	\$ 53.75	\$ 85.63	24.00%	\$ 68.78	\$ 109.57
Medical	Nurse Practitioner	\$ 35.97	\$ 43.38	24.00%	\$ 46.03	\$ 55.50
Medical	Nurse Practitioner II	\$ 43.45	\$ 61.37	24.00%	\$ 55.60	\$ 78.53
Medical	Physician Assistant	\$ 53.83	\$ 77.90	24.00%	\$ 68.88	\$ 99.68
Medical	Registered Nurse Manager II	\$ 39.23	\$ 60.89	24.00%	\$ 50.20	\$ 77.91
Medical	Certified Nurses Aide I	\$ 14.30	\$ 22.25	24.00%	\$ 18.30	\$ 28.47
Medical	Certified Nurses Aide II	\$ 21.89	\$ 25.90	24.00%	\$ 28.00	\$ 33.14
Medical	Counselor I	\$ 16.93	\$ 26.01	24.00%	\$ 21.66	\$ 33.28
Medical	Counselor II	\$ 26.09	\$ 31.89	24.00%	\$ 33.38	\$ 40.80
Medical	Counselor II - Lead Supervisory	\$ 33.74	\$ 42.55	24.00%	\$ 43.18	\$ 54.45
Medical	Counselor Manager	\$ 42.63	\$ 59.43	24.00%	\$ 54.55	\$ 76.04
Medical	Direct Service Associate I	\$ 23.54	\$ 37.90	24.00%	\$ 30.12	\$ 48.50
Medical	Direct Service Associate II	\$ 15.94	\$ 23.44	24.00%	\$ 20.39	\$ 30.00
Medical	Direct Service Associate III	\$ 23.54	\$ 37.90	24.00%	\$ 30.12	\$ 48.50
Medical	Direct Service Associate III (Supervisor)	\$ 16.25	\$ 24.85	24.00%	\$ 20.79	\$ 31.80
Medical	Direct Service Associate IV	\$ 17.67	\$ 28.59	24.00%	\$ 22.62	\$ 36.58
Medical	Health Care Compliance Specialist I	\$ 21.05	\$ 46.74	24.00%	\$ 26.94	\$ 59.80
Medical	Health Care Compliance Specialist II	\$ 30.88	\$ 37.09	24.00%	\$ 39.52	\$ 47.46
Medical	Health Care Compliance Manager	\$ 37.12	\$ 56.52	24.00%	\$ 47.50	\$ 72.32
Medical	Health Care Technician	\$ 22.74	\$ 34.36	24.00%	\$ 29.10	\$ 43.96

Hawaii

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 20.91	\$ 29.87	24.00%	\$ 26.75	\$ 38.23
Medical	Health Care Technologist II	\$ 25.85	\$ 39.31	24.00%	\$ 33.07	\$ 50.31
Medical	Health Care Technologist III	\$ 39.34	\$ 49.65	24.00%	\$ 50.34	\$ 63.53
Medical	Health Care Manager	\$ 49.47	\$ 78.48	24.00%	\$ 63.30	\$ 100.42
Medical	Laboratory and Research Aide	\$ 15.29	\$ 26.41	24.00%	\$ 19.56	\$ 33.80
Medical	Laboratory and Research Technician	\$ 20.91	\$ 29.87	24.00%	\$ 26.75	\$ 38.23
Medical	Laboratory and Research Specialist I	\$ 18.94	\$ 26.58	24.00%	\$ 24.24	\$ 34.01
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 41.06	\$ 56.52	24.00%	\$ 52.54	\$ 72.32
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 56.59	\$ 62.49	24.00%	\$ 72.41	\$ 79.96
Medical	Laboratory and Research Manager	\$ 63.53	\$ 78.46	24.00%	\$ 81.30	\$ 100.40
Medical	Physical Therapist	\$ 69.09	\$ 84.44	24.00%	\$ 88.40	\$ 108.05
Medical	Psychologist I / Psychology Associate I	\$ 15.25	\$ 20.39	24.00%	\$ 19.52	\$ 26.09
Medical	Psychologist II / Psychology Associate II	\$ 37.25	\$ 48.45	24.00%	\$ 47.67	\$ 62.00
Medical	Psychologist III / Psychology Associate III	\$ 48.53	\$ 79.05	24.00%	\$ 62.09	\$ 101.15
Medical	Psychology Manager	\$ 54.60	\$ 79.05	24.00%	\$ 69.87	\$ 101.15
Medical	Therapist Assistant / Therapist I	\$ 25.85	\$ 28.04	24.00%	\$ 33.07	\$ 35.88
Medical	Therapist I	\$ 29.74	\$ 43.03	24.00%	\$ 38.06	\$ 55.06
Medical	Therapist II	\$ 43.08	\$ 46.78	24.00%	\$ 55.12	\$ 59.86
Medical	Therapist II (SLP/Aud)	\$ 39.28	\$ 57.46	24.00%	\$ 50.27	\$ 73.52
Medical	Therapist III	\$ 39.39	\$ 48.70	24.00%	\$ 50.41	\$ 62.32
Medical	Therapist Manager I	\$ 48.72	\$ 38.05	24.00%	\$ 62.34	\$ 48.68
Medical	Therapist Manager II	\$ 31.78	\$ 41.70	24.00%	\$ 40.66	\$ 53.36
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 41.72	\$ 48.46	24.00%	\$ 53.38	\$ 62.01
Medical	Dentist	\$ 69.43	\$ 111.99	24.00%	\$ 88.84	\$ 143.29
Medical	Dental Hygienist	\$ 33.07	\$ 56.92	24.00%	\$ 42.32	\$ 72.83
Medical	Dental Assistant	\$ 20.32	\$ 29.18	24.00%	\$ 26.00	\$ 37.33
Medical	Pharmacist	\$ 54.87	\$ 93.01	24.00%	\$ 70.21	\$ 119.01
Medical	Pharmacy Technician	\$ 31.87	\$ 47.21	24.00%	\$ 40.78	\$ 60.41
Medical	Medical Doctor	\$ 63.46	\$ 117.58	24.00%	\$ 81.20	\$ 150.46
Medical	Misc - Positions not listed elsewhere	TBD	\$ 118.00	24.00%	TBD	\$ 150.99

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

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Idaho

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 24.13	\$ 27.61	24.00%	\$ 32.58	\$ 37.28
Medical	Licensed Practical Nurse II	\$ 26.15	\$ 33.94	24.00%	\$ 35.31	\$ 45.83
Medical	Registered Nurse I	\$ 27.53	\$ 33.79	24.00%	\$ 37.18	\$ 45.62
Medical	Registered Nurse II	\$ 33.85	\$ 42.79	24.00%	\$ 45.71	\$ 57.78
Medical	Registered Nurse III	\$ 40.10	\$ 51.71	24.00%	\$ 54.15	\$ 69.82
Medical	Registered Nurse Manager I	\$ 49.61	\$ 79.04	24.00%	\$ 66.99	\$ 106.72
Medical	Nurse Practitioner	\$ 33.20	\$ 40.03	24.00%	\$ 44.83	\$ 54.06
Medical	Nurse Practitioner II	\$ 40.10	\$ 56.64	24.00%	\$ 54.15	\$ 76.48
Medical	Physician Assistant	\$ 49.68	\$ 71.90	24.00%	\$ 67.08	\$ 97.08
Medical	Registered Nurse Manager II	\$ 30.57	\$ 47.45	24.00%	\$ 41.28	\$ 64.07
Medical	Certified Nurses Aide I	\$ 11.14	\$ 17.34	24.00%	\$ 15.05	\$ 23.41
Medical	Certified Nurses Aide II	\$ 17.05	\$ 20.18	24.00%	\$ 23.03	\$ 27.25
Medical	Counselor I	\$ 13.19	\$ 20.27	24.00%	\$ 17.81	\$ 27.37
Medical	Counselor II	\$ 20.33	\$ 24.85	24.00%	\$ 27.45	\$ 33.55
Medical	Counselor II - Lead Supervisory	\$ 31.15	\$ 39.28	24.00%	\$ 42.05	\$ 53.03
Medical	Counselor Manager	\$ 39.35	\$ 54.85	24.00%	\$ 53.13	\$ 74.06
Medical	Direct Service Associate I	\$ 18.34	\$ 29.53	24.00%	\$ 24.77	\$ 39.88
Medical	Direct Service Associate II	\$ 12.42	\$ 18.27	24.00%	\$ 16.77	\$ 24.67
Medical	Direct Service Associate III	\$ 18.34	\$ 29.53	24.00%	\$ 24.77	\$ 39.88
Medical	Direct Service Associate III (Supervisor)	\$ 12.66	\$ 19.37	24.00%	\$ 17.09	\$ 26.15
Medical	Direct Service Associate IV	\$ 13.77	\$ 22.28	24.00%	\$ 18.60	\$ 30.08
Medical	Health Care Compliance Specialist I	\$ 16.41	\$ 36.42	24.00%	\$ 22.15	\$ 49.18
Medical	Health Care Compliance Specialist II	\$ 24.07	\$ 28.90	24.00%	\$ 32.50	\$ 39.02
Medical	Health Care Compliance Manager	\$ 28.93	\$ 44.04	24.00%	\$ 39.06	\$ 59.47
Medical	Health Care Technician	\$ 20.99	\$ 31.71	24.00%	\$ 28.34	\$ 42.82

Idaho

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 16.29	\$ 23.28	24.00%	\$ 22.00	\$ 31.44
Medical	Health Care Technologist II	\$ 23.86	\$ 36.29	24.00%	\$ 32.21	\$ 49.00
Medical	Health Care Technologist III	\$ 36.31	\$ 45.82	24.00%	\$ 49.03	\$ 61.87
Medical	Health Care Manager	\$ 45.66	\$ 72.43	24.00%	\$ 61.65	\$ 97.81
Medical	Laboratory and Research Aide	\$ 11.91	\$ 20.58	24.00%	\$ 16.09	\$ 27.79
Medical	Laboratory and Research Technician	\$ 16.29	\$ 23.28	24.00%	\$ 22.00	\$ 31.44
Medical	Laboratory and Research Specialist I	\$ 14.76	\$ 20.71	24.00%	\$ 19.93	\$ 27.97
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 37.90	\$ 52.16	24.00%	\$ 51.17	\$ 70.43
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 52.23	\$ 57.67	24.00%	\$ 70.53	\$ 77.88
Medical	Laboratory and Research Manager	\$ 58.64	\$ 72.42	24.00%	\$ 79.18	\$ 97.79
Medical	Physical Therapist	\$ 53.84	\$ 65.80	24.00%	\$ 72.70	\$ 88.85
Medical	Psychologist I / Psychology Associate I	\$ 11.89	\$ 15.89	24.00%	\$ 16.05	\$ 21.45
Medical	Psychologist II / Psychology Associate II	\$ 34.38	\$ 44.72	24.00%	\$ 46.43	\$ 60.38
Medical	Psychologist III / Psychology Associate III	\$ 44.79	\$ 72.96	24.00%	\$ 60.48	\$ 98.51
Medical	Psychology Manager	\$ 50.40	\$ 72.96	24.00%	\$ 68.05	\$ 98.51
Medical	Therapist Assistant / Therapist I	\$ 20.14	\$ 21.85	24.00%	\$ 27.20	\$ 29.50
Medical	Therapist I	\$ 27.45	\$ 39.72	24.00%	\$ 37.07	\$ 53.63
Medical	Therapist II	\$ 39.76	\$ 43.18	24.00%	\$ 53.69	\$ 58.30
Medical	Therapist II (SLP/Aud)	\$ 36.26	\$ 53.03	24.00%	\$ 48.96	\$ 71.61
Medical	Therapist III	\$ 30.70	\$ 37.95	24.00%	\$ 41.45	\$ 51.25
Medical	Therapist Manager I	\$ 37.97	\$ 29.65	24.00%	\$ 51.26	\$ 40.03
Medical	Therapist Manager II	\$ 24.76	\$ 32.50	24.00%	\$ 33.44	\$ 43.88
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 32.51	\$ 37.76	24.00%	\$ 43.90	\$ 50.99
Medical	Dentist	\$ 64.08	\$ 103.36	24.00%	\$ 86.53	\$ 139.56
Medical	Dental Hygienist	\$ 30.53	\$ 52.53	24.00%	\$ 41.22	\$ 70.94
Medical	Dental Assistant	\$ 15.84	\$ 22.74	24.00%	\$ 21.38	\$ 30.70
Medical	Pharmacist	\$ 50.65	\$ 85.84	24.00%	\$ 68.39	\$ 115.91
Medical	Pharmacy Technician	\$ 24.84	\$ 36.79	24.00%	\$ 33.54	\$ 49.67
Medical	Medical Doctor	\$ 58.57	\$ 108.53	24.00%	\$ 79.09	\$ 146.54
Medical	Misc - Positions not listed elsewhere	TBD	\$ 109.00	24.00%	TBD	\$ 147.18

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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Illinois

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 28.22	\$ 32.29	24.00%	\$ 38.15	\$ 43.66
Medical	Licensed Practical Nurse II	\$ 30.58	\$ 39.69	24.00%	\$ 41.35	\$ 53.66
Medical	Registered Nurse I	\$ 32.20	\$ 39.51	24.00%	\$ 43.54	\$ 53.43
Medical	Registered Nurse II	\$ 39.59	\$ 50.04	24.00%	\$ 53.53	\$ 67.66
Medical	Registered Nurse III	\$ 45.41	\$ 58.54	24.00%	\$ 61.39	\$ 79.15
Medical	Registered Nurse Manager I	\$ 56.17	\$ 89.48	24.00%	\$ 75.95	\$ 120.99
Medical	Nurse Practitioner	\$ 37.59	\$ 45.33	24.00%	\$ 50.82	\$ 61.28
Medical	Nurse Practitioner II	\$ 45.41	\$ 64.13	24.00%	\$ 61.39	\$ 86.71
Medical	Physician Assistant	\$ 56.25	\$ 81.40	24.00%	\$ 76.05	\$ 110.06
Medical	Registered Nurse Manager II	\$ 35.75	\$ 55.49	24.00%	\$ 48.34	\$ 75.02
Medical	Certified Nurses Aide I	\$ 13.03	\$ 20.28	24.00%	\$ 17.62	\$ 27.42
Medical	Certified Nurses Aide II	\$ 19.95	\$ 23.60	24.00%	\$ 26.97	\$ 31.91
Medical	Counselor I	\$ 15.43	\$ 23.70	24.00%	\$ 20.86	\$ 32.05
Medical	Counselor II	\$ 23.78	\$ 29.06	24.00%	\$ 32.15	\$ 39.29
Medical	Counselor II - Lead Supervisory	\$ 35.26	\$ 44.47	24.00%	\$ 47.68	\$ 60.12
Medical	Counselor Manager	\$ 44.55	\$ 62.10	24.00%	\$ 60.23	\$ 83.96
Medical	Direct Service Associate I	\$ 21.45	\$ 34.54	24.00%	\$ 29.00	\$ 46.70
Medical	Direct Service Associate II	\$ 14.52	\$ 21.36	24.00%	\$ 19.64	\$ 28.88
Medical	Direct Service Associate III	\$ 21.45	\$ 34.54	24.00%	\$ 29.00	\$ 46.70
Medical	Direct Service Associate III (Supervisor)	\$ 14.81	\$ 22.65	24.00%	\$ 20.02	\$ 30.63
Medical	Direct Service Associate IV	\$ 16.11	\$ 26.06	24.00%	\$ 21.78	\$ 35.23
Medical	Health Care Compliance Specialist I	\$ 19.19	\$ 42.59	24.00%	\$ 25.94	\$ 57.59
Medical	Health Care Compliance Specialist II	\$ 28.14	\$ 33.80	24.00%	\$ 38.05	\$ 45.70
Medical	Health Care Compliance Manager	\$ 33.83	\$ 51.51	24.00%	\$ 45.74	\$ 69.64
Medical	Health Care Technician	\$ 23.76	\$ 35.90	24.00%	\$ 32.13	\$ 48.54

Illinois

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 19.05	\$ 27.23	24.00%	\$ 25.76	\$ 36.81
Medical	Health Care Technologist II	\$ 27.01	\$ 41.08	24.00%	\$ 36.52	\$ 55.55
Medical	Health Care Technologist III	\$ 41.11	\$ 51.88	24.00%	\$ 55.59	\$ 70.14
Medical	Health Care Manager	\$ 51.69	\$ 82.01	24.00%	\$ 69.89	\$ 110.88
Medical	Laboratory and Research Aide	\$ 13.93	\$ 24.07	24.00%	\$ 18.84	\$ 32.55
Medical	Laboratory and Research Technician	\$ 19.05	\$ 27.23	24.00%	\$ 25.76	\$ 36.81
Medical	Laboratory and Research Specialist I	\$ 17.26	\$ 24.22	24.00%	\$ 23.34	\$ 32.75
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 42.91	\$ 59.06	24.00%	\$ 58.01	\$ 79.85
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 59.14	\$ 65.30	24.00%	\$ 79.95	\$ 88.29
Medical	Laboratory and Research Manager	\$ 66.39	\$ 81.99	24.00%	\$ 89.76	\$ 110.86
Medical	Physical Therapist	\$ 62.96	\$ 76.95	24.00%	\$ 85.13	\$ 104.05
Medical	Psychologist I / Psychology Associate I	\$ 13.90	\$ 18.58	24.00%	\$ 18.80	\$ 25.12
Medical	Psychologist II / Psychology Associate II	\$ 38.93	\$ 50.63	24.00%	\$ 52.63	\$ 68.46
Medical	Psychologist III / Psychology Associate III	\$ 50.71	\$ 82.60	24.00%	\$ 68.56	\$ 111.68
Medical	Psychology Manager	\$ 57.06	\$ 90.11	24.00%	\$ 77.15	\$ 121.83
Medical	Therapist Assistant / Therapist I	\$ 23.55	\$ 25.55	24.00%	\$ 31.85	\$ 34.55
Medical	Therapist I	\$ 31.08	\$ 44.97	24.00%	\$ 42.02	\$ 60.80
Medical	Therapist II	\$ 45.02	\$ 48.88	24.00%	\$ 60.86	\$ 66.09
Medical	Therapist II (SLP/Aud)	\$ 41.05	\$ 60.04	24.00%	\$ 55.50	\$ 81.18
Medical	Therapist III	\$ 35.90	\$ 44.39	24.00%	\$ 48.54	\$ 60.01
Medical	Therapist Manager I	\$ 44.40	\$ 34.67	24.00%	\$ 60.03	\$ 46.88
Medical	Therapist Manager II	\$ 28.96	\$ 38.00	24.00%	\$ 39.15	\$ 51.38
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 38.02	\$ 44.16	24.00%	\$ 51.40	\$ 59.71
Medical	Dentist	\$ 72.55	\$ 117.02	24.00%	\$ 98.10	\$ 158.22
Medical	Dental Hygienist	\$ 34.56	\$ 59.48	24.00%	\$ 46.73	\$ 80.42
Medical	Dental Assistant	\$ 18.52	\$ 26.59	24.00%	\$ 25.04	\$ 35.95
Medical	Pharmacist	\$ 57.34	\$ 97.19	24.00%	\$ 77.53	\$ 131.41
Medical	Pharmacy Technician	\$ 29.05	\$ 43.02	24.00%	\$ 39.27	\$ 58.17
Medical	Medical Doctor	\$ 66.31	\$ 122.88	24.00%	\$ 89.66	\$ 166.13
Medical	Misc - Positions not listed elsewhere	TBD	\$ 123.00	24.00%	TBD	\$ 166.30

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Indiana

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 24.85	\$ 28.43	24.00%	\$ 33.64	\$ 38.50
Medical	Licensed Practical Nurse II	\$ 26.93	\$ 34.95	24.00%	\$ 36.46	\$ 47.32
Medical	Registered Nurse I	\$ 28.35	\$ 34.79	24.00%	\$ 38.39	\$ 47.11
Medical	Registered Nurse II	\$ 34.86	\$ 44.06	24.00%	\$ 47.20	\$ 59.66
Medical	Registered Nurse III	\$ 38.49	\$ 49.63	24.00%	\$ 52.12	\$ 67.21
Medical	Registered Nurse Manager I	\$ 47.62	\$ 75.86	24.00%	\$ 64.48	\$ 102.72
Medical	Nurse Practitioner	\$ 31.87	\$ 38.43	24.00%	\$ 43.15	\$ 52.03
Medical	Nurse Practitioner II	\$ 38.49	\$ 54.37	24.00%	\$ 52.12	\$ 73.62
Medical	Physician Assistant	\$ 47.69	\$ 69.01	24.00%	\$ 64.57	\$ 93.45
Medical	Registered Nurse Manager II	\$ 31.48	\$ 48.86	24.00%	\$ 42.63	\$ 66.16
Medical	Certified Nurses Aide I	\$ 11.47	\$ 17.85	24.00%	\$ 15.54	\$ 24.18
Medical	Certified Nurses Aide II	\$ 17.56	\$ 20.78	24.00%	\$ 23.78	\$ 28.14
Medical	Counselor I	\$ 13.58	\$ 20.87	24.00%	\$ 18.39	\$ 28.26
Medical	Counselor II	\$ 20.94	\$ 25.59	24.00%	\$ 28.35	\$ 34.65
Medical	Counselor II - Lead Supervisory	\$ 29.89	\$ 37.70	24.00%	\$ 40.48	\$ 51.05
Medical	Counselor Manager	\$ 37.77	\$ 52.65	24.00%	\$ 51.14	\$ 71.29
Medical	Direct Service Associate I	\$ 18.89	\$ 30.41	24.00%	\$ 25.58	\$ 41.18
Medical	Direct Service Associate II	\$ 12.79	\$ 18.81	24.00%	\$ 17.32	\$ 25.47
Medical	Direct Service Associate III	\$ 18.89	\$ 30.41	24.00%	\$ 25.58	\$ 41.18
Medical	Direct Service Associate III (Supervisor)	\$ 13.04	\$ 19.94	24.00%	\$ 17.65	\$ 27.01
Medical	Direct Service Associate IV	\$ 14.18	\$ 22.94	24.00%	\$ 19.20	\$ 31.07
Medical	Health Care Compliance Specialist I	\$ 16.89	\$ 37.50	24.00%	\$ 22.88	\$ 50.78
Medical	Health Care Compliance Specialist II	\$ 24.78	\$ 29.76	24.00%	\$ 33.56	\$ 40.30
Medical	Health Care Compliance Manager	\$ 29.79	\$ 45.35	24.00%	\$ 40.33	\$ 61.41
Medical	Health Care Technician	\$ 20.15	\$ 30.44	24.00%	\$ 27.28	\$ 41.22

Indiana

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 16.78	\$ 23.97	24.00%	\$ 22.72	\$ 32.46
Medical	Health Care Technologist II	\$ 22.90	\$ 34.83	24.00%	\$ 31.01	\$ 47.16
Medical	Health Care Technologist III	\$ 34.86	\$ 43.98	24.00%	\$ 47.20	\$ 59.56
Medical	Health Care Manager	\$ 43.82	\$ 69.53	24.00%	\$ 59.34	\$ 94.14
Medical	Laboratory and Research Aide	\$ 12.27	\$ 21.20	24.00%	\$ 16.61	\$ 28.70
Medical	Laboratory and Research Technician	\$ 16.78	\$ 23.97	24.00%	\$ 22.72	\$ 32.46
Medical	Laboratory and Research Specialist I	\$ 15.20	\$ 21.33	24.00%	\$ 20.58	\$ 28.88
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 36.38	\$ 50.07	24.00%	\$ 49.26	\$ 67.80
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 50.13	\$ 55.36	24.00%	\$ 67.89	\$ 74.96
Medical	Laboratory and Research Manager	\$ 56.28	\$ 69.51	24.00%	\$ 76.21	\$ 94.13
Medical	Physical Therapist	\$ 55.44	\$ 67.76	24.00%	\$ 75.07	\$ 91.75
Medical	Psychologist I / Psychology Associate I	\$ 12.24	\$ 16.36	24.00%	\$ 16.57	\$ 22.15
Medical	Psychologist II / Psychology Associate II	\$ 33.00	\$ 42.92	24.00%	\$ 44.69	\$ 58.12
Medical	Psychologist III / Psychology Associate III	\$ 42.99	\$ 70.03	24.00%	\$ 58.21	\$ 94.83
Medical	Psychology Manager	\$ 48.37	\$ 76.39	24.00%	\$ 65.50	\$ 103.44
Medical	Therapist Assistant / Therapist I	\$ 20.74	\$ 22.50	24.00%	\$ 28.08	\$ 30.47
Medical	Therapist I	\$ 26.35	\$ 38.12	24.00%	\$ 35.68	\$ 51.62
Medical	Therapist II	\$ 38.16	\$ 41.44	24.00%	\$ 51.68	\$ 56.12
Medical	Therapist II (SLP/Aud)	\$ 34.80	\$ 50.90	24.00%	\$ 47.13	\$ 68.92
Medical	Therapist III	\$ 31.61	\$ 39.08	24.00%	\$ 42.81	\$ 52.92
Medical	Therapist Manager I	\$ 39.09	\$ 30.53	24.00%	\$ 52.94	\$ 41.34
Medical	Therapist Manager II	\$ 25.50	\$ 33.46	24.00%	\$ 34.53	\$ 45.31
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 33.48	\$ 38.89	24.00%	\$ 45.33	\$ 52.65
Medical	Dentist	\$ 61.51	\$ 99.21	24.00%	\$ 83.29	\$ 134.34
Medical	Dental Hygienist	\$ 29.30	\$ 50.42	24.00%	\$ 39.67	\$ 68.28
Medical	Dental Assistant	\$ 16.31	\$ 23.41	24.00%	\$ 22.08	\$ 31.70
Medical	Pharmacist	\$ 48.61	\$ 82.40	24.00%	\$ 65.83	\$ 111.57
Medical	Pharmacy Technician	\$ 25.58	\$ 37.88	24.00%	\$ 34.63	\$ 51.30
Medical	Medical Doctor	\$ 56.22	\$ 104.17	24.00%	\$ 76.13	\$ 141.06
Medical	Misc - Positions not listed elsewhere	TBD	\$ 105.00	24.00%	TBD	\$ 142.18

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Iowa

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 27.31	\$ 31.26	24.00%	\$ 34.41	\$ 39.37
Medical	Licensed Practical Nurse II	\$ 29.60	\$ 38.42	24.00%	\$ 37.29	\$ 48.40
Medical	Registered Nurse I	\$ 31.17	\$ 38.25	24.00%	\$ 39.27	\$ 48.18
Medical	Registered Nurse II	\$ 38.32	\$ 48.44	24.00%	\$ 48.27	\$ 61.02
Medical	Registered Nurse III	\$ 41.38	\$ 53.35	24.00%	\$ 52.12	\$ 67.21
Medical	Registered Nurse Manager I	\$ 51.19	\$ 81.54	24.00%	\$ 64.48	\$ 102.72
Medical	Nurse Practitioner	\$ 34.25	\$ 41.31	24.00%	\$ 43.15	\$ 52.03
Medical	Nurse Practitioner II	\$ 41.38	\$ 58.44	24.00%	\$ 52.12	\$ 73.62
Medical	Physician Assistant	\$ 51.26	\$ 74.18	24.00%	\$ 64.57	\$ 93.45
Medical	Registered Nurse Manager II	\$ 34.61	\$ 53.71	24.00%	\$ 43.60	\$ 67.66
Medical	Certified Nurses Aide I	\$ 12.61	\$ 19.63	24.00%	\$ 15.89	\$ 24.73
Medical	Certified Nurses Aide II	\$ 19.31	\$ 22.85	24.00%	\$ 24.32	\$ 28.78
Medical	Counselor I	\$ 14.93	\$ 22.94	24.00%	\$ 18.81	\$ 28.90
Medical	Counselor II	\$ 23.02	\$ 28.13	24.00%	\$ 28.99	\$ 35.44
Medical	Counselor II - Lead Supervisory	\$ 32.13	\$ 40.52	24.00%	\$ 40.48	\$ 51.05
Medical	Counselor Manager	\$ 40.59	\$ 56.59	24.00%	\$ 51.14	\$ 71.29
Medical	Direct Service Associate I	\$ 20.77	\$ 33.43	24.00%	\$ 26.16	\$ 42.12
Medical	Direct Service Associate II	\$ 14.06	\$ 20.68	24.00%	\$ 17.71	\$ 26.05
Medical	Direct Service Associate III	\$ 20.77	\$ 33.43	24.00%	\$ 26.16	\$ 42.12
Medical	Direct Service Associate III (Supervisor)	\$ 14.33	\$ 21.93	24.00%	\$ 18.05	\$ 27.62
Medical	Direct Service Associate IV	\$ 15.59	\$ 25.22	24.00%	\$ 19.64	\$ 31.77
Medical	Health Care Compliance Specialist I	\$ 18.57	\$ 41.23	24.00%	\$ 23.40	\$ 51.94
Medical	Health Care Compliance Specialist II	\$ 27.24	\$ 32.72	24.00%	\$ 34.32	\$ 41.22
Medical	Health Care Compliance Manager	\$ 32.75	\$ 49.86	24.00%	\$ 41.25	\$ 62.81
Medical	Health Care Technician	\$ 21.66	\$ 32.72	24.00%	\$ 27.28	\$ 41.22

Iowa

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 18.44	\$ 26.35	24.00%	\$ 23.23	\$ 33.20
Medical	Health Care Technologist II	\$ 24.61	\$ 37.44	24.00%	\$ 31.01	\$ 47.16
Medical	Health Care Technologist III	\$ 37.47	\$ 47.28	24.00%	\$ 47.20	\$ 59.56
Medical	Health Care Manager	\$ 47.11	\$ 74.73	24.00%	\$ 59.34	\$ 94.14
Medical	Laboratory and Research Aide	\$ 13.49	\$ 23.30	24.00%	\$ 16.99	\$ 29.35
Medical	Laboratory and Research Technician	\$ 18.44	\$ 26.35	24.00%	\$ 23.23	\$ 33.20
Medical	Laboratory and Research Specialist I	\$ 16.71	\$ 23.45	24.00%	\$ 21.05	\$ 29.54
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 39.10	\$ 53.82	24.00%	\$ 49.26	\$ 67.80
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 53.89	\$ 59.51	24.00%	\$ 67.89	\$ 74.96
Medical	Laboratory and Research Manager	\$ 60.50	\$ 74.72	24.00%	\$ 76.21	\$ 94.13
Medical	Physical Therapist	\$ 60.95	\$ 74.49	24.00%	\$ 76.78	\$ 93.84
Medical	Psychologist I / Psychology Associate I	\$ 13.46	\$ 17.99	24.00%	\$ 16.95	\$ 22.66
Medical	Psychologist II / Psychology Associate II	\$ 35.48	\$ 46.14	24.00%	\$ 44.69	\$ 58.12
Medical	Psychologist III / Psychology Associate III	\$ 46.21	\$ 75.27	24.00%	\$ 58.21	\$ 94.83
Medical	Psychology Manager	\$ 52.00	\$ 82.11	24.00%	\$ 65.50	\$ 103.44
Medical	Therapist Assistant / Therapist I	\$ 22.80	\$ 24.74	24.00%	\$ 28.72	\$ 31.16
Medical	Therapist I	\$ 28.32	\$ 40.98	24.00%	\$ 35.68	\$ 51.62
Medical	Therapist II	\$ 41.02	\$ 44.55	24.00%	\$ 51.68	\$ 56.12
Medical	Therapist II (SLP/Aud)	\$ 37.41	\$ 54.71	24.00%	\$ 47.13	\$ 68.92
Medical	Therapist III	\$ 34.75	\$ 42.96	24.00%	\$ 43.78	\$ 54.12
Medical	Therapist Manager I	\$ 42.98	\$ 33.56	24.00%	\$ 54.14	\$ 42.28
Medical	Therapist Manager II	\$ 28.03	\$ 36.79	24.00%	\$ 35.31	\$ 46.34
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 36.80	\$ 42.75	24.00%	\$ 46.36	\$ 53.85
Medical	Dentist	\$ 66.12	\$ 106.64	24.00%	\$ 83.29	\$ 134.34
Medical	Dental Hygienist	\$ 31.49	\$ 54.20	24.00%	\$ 39.67	\$ 68.28
Medical	Dental Assistant	\$ 17.93	\$ 25.74	24.00%	\$ 22.58	\$ 32.42
Medical	Pharmacist	\$ 52.25	\$ 88.57	24.00%	\$ 65.83	\$ 111.57
Medical	Pharmacy Technician	\$ 28.12	\$ 41.65	24.00%	\$ 35.42	\$ 52.46
Medical	Medical Doctor	\$ 60.43	\$ 111.97	24.00%	\$ 76.13	\$ 141.06
Medical	Misc - Positions not listed elsewhere	TBD	\$ 112.00	24.00%	TBD	\$ 141.09

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Kansas

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 25.25	\$ 28.89	24.00%	\$ 34.45	\$ 39.42
Medical	Licensed Practical Nurse II	\$ 27.36	\$ 35.51	24.00%	\$ 37.34	\$ 48.46
Medical	Registered Nurse I	\$ 28.81	\$ 35.36	24.00%	\$ 39.31	\$ 48.24
Medical	Registered Nurse II	\$ 35.42	\$ 44.77	24.00%	\$ 48.33	\$ 61.10
Medical	Registered Nurse III	\$ 38.62	\$ 49.80	24.00%	\$ 52.70	\$ 67.95
Medical	Registered Nurse Manager I	\$ 47.78	\$ 76.12	24.00%	\$ 65.20	\$ 103.87
Medical	Nurse Practitioner	\$ 31.97	\$ 38.56	24.00%	\$ 43.63	\$ 52.61
Medical	Nurse Practitioner II	\$ 38.62	\$ 54.55	24.00%	\$ 52.70	\$ 74.44
Medical	Physician Assistant	\$ 47.85	\$ 69.24	24.00%	\$ 65.29	\$ 94.48
Medical	Registered Nurse Manager II	\$ 31.99	\$ 49.65	24.00%	\$ 43.65	\$ 67.75
Medical	Certified Nurses Aide I	\$ 11.66	\$ 18.14	24.00%	\$ 15.91	\$ 24.76
Medical	Certified Nurses Aide II	\$ 17.85	\$ 21.12	24.00%	\$ 24.35	\$ 28.82
Medical	Counselor I	\$ 13.80	\$ 21.21	24.00%	\$ 18.83	\$ 28.94
Medical	Counselor II	\$ 21.27	\$ 26.00	24.00%	\$ 29.03	\$ 35.48
Medical	Counselor II - Lead Supervisory	\$ 30.00	\$ 37.83	24.00%	\$ 40.93	\$ 51.62
Medical	Counselor Manager	\$ 37.89	\$ 52.82	24.00%	\$ 51.71	\$ 72.08
Medical	Direct Service Associate I	\$ 19.19	\$ 30.90	24.00%	\$ 26.19	\$ 42.17
Medical	Direct Service Associate II	\$ 12.99	\$ 19.11	24.00%	\$ 17.73	\$ 26.08
Medical	Direct Service Associate III	\$ 19.19	\$ 30.90	24.00%	\$ 26.19	\$ 42.17
Medical	Direct Service Associate III (Supervisor)	\$ 13.25	\$ 20.27	24.00%	\$ 18.08	\$ 27.66
Medical	Direct Service Associate IV	\$ 14.41	\$ 23.31	24.00%	\$ 19.67	\$ 31.81
Medical	Health Care Compliance Specialist I	\$ 17.17	\$ 38.11	24.00%	\$ 23.43	\$ 52.00
Medical	Health Care Compliance Specialist II	\$ 25.18	\$ 30.24	24.00%	\$ 34.36	\$ 41.27
Medical	Health Care Compliance Manager	\$ 30.27	\$ 46.09	24.00%	\$ 41.30	\$ 62.88
Medical	Health Care Technician	\$ 20.21	\$ 30.54	24.00%	\$ 27.58	\$ 41.67

Kansas

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 17.05	\$ 24.36	24.00%	\$ 23.26	\$ 33.24
Medical	Health Care Technologist II	\$ 22.97	\$ 34.95	24.00%	\$ 31.35	\$ 47.69
Medical	Health Care Technologist III	\$ 34.97	\$ 44.13	24.00%	\$ 47.72	\$ 60.22
Medical	Health Care Manager	\$ 43.97	\$ 69.76	24.00%	\$ 60.00	\$ 95.19
Medical	Laboratory and Research Aide	\$ 12.47	\$ 21.54	24.00%	\$ 17.01	\$ 29.39
Medical	Laboratory and Research Technician	\$ 17.05	\$ 24.36	24.00%	\$ 23.26	\$ 33.24
Medical	Laboratory and Research Specialist I	\$ 15.45	\$ 21.67	24.00%	\$ 21.08	\$ 29.57
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 36.50	\$ 50.24	24.00%	\$ 49.80	\$ 68.55
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 50.30	\$ 55.55	24.00%	\$ 68.64	\$ 75.79
Medical	Laboratory and Research Manager	\$ 56.47	\$ 69.75	24.00%	\$ 77.06	\$ 95.17
Medical	Physical Therapist	\$ 56.34	\$ 68.85	24.00%	\$ 76.87	\$ 93.95
Medical	Psychologist I / Psychology Associate I	\$ 12.44	\$ 16.62	24.00%	\$ 16.97	\$ 22.68
Medical	Psychologist II / Psychology Associate II	\$ 33.11	\$ 43.07	24.00%	\$ 45.19	\$ 58.77
Medical	Psychologist III / Psychology Associate III	\$ 43.14	\$ 70.26	24.00%	\$ 58.86	\$ 95.88
Medical	Psychology Manager	\$ 48.54	\$ 76.65	24.00%	\$ 66.23	\$ 104.59
Medical	Therapist Assistant / Therapist I	\$ 21.08	\$ 22.86	24.00%	\$ 28.76	\$ 31.20
Medical	Therapist I	\$ 26.44	\$ 38.25	24.00%	\$ 36.08	\$ 52.20
Medical	Therapist II	\$ 38.29	\$ 41.58	24.00%	\$ 52.25	\$ 56.74
Medical	Therapist II (SLP/Aud)	\$ 34.92	\$ 51.07	24.00%	\$ 47.65	\$ 69.69
Medical	Therapist III	\$ 32.12	\$ 39.71	24.00%	\$ 43.83	\$ 54.19
Medical	Therapist Manager I	\$ 39.73	\$ 31.02	24.00%	\$ 54.21	\$ 42.33
Medical	Therapist Manager II	\$ 25.91	\$ 34.00	24.00%	\$ 35.36	\$ 46.40
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 34.02	\$ 39.51	24.00%	\$ 46.42	\$ 53.92
Medical	Dentist	\$ 61.72	\$ 99.54	24.00%	\$ 84.22	\$ 135.83
Medical	Dental Hygienist	\$ 29.40	\$ 50.59	24.00%	\$ 40.12	\$ 69.04
Medical	Dental Assistant	\$ 16.57	\$ 23.79	24.00%	\$ 22.61	\$ 32.46
Medical	Pharmacist	\$ 48.78	\$ 82.67	24.00%	\$ 66.56	\$ 112.81
Medical	Pharmacy Technician	\$ 25.99	\$ 38.49	24.00%	\$ 35.46	\$ 52.53
Medical	Medical Doctor	\$ 56.41	\$ 104.52	24.00%	\$ 76.97	\$ 142.62
Medical	Misc - Positions not listed elsewhere	TBD	\$ 105.00	24.00%	TBD	\$ 143.28

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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Kentucky

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 24.22	\$ 27.71	24.00%	\$ 33.07	\$ 37.84
Medical	Licensed Practical Nurse II	\$ 26.25	\$ 34.07	24.00%	\$ 35.84	\$ 46.51
Medical	Registered Nurse I	\$ 27.64	\$ 33.91	24.00%	\$ 37.74	\$ 46.31
Medical	Registered Nurse II	\$ 33.98	\$ 42.95	24.00%	\$ 46.39	\$ 58.64
Medical	Registered Nurse III	\$ 39.23	\$ 50.59	24.00%	\$ 53.57	\$ 69.07
Medical	Registered Nurse Manager I	\$ 48.54	\$ 77.32	24.00%	\$ 66.27	\$ 105.58
Medical	Nurse Practitioner	\$ 32.48	\$ 39.17	24.00%	\$ 44.35	\$ 53.48
Medical	Nurse Practitioner II	\$ 39.23	\$ 55.41	24.00%	\$ 53.57	\$ 75.66
Medical	Physician Assistant	\$ 48.60	\$ 70.34	24.00%	\$ 66.37	\$ 96.04
Medical	Registered Nurse Manager II	\$ 30.69	\$ 47.63	24.00%	\$ 41.90	\$ 65.03
Medical	Certified Nurses Aide I	\$ 11.18	\$ 17.40	24.00%	\$ 15.27	\$ 23.76
Medical	Certified Nurses Aide II	\$ 17.12	\$ 20.26	24.00%	\$ 23.37	\$ 27.66
Medical	Counselor I	\$ 13.24	\$ 20.34	24.00%	\$ 18.08	\$ 27.78
Medical	Counselor II	\$ 20.41	\$ 24.94	24.00%	\$ 27.86	\$ 34.06
Medical	Counselor II - Lead Supervisory	\$ 30.47	\$ 38.42	24.00%	\$ 41.61	\$ 52.47
Medical	Counselor Manager	\$ 38.49	\$ 53.66	24.00%	\$ 52.56	\$ 73.27
Medical	Direct Service Associate I	\$ 18.41	\$ 29.64	24.00%	\$ 25.14	\$ 40.48
Medical	Direct Service Associate II	\$ 12.47	\$ 18.34	24.00%	\$ 17.02	\$ 25.04
Medical	Direct Service Associate III	\$ 18.41	\$ 29.64	24.00%	\$ 25.14	\$ 40.48
Medical	Direct Service Associate III (Supervisor)	\$ 12.71	\$ 19.44	24.00%	\$ 17.35	\$ 26.55
Medical	Direct Service Associate IV	\$ 13.82	\$ 22.36	24.00%	\$ 18.88	\$ 30.54
Medical	Health Care Compliance Specialist I	\$ 16.47	\$ 36.56	24.00%	\$ 22.49	\$ 49.92
Medical	Health Care Compliance Specialist II	\$ 24.16	\$ 29.01	24.00%	\$ 32.98	\$ 39.61
Medical	Health Care Compliance Manager	\$ 29.04	\$ 44.21	24.00%	\$ 39.65	\$ 60.36
Medical	Health Care Technician	\$ 20.53	\$ 31.02	24.00%	\$ 28.04	\$ 42.36

Kentucky

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 16.35	\$ 23.37	24.00%	\$ 22.33	\$ 31.91
Medical	Health Care Technologist II	\$ 23.34	\$ 35.50	24.00%	\$ 31.87	\$ 48.47
Medical	Health Care Technologist III	\$ 35.53	\$ 44.83	24.00%	\$ 48.51	\$ 61.21
Medical	Health Care Manager	\$ 44.67	\$ 70.86	24.00%	\$ 60.99	\$ 96.76
Medical	Laboratory and Research Aide	\$ 11.96	\$ 20.66	24.00%	\$ 16.33	\$ 28.21
Medical	Laboratory and Research Technician	\$ 16.35	\$ 23.37	24.00%	\$ 22.33	\$ 31.91
Medical	Laboratory and Research Specialist I	\$ 14.82	\$ 20.79	24.00%	\$ 20.23	\$ 28.39
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 37.08	\$ 51.03	24.00%	\$ 50.63	\$ 69.68
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 51.10	\$ 56.42	24.00%	\$ 69.77	\$ 77.04
Medical	Laboratory and Research Manager	\$ 57.37	\$ 70.85	24.00%	\$ 78.33	\$ 96.74
Medical	Physical Therapist	\$ 54.04	\$ 66.05	24.00%	\$ 73.79	\$ 90.18
Medical	Psychologist I / Psychology Associate I	\$ 11.93	\$ 15.95	24.00%	\$ 16.29	\$ 21.77
Medical	Psychologist II / Psychology Associate II	\$ 33.64	\$ 43.75	24.00%	\$ 45.93	\$ 59.74
Medical	Psychologist III / Psychology Associate III	\$ 43.82	\$ 71.38	24.00%	\$ 59.83	\$ 97.46
Medical	Psychology Manager	\$ 49.31	\$ 77.86	24.00%	\$ 67.32	\$ 106.31
Medical	Therapist Assistant / Therapist I	\$ 20.22	\$ 21.93	24.00%	\$ 27.60	\$ 29.95
Medical	Therapist I	\$ 26.86	\$ 38.86	24.00%	\$ 36.67	\$ 53.06
Medical	Therapist II	\$ 38.90	\$ 42.24	24.00%	\$ 53.11	\$ 57.68
Medical	Therapist II (SLP/Aud)	\$ 35.47	\$ 51.88	24.00%	\$ 48.43	\$ 70.84
Medical	Therapist III	\$ 30.81	\$ 38.09	24.00%	\$ 42.07	\$ 52.02
Medical	Therapist Manager I	\$ 38.11	\$ 29.76	24.00%	\$ 52.03	\$ 40.63
Medical	Therapist Manager II	\$ 24.85	\$ 32.62	24.00%	\$ 33.94	\$ 44.54
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 32.63	\$ 37.90	24.00%	\$ 44.56	\$ 51.76
Medical	Dentist	\$ 62.69	\$ 101.12	24.00%	\$ 85.60	\$ 138.07
Medical	Dental Hygienist	\$ 29.86	\$ 51.39	24.00%	\$ 40.78	\$ 70.18
Medical	Dental Assistant	\$ 15.90	\$ 22.82	24.00%	\$ 21.71	\$ 31.16
Medical	Pharmacist	\$ 49.55	\$ 83.98	24.00%	\$ 67.65	\$ 114.67
Medical	Pharmacy Technician	\$ 24.93	\$ 36.93	24.00%	\$ 34.04	\$ 50.42
Medical	Medical Doctor	\$ 57.30	\$ 106.17	24.00%	\$ 78.24	\$ 144.97
Medical	Misc - Positions not listed elsewhere	TBD	\$ 107.00	24.00%	TBD	\$ 146.10

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Medical

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2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Louisiana

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 23.96	\$ 27.42	24.00%	\$ 32.71	\$ 37.43
Medical	Licensed Practical Nurse II	\$ 25.97	\$ 33.71	24.00%	\$ 35.45	\$ 46.01
Medical	Registered Nurse I	\$ 27.35	\$ 33.56	24.00%	\$ 37.32	\$ 45.80
Medical	Registered Nurse II	\$ 33.62	\$ 42.50	24.00%	\$ 45.89	\$ 58.00
Medical	Registered Nurse III	\$ 40.31	\$ 51.98	24.00%	\$ 55.02	\$ 70.94
Medical	Registered Nurse Manager I	\$ 49.87	\$ 79.45	24.00%	\$ 68.06	\$ 108.43
Medical	Nurse Practitioner	\$ 33.37	\$ 40.24	24.00%	\$ 45.55	\$ 54.92
Medical	Nurse Practitioner II	\$ 40.31	\$ 56.94	24.00%	\$ 55.02	\$ 77.71
Medical	Physician Assistant	\$ 49.94	\$ 72.27	24.00%	\$ 68.16	\$ 98.64
Medical	Registered Nurse Manager II	\$ 30.36	\$ 47.13	24.00%	\$ 41.44	\$ 64.32
Medical	Certified Nurses Aide I	\$ 11.07	\$ 17.22	24.00%	\$ 15.10	\$ 23.50
Medical	Certified Nurses Aide II	\$ 16.94	\$ 20.04	24.00%	\$ 23.12	\$ 27.36
Medical	Counselor I	\$ 13.10	\$ 20.13	24.00%	\$ 17.88	\$ 27.47
Medical	Counselor II	\$ 20.19	\$ 24.68	24.00%	\$ 27.56	\$ 33.69
Medical	Counselor II - Lead Supervisory	\$ 31.31	\$ 39.48	24.00%	\$ 42.73	\$ 53.88
Medical	Counselor Manager	\$ 39.55	\$ 55.13	24.00%	\$ 53.98	\$ 75.25
Medical	Direct Service Associate I	\$ 18.22	\$ 29.33	24.00%	\$ 24.87	\$ 40.04
Medical	Direct Service Associate II	\$ 12.33	\$ 18.14	24.00%	\$ 16.83	\$ 24.76
Medical	Direct Service Associate III	\$ 18.22	\$ 29.33	24.00%	\$ 24.87	\$ 40.04
Medical	Direct Service Associate III (Supervisor)	\$ 12.57	\$ 19.24	24.00%	\$ 17.16	\$ 26.26
Medical	Direct Service Associate IV	\$ 13.68	\$ 22.13	24.00%	\$ 18.67	\$ 30.20
Medical	Health Care Compliance Specialist I	\$ 16.30	\$ 36.17	24.00%	\$ 22.24	\$ 49.37
Medical	Health Care Compliance Specialist II	\$ 23.90	\$ 28.71	24.00%	\$ 32.62	\$ 39.18
Medical	Health Care Compliance Manager	\$ 28.73	\$ 43.74	24.00%	\$ 39.21	\$ 59.70
Medical	Health Care Technician	\$ 21.10	\$ 31.88	24.00%	\$ 28.80	\$ 43.50

Louisiana

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 16.18	\$ 23.12	24.00%	\$ 22.09	\$ 31.56
Medical	Health Care Technologist II	\$ 23.98	\$ 36.47	24.00%	\$ 32.73	\$ 49.78
Medical	Health Care Technologist III	\$ 36.50	\$ 46.06	24.00%	\$ 49.82	\$ 62.87
Medical	Health Care Manager	\$ 45.89	\$ 72.81	24.00%	\$ 62.64	\$ 99.37
Medical	Laboratory and Research Aide	\$ 11.83	\$ 20.44	24.00%	\$ 16.15	\$ 27.90
Medical	Laboratory and Research Technician	\$ 16.18	\$ 23.12	24.00%	\$ 22.09	\$ 31.56
Medical	Laboratory and Research Specialist I	\$ 14.66	\$ 20.57	24.00%	\$ 20.01	\$ 28.07
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 38.10	\$ 52.43	24.00%	\$ 51.99	\$ 71.56
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 52.50	\$ 57.97	24.00%	\$ 71.66	\$ 79.13
Medical	Laboratory and Research Manager	\$ 58.94	\$ 72.80	24.00%	\$ 80.45	\$ 99.36
Medical	Physical Therapist	\$ 53.47	\$ 65.35	24.00%	\$ 72.98	\$ 89.20
Medical	Psychologist I / Psychology Associate I	\$ 11.81	\$ 15.78	24.00%	\$ 16.11	\$ 21.54
Medical	Psychologist II / Psychology Associate II	\$ 34.56	\$ 44.95	24.00%	\$ 47.17	\$ 61.35
Medical	Psychologist III / Psychology Associate III	\$ 45.02	\$ 73.34	24.00%	\$ 61.45	\$ 100.09
Medical	Psychology Manager	\$ 50.66	\$ 80.00	24.00%	\$ 69.14	\$ 109.19
Medical	Therapist Assistant / Therapist I	\$ 20.00	\$ 21.70	24.00%	\$ 27.30	\$ 29.62
Medical	Therapist I	\$ 27.59	\$ 39.92	24.00%	\$ 37.66	\$ 54.49
Medical	Therapist II	\$ 39.97	\$ 43.40	24.00%	\$ 54.55	\$ 59.24
Medical	Therapist II (SLP/Aud)	\$ 36.45	\$ 53.31	24.00%	\$ 49.74	\$ 72.75
Medical	Therapist III	\$ 30.49	\$ 37.70	24.00%	\$ 41.61	\$ 51.45
Medical	Therapist Manager I	\$ 37.71	\$ 29.45	24.00%	\$ 51.46	\$ 40.19
Medical	Therapist Manager II	\$ 24.59	\$ 32.28	24.00%	\$ 33.57	\$ 44.05
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 32.29	\$ 37.51	24.00%	\$ 44.07	\$ 51.19
Medical	Dentist	\$ 64.42	\$ 103.90	24.00%	\$ 87.92	\$ 141.80
Medical	Dental Hygienist	\$ 30.68	\$ 52.81	24.00%	\$ 41.88	\$ 72.07
Medical	Dental Assistant	\$ 15.73	\$ 22.58	24.00%	\$ 21.47	\$ 30.82
Medical	Pharmacist	\$ 50.91	\$ 86.29	24.00%	\$ 69.48	\$ 117.77
Medical	Pharmacy Technician	\$ 24.67	\$ 36.54	24.00%	\$ 33.67	\$ 49.87
Medical	Medical Doctor	\$ 58.87	\$ 109.09	24.00%	\$ 80.35	\$ 148.89
Medical	Misc - Positions not listed elsewhere	TBD	\$ 110.00	24.00%	TBD	\$ 150.13

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Maine

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 27.10	\$ 31.01	24.00%	\$ 35.49	\$ 40.62
Medical	Licensed Practical Nurse II	\$ 29.37	\$ 38.11	24.00%	\$ 38.47	\$ 49.93
Medical	Registered Nurse I	\$ 30.92	\$ 37.94	24.00%	\$ 40.50	\$ 49.70
Medical	Registered Nurse II	\$ 38.01	\$ 48.05	24.00%	\$ 49.80	\$ 62.94
Medical	Registered Nurse III	\$ 45.70	\$ 67.38	24.00%	\$ 59.86	\$ 88.26
Medical	Registered Nurse Manager I	\$ 54.42	\$ 86.70	24.00%	\$ 71.29	\$ 113.57
Medical	Nurse Practitioner	\$ 56.93	\$ 80.72	24.00%	\$ 74.58	\$ 105.75
Medical	Nurse Practitioner II	\$ 61.10	\$ 86.51	24.00%	\$ 80.04	\$ 113.33
Medical	Physician Assistant	\$ 54.50	\$ 78.87	24.00%	\$ 71.39	\$ 103.31
Medical	Registered Nurse Manager II	\$ 34.33	\$ 53.28	24.00%	\$ 44.97	\$ 69.80
Medical	Certified Nurses Aide I	\$ 12.78	\$ 19.47	24.00%	\$ 16.74	\$ 25.51
Medical	Certified Nurses Aide II	\$ 19.15	\$ 22.66	24.00%	\$ 25.09	\$ 29.69
Medical	Counselor I	\$ 14.81	\$ 22.76	24.00%	\$ 19.40	\$ 29.81
Medical	Counselor II	\$ 22.83	\$ 27.91	24.00%	\$ 29.91	\$ 36.56
Medical	Counselor II - Lead Supervisory	\$ 36.93	\$ 52.37	24.00%	\$ 48.38	\$ 68.60
Medical	Counselor Manager	\$ 43.16	\$ 60.17	24.00%	\$ 56.54	\$ 78.81
Medical	Direct Service Associate I	\$ 20.60	\$ 33.17	24.00%	\$ 26.98	\$ 43.45
Medical	Direct Service Associate II	\$ 13.95	\$ 20.51	24.00%	\$ 18.27	\$ 26.87
Medical	Direct Service Associate III	\$ 20.60	\$ 33.17	24.00%	\$ 26.98	\$ 43.45
Medical	Direct Service Associate III (Supervisor)	\$ 14.22	\$ 21.75	24.00%	\$ 18.62	\$ 28.49
Medical	Direct Service Associate IV	\$ 15.47	\$ 25.02	24.00%	\$ 20.26	\$ 32.78
Medical	Health Care Compliance Specialist I	\$ 18.42	\$ 40.90	24.00%	\$ 24.13	\$ 53.58
Medical	Health Care Compliance Specialist II	\$ 27.02	\$ 32.46	24.00%	\$ 35.40	\$ 42.51
Medical	Health Care Compliance Manager	\$ 32.48	\$ 49.46	24.00%	\$ 42.55	\$ 64.79
Medical	Health Care Technician	\$ 23.02	\$ 34.78	24.00%	\$ 30.16	\$ 45.57

Maine

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 18.30	\$ 26.14	24.00%	\$ 23.97	\$ 34.25
Medical	Health Care Technologist II	\$ 26.17	\$ 39.80	24.00%	\$ 34.28	\$ 52.14
Medical	Health Care Technologist III	\$ 28.22	\$ 43.42	24.00%	\$ 36.97	\$ 56.87
Medical	Health Care Manager	\$ 50.08	\$ 79.45	24.00%	\$ 65.61	\$ 104.08
Medical	Laboratory and Research Aide	\$ 13.38	\$ 23.12	24.00%	\$ 17.52	\$ 30.28
Medical	Laboratory and Research Technician	\$ 18.30	\$ 26.14	24.00%	\$ 23.97	\$ 34.25
Medical	Laboratory and Research Specialist I	\$ 16.58	\$ 23.26	24.00%	\$ 21.71	\$ 30.47
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 28.22	\$ 38.85	24.00%	\$ 36.97	\$ 50.89
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 44.31	\$ 48.93	24.00%	\$ 58.04	\$ 64.09
Medical	Laboratory and Research Manager	\$ 50.08	\$ 61.85	24.00%	\$ 65.61	\$ 81.02
Medical	Physical Therapist	\$ 60.46	\$ 73.89	24.00%	\$ 79.20	\$ 96.80
Medical	Psychologist I / Psychology Associate I	\$ 13.35	\$ 17.84	24.00%	\$ 17.49	\$ 23.37
Medical	Psychologist II / Psychology Associate II	\$ 48.25	\$ 62.76	24.00%	\$ 63.21	\$ 82.21
Medical	Psychologist III / Psychology Associate III	\$ 53.05	\$ 86.41	24.00%	\$ 69.49	\$ 113.19
Medical	Psychology Manager	\$ 55.28	\$ 87.30	24.00%	\$ 72.42	\$ 114.36
Medical	Therapist Assistant / Therapist I	\$ 22.62	\$ 24.54	24.00%	\$ 29.63	\$ 32.14
Medical	Therapist I	\$ 30.11	\$ 43.57	24.00%	\$ 39.45	\$ 57.07
Medical	Therapist II	\$ 47.36	\$ 47.36	24.00%	\$ 62.04	\$ 62.04
Medical	Therapist II (SLP/Aud)	\$ 39.77	\$ 58.17	24.00%	\$ 52.10	\$ 76.20
Medical	Therapist III	\$ 34.47	\$ 42.62	24.00%	\$ 45.16	\$ 55.83
Medical	Therapist Manager I	\$ 42.63	\$ 33.29	24.00%	\$ 55.85	\$ 43.61
Medical	Therapist Manager II	\$ 27.81	\$ 36.49	24.00%	\$ 36.43	\$ 47.80
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 36.51	\$ 42.41	24.00%	\$ 47.82	\$ 55.55
Medical	Dentist	\$ 78.50	\$ 85.85	24.00%	\$ 102.83	\$ 112.46
Medical	Dental Hygienist	\$ 42.42	\$ 61.75	24.00%	\$ 55.57	\$ 80.89
Medical	Dental Assistant	\$ 17.78	\$ 25.53	24.00%	\$ 23.30	\$ 33.45
Medical	Pharmacist	\$ 69.66	\$ 107.15	24.00%	\$ 91.25	\$ 140.36
Medical	Pharmacy Technician	\$ 27.89	\$ 41.31	24.00%	\$ 36.54	\$ 54.12
Medical	Medical Doctor	\$ 64.25	\$ 119.05	24.00%	\$ 84.16	\$ 155.94
Medical	Misc - Positions not listed elsewhere	TBD	\$ 120.00	24.00%	TBD	\$ 157.19

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Maryland

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 31.65	\$ 36.22	24.00%	\$ 42.81	\$ 48.99
Medical	Licensed Practical Nurse II	\$ 34.30	\$ 44.52	24.00%	\$ 46.40	\$ 60.22
Medical	Registered Nurse I	\$ 36.12	\$ 44.32	24.00%	\$ 48.85	\$ 59.95
Medical	Registered Nurse II	\$ 44.40	\$ 56.13	24.00%	\$ 60.06	\$ 75.92
Medical	Registered Nurse III	\$ 46.24	\$ 59.62	24.00%	\$ 62.55	\$ 80.65
Medical	Registered Nurse Manager I	\$ 57.21	\$ 91.13	24.00%	\$ 77.38	\$ 123.27
Medical	Nurse Practitioner	\$ 38.28	\$ 46.16	24.00%	\$ 51.78	\$ 62.44
Medical	Nurse Practitioner II	\$ 46.24	\$ 65.31	24.00%	\$ 62.55	\$ 88.34
Medical	Physician Assistant	\$ 57.29	\$ 82.90	24.00%	\$ 77.49	\$ 112.14
Medical	Registered Nurse Manager II	\$ 40.10	\$ 62.24	24.00%	\$ 54.24	\$ 84.18
Medical	Certified Nurses Aide I	\$ 14.62	\$ 22.74	24.00%	\$ 19.77	\$ 30.76
Medical	Certified Nurses Aide II	\$ 22.37	\$ 26.47	24.00%	\$ 30.26	\$ 35.81
Medical	Counselor I	\$ 17.30	\$ 26.58	24.00%	\$ 23.40	\$ 35.96
Medical	Counselor II	\$ 26.67	\$ 32.60	24.00%	\$ 36.07	\$ 44.09
Medical	Counselor II - Lead Supervisory	\$ 35.91	\$ 45.29	24.00%	\$ 48.58	\$ 61.26
Medical	Counselor Manager	\$ 45.37	\$ 63.24	24.00%	\$ 61.37	\$ 85.55
Medical	Direct Service Associate I	\$ 24.06	\$ 38.74	24.00%	\$ 32.55	\$ 52.40
Medical	Direct Service Associate II	\$ 16.29	\$ 23.96	24.00%	\$ 22.03	\$ 32.41
Medical	Direct Service Associate III	\$ 24.06	\$ 38.74	24.00%	\$ 32.55	\$ 52.40
Medical	Direct Service Associate III (Supervisor)	\$ 16.61	\$ 25.41	24.00%	\$ 22.46	\$ 34.36
Medical	Direct Service Associate IV	\$ 18.07	\$ 29.23	24.00%	\$ 24.44	\$ 39.53
Medical	Health Care Compliance Specialist I	\$ 21.52	\$ 47.77	24.00%	\$ 29.11	\$ 64.62
Medical	Health Care Compliance Specialist II	\$ 31.57	\$ 37.91	24.00%	\$ 42.70	\$ 51.28
Medical	Health Care Compliance Manager	\$ 37.94	\$ 57.77	24.00%	\$ 51.32	\$ 78.14
Medical	Health Care Technician	\$ 24.20	\$ 36.56	24.00%	\$ 32.74	\$ 49.46

Maryland

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 21.37	\$ 30.54	24.00%	\$ 28.91	\$ 41.31
Medical	Health Care Technologist II	\$ 27.51	\$ 41.84	24.00%	\$ 37.21	\$ 56.59
Medical	Health Care Technologist III	\$ 41.87	\$ 52.84	24.00%	\$ 56.64	\$ 71.47
Medical	Health Care Manager	\$ 52.65	\$ 83.52	24.00%	\$ 71.21	\$ 112.97
Medical	Laboratory and Research Aide	\$ 15.63	\$ 27.00	24.00%	\$ 21.14	\$ 36.52
Medical	Laboratory and Research Technician	\$ 21.37	\$ 30.54	24.00%	\$ 28.91	\$ 41.31
Medical	Laboratory and Research Specialist I	\$ 19.36	\$ 27.17	24.00%	\$ 26.19	\$ 36.75
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 43.70	\$ 60.15	24.00%	\$ 59.11	\$ 81.36
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 60.23	\$ 66.50	24.00%	\$ 81.46	\$ 89.95
Medical	Laboratory and Research Manager	\$ 67.61	\$ 83.51	24.00%	\$ 91.46	\$ 112.95
Medical	Physical Therapist	\$ 70.62	\$ 86.31	24.00%	\$ 95.52	\$ 116.75
Medical	Psychologist I / Psychology Associate I	\$ 15.59	\$ 20.84	24.00%	\$ 21.09	\$ 28.19
Medical	Psychologist II / Psychology Associate II	\$ 39.65	\$ 51.57	24.00%	\$ 53.63	\$ 69.75
Medical	Psychologist III / Psychology Associate III	\$ 51.64	\$ 84.13	24.00%	\$ 69.86	\$ 113.79
Medical	Psychology Manager	\$ 58.11	\$ 91.77	24.00%	\$ 78.60	\$ 124.13
Medical	Therapist Assistant / Therapist I	\$ 26.42	\$ 28.66	24.00%	\$ 35.73	\$ 38.77
Medical	Therapist I	\$ 31.65	\$ 45.80	24.00%	\$ 42.82	\$ 61.95
Medical	Therapist II	\$ 45.84	\$ 49.79	24.00%	\$ 62.01	\$ 67.34
Medical	Therapist II (SLP/Aud)	\$ 41.81	\$ 61.15	24.00%	\$ 56.55	\$ 82.71
Medical	Therapist III	\$ 40.27	\$ 49.78	24.00%	\$ 54.47	\$ 67.34
Medical	Therapist Manager I	\$ 49.80	\$ 38.89	24.00%	\$ 67.36	\$ 52.60
Medical	Therapist Manager II	\$ 32.48	\$ 42.63	24.00%	\$ 43.93	\$ 57.66
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 42.64	\$ 49.53	24.00%	\$ 57.68	\$ 67.00
Medical	Dentist	\$ 73.89	\$ 119.18	24.00%	\$ 99.95	\$ 161.21
Medical	Dental Hygienist	\$ 35.20	\$ 60.58	24.00%	\$ 47.61	\$ 81.94
Medical	Dental Assistant	\$ 20.77	\$ 29.82	24.00%	\$ 28.10	\$ 40.34
Medical	Pharmacist	\$ 58.40	\$ 98.98	24.00%	\$ 78.99	\$ 133.89
Medical	Pharmacy Technician	\$ 32.58	\$ 48.25	24.00%	\$ 44.07	\$ 65.27
Medical	Medical Doctor	\$ 67.54	\$ 125.14	24.00%	\$ 91.35	\$ 169.27
Medical	Misc - Positions not listed elsewhere	TBD	\$ 126.00	24.00%	TBD	\$ 170.43

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Pricing Sheet
Medical

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3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Massachusetts

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 34.89	\$ 39.92	24.00%	\$ 46.60	\$ 53.32
Medical	Licensed Practical Nurse II	\$ 37.81	\$ 49.07	24.00%	\$ 50.50	\$ 65.54
Medical	Registered Nurse I	\$ 39.81	\$ 48.86	24.00%	\$ 53.17	\$ 65.25
Medical	Registered Nurse II	\$ 48.95	\$ 61.87	24.00%	\$ 65.37	\$ 82.63
Medical	Registered Nurse III	\$ 47.48	\$ 61.22	24.00%	\$ 63.42	\$ 81.77
Medical	Registered Nurse Manager I	\$ 58.74	\$ 93.58	24.00%	\$ 78.45	\$ 124.98
Medical	Nurse Practitioner	\$ 39.31	\$ 47.40	24.00%	\$ 52.50	\$ 63.31
Medical	Nurse Practitioner II	\$ 47.48	\$ 67.07	24.00%	\$ 63.42	\$ 89.57
Medical	Physician Assistant	\$ 58.82	\$ 85.13	24.00%	\$ 78.56	\$ 113.69
Medical	Registered Nurse Manager II	\$ 44.21	\$ 68.61	24.00%	\$ 59.04	\$ 91.63
Medical	Certified Nurses Aide I	\$ 16.11	\$ 25.07	24.00%	\$ 21.52	\$ 33.48
Medical	Certified Nurses Aide II	\$ 24.66	\$ 29.18	24.00%	\$ 32.93	\$ 38.97
Medical	Counselor I	\$ 19.07	\$ 29.31	24.00%	\$ 25.47	\$ 39.14
Medical	Counselor II	\$ 29.40	\$ 35.93	24.00%	\$ 39.26	\$ 47.99
Medical	Counselor II - Lead Supervisory	\$ 36.88	\$ 46.51	24.00%	\$ 49.25	\$ 62.11
Medical	Counselor Manager	\$ 46.59	\$ 64.94	24.00%	\$ 62.22	\$ 86.73
Medical	Direct Service Associate I	\$ 26.52	\$ 42.71	24.00%	\$ 35.42	\$ 57.03
Medical	Direct Service Associate II	\$ 17.96	\$ 26.41	24.00%	\$ 23.98	\$ 35.28
Medical	Direct Service Associate III	\$ 26.52	\$ 42.71	24.00%	\$ 35.42	\$ 57.03
Medical	Direct Service Associate III (Supervisor)	\$ 18.30	\$ 28.01	24.00%	\$ 24.45	\$ 37.40
Medical	Direct Service Associate IV	\$ 19.92	\$ 32.22	24.00%	\$ 26.60	\$ 43.03
Medical	Health Care Compliance Specialist I	\$ 23.72	\$ 52.66	24.00%	\$ 31.68	\$ 70.33
Medical	Health Care Compliance Specialist II	\$ 34.80	\$ 41.79	24.00%	\$ 46.47	\$ 55.81
Medical	Health Care Compliance Manager	\$ 41.83	\$ 63.68	24.00%	\$ 55.86	\$ 85.05
Medical	Health Care Technician	\$ 24.85	\$ 37.55	24.00%	\$ 33.19	\$ 50.14

Massachusetts

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 23.56	\$ 33.66	24.00%	\$ 31.46	\$ 44.96
Medical	Health Care Technologist II	\$ 28.25	\$ 42.96	24.00%	\$ 37.72	\$ 57.38
Medical	Health Care Technologist III	\$ 43.00	\$ 54.26	24.00%	\$ 57.42	\$ 72.46
Medical	Health Care Manager	\$ 54.06	\$ 85.77	24.00%	\$ 72.20	\$ 114.54
Medical	Laboratory and Research Aide	\$ 17.22	\$ 29.76	24.00%	\$ 23.00	\$ 39.75
Medical	Laboratory and Research Technician	\$ 23.56	\$ 33.66	24.00%	\$ 31.46	\$ 44.96
Medical	Laboratory and Research Specialist I	\$ 21.34	\$ 29.95	24.00%	\$ 28.50	\$ 39.99
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 44.87	\$ 61.76	24.00%	\$ 59.93	\$ 82.49
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 61.84	\$ 68.29	24.00%	\$ 82.59	\$ 91.20
Medical	Laboratory and Research Manager	\$ 69.43	\$ 85.75	24.00%	\$ 92.73	\$ 114.52
Medical	Physical Therapist	\$ 77.85	\$ 95.15	24.00%	\$ 103.97	\$ 127.07
Medical	Psychologist I / Psychology Associate I	\$ 17.19	\$ 22.97	24.00%	\$ 22.96	\$ 30.68
Medical	Psychologist II / Psychology Associate II	\$ 40.71	\$ 52.95	24.00%	\$ 54.37	\$ 70.72
Medical	Psychologist III / Psychology Associate III	\$ 53.03	\$ 86.39	24.00%	\$ 70.83	\$ 115.37
Medical	Psychology Manager	\$ 59.67	\$ 94.23	24.00%	\$ 79.70	\$ 125.85
Medical	Therapist Assistant / Therapist I	\$ 29.12	\$ 31.59	24.00%	\$ 38.89	\$ 42.19
Medical	Therapist I	\$ 32.50	\$ 47.03	24.00%	\$ 43.41	\$ 62.81
Medical	Therapist II	\$ 47.08	\$ 51.12	24.00%	\$ 62.87	\$ 68.28
Medical	Therapist II (SLP/Aud)	\$ 42.93	\$ 62.79	24.00%	\$ 57.34	\$ 83.86
Medical	Therapist III	\$ 44.39	\$ 54.88	24.00%	\$ 59.28	\$ 73.29
Medical	Therapist Manager I	\$ 54.90	\$ 42.87	24.00%	\$ 73.32	\$ 57.25
Medical	Therapist Manager II	\$ 35.80	\$ 46.99	24.00%	\$ 47.82	\$ 62.75
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 47.01	\$ 54.60	24.00%	\$ 62.78	\$ 72.92
Medical	Dentist	\$ 75.88	\$ 122.38	24.00%	\$ 101.34	\$ 163.45
Medical	Dental Hygienist	\$ 36.14	\$ 62.20	24.00%	\$ 48.27	\$ 83.07
Medical	Dental Assistant	\$ 22.90	\$ 32.88	24.00%	\$ 30.58	\$ 43.91
Medical	Pharmacist	\$ 59.97	\$ 101.64	24.00%	\$ 80.09	\$ 135.75
Medical	Pharmacy Technician	\$ 35.91	\$ 53.19	24.00%	\$ 47.96	\$ 71.04
Medical	Medical Doctor	\$ 69.35	\$ 128.50	24.00%	\$ 92.62	\$ 171.62
Medical	Misc - Positions not listed elsewhere	TBD	\$ 129.00	24.00%	TBD	\$ 172.28

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Michigan

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 26.97	\$ 30.87	24.00%	\$ 36.20	\$ 41.42
Medical	Licensed Practical Nurse II	\$ 29.23	\$ 37.94	24.00%	\$ 39.23	\$ 50.91
Medical	Registered Nurse I	\$ 30.78	\$ 37.77	24.00%	\$ 41.30	\$ 50.69
Medical	Registered Nurse II	\$ 37.84	\$ 47.83	24.00%	\$ 50.78	\$ 64.19
Medical	Registered Nurse III	\$ 41.86	\$ 53.98	24.00%	\$ 56.18	\$ 72.43
Medical	Registered Nurse Manager I	\$ 51.79	\$ 82.51	24.00%	\$ 69.50	\$ 110.71
Medical	Nurse Practitioner	\$ 34.66	\$ 41.79	24.00%	\$ 46.51	\$ 56.08
Medical	Nurse Practitioner II	\$ 41.86	\$ 59.13	24.00%	\$ 56.18	\$ 79.34
Medical	Physician Assistant	\$ 51.86	\$ 75.05	24.00%	\$ 69.59	\$ 100.71
Medical	Registered Nurse Manager II	\$ 34.18	\$ 53.04	24.00%	\$ 45.86	\$ 71.18
Medical	Certified Nurses Aide I	\$ 12.46	\$ 19.38	24.00%	\$ 16.71	\$ 26.01
Medical	Certified Nurses Aide II	\$ 19.07	\$ 22.56	24.00%	\$ 25.58	\$ 30.27
Medical	Counselor I	\$ 14.75	\$ 22.66	24.00%	\$ 19.79	\$ 30.40
Medical	Counselor II	\$ 22.73	\$ 27.78	24.00%	\$ 30.50	\$ 37.28
Medical	Counselor II - Lead Supervisory	\$ 32.51	\$ 41.00	24.00%	\$ 43.63	\$ 55.02
Medical	Counselor Manager	\$ 41.07	\$ 57.26	24.00%	\$ 55.12	\$ 76.83
Medical	Direct Service Associate I	\$ 20.51	\$ 33.02	24.00%	\$ 27.52	\$ 44.30
Medical	Direct Service Associate II	\$ 13.88	\$ 20.42	24.00%	\$ 18.63	\$ 27.40
Medical	Direct Service Associate III	\$ 20.51	\$ 33.02	24.00%	\$ 27.52	\$ 44.30
Medical	Direct Service Associate III (Supervisor)	\$ 14.15	\$ 21.65	24.00%	\$ 18.99	\$ 29.06
Medical	Direct Service Associate IV	\$ 15.40	\$ 24.91	24.00%	\$ 20.66	\$ 33.42
Medical	Health Care Compliance Specialist I	\$ 18.34	\$ 40.72	24.00%	\$ 24.61	\$ 54.64
Medical	Health Care Compliance Specialist II	\$ 26.90	\$ 32.31	24.00%	\$ 36.10	\$ 43.36
Medical	Health Care Compliance Manager	\$ 32.34	\$ 49.23	24.00%	\$ 43.39	\$ 66.07
Medical	Health Care Technician	\$ 21.91	\$ 33.10	24.00%	\$ 29.40	\$ 44.42

Michigan

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 18.21	\$ 26.03	24.00%	\$ 24.44	\$ 34.92
Medical	Health Care Technologist II	\$ 24.90	\$ 37.88	24.00%	\$ 33.42	\$ 50.83
Medical	Health Care Technologist III	\$ 37.91	\$ 47.83	24.00%	\$ 50.87	\$ 64.19
Medical	Health Care Manager	\$ 47.66	\$ 75.61	24.00%	\$ 63.96	\$ 101.47
Medical	Laboratory and Research Aide	\$ 13.32	\$ 23.01	24.00%	\$ 17.87	\$ 30.88
Medical	Laboratory and Research Technician	\$ 18.21	\$ 26.03	24.00%	\$ 24.44	\$ 34.92
Medical	Laboratory and Research Specialist I	\$ 16.50	\$ 23.15	24.00%	\$ 22.14	\$ 31.07
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 39.56	\$ 54.45	24.00%	\$ 53.09	\$ 73.07
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 54.52	\$ 60.21	24.00%	\$ 73.17	\$ 80.79
Medical	Laboratory and Research Manager	\$ 61.21	\$ 75.60	24.00%	\$ 82.14	\$ 101.45
Medical	Physical Therapist	\$ 60.19	\$ 73.56	24.00%	\$ 80.76	\$ 98.71
Medical	Psychologist I / Psychology Associate I	\$ 13.29	\$ 17.76	24.00%	\$ 17.83	\$ 23.83
Medical	Psychologist II / Psychology Associate II	\$ 35.89	\$ 46.68	24.00%	\$ 48.17	\$ 62.64
Medical	Psychologist III / Psychology Associate III	\$ 46.76	\$ 76.16	24.00%	\$ 62.74	\$ 102.20
Medical	Psychology Manager	\$ 52.61	\$ 83.08	24.00%	\$ 70.60	\$ 111.49
Medical	Therapist Assistant / Therapist I	\$ 22.52	\$ 24.43	24.00%	\$ 30.21	\$ 32.78
Medical	Therapist I	\$ 28.66	\$ 41.46	24.00%	\$ 38.46	\$ 55.64
Medical	Therapist II	\$ 41.50	\$ 45.07	24.00%	\$ 55.69	\$ 60.48
Medical	Therapist II (SLP/Aud)	\$ 37.85	\$ 55.36	24.00%	\$ 50.79	\$ 74.29
Medical	Therapist III	\$ 34.32	\$ 42.43	24.00%	\$ 46.05	\$ 56.93
Medical	Therapist Manager I	\$ 42.44	\$ 33.14	24.00%	\$ 56.95	\$ 44.48
Medical	Therapist Manager II	\$ 27.68	\$ 36.33	24.00%	\$ 37.15	\$ 48.75
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 36.34	\$ 42.22	24.00%	\$ 48.77	\$ 56.65
Medical	Dentist	\$ 66.90	\$ 107.90	24.00%	\$ 89.77	\$ 144.79
Medical	Dental Hygienist	\$ 31.87	\$ 54.84	24.00%	\$ 42.76	\$ 73.59
Medical	Dental Assistant	\$ 17.70	\$ 25.42	24.00%	\$ 23.76	\$ 34.11
Medical	Pharmacist	\$ 52.87	\$ 89.61	24.00%	\$ 70.95	\$ 120.25
Medical	Pharmacy Technician	\$ 27.77	\$ 41.13	24.00%	\$ 37.26	\$ 55.19
Medical	Medical Doctor	\$ 61.14	\$ 113.29	24.00%	\$ 82.05	\$ 152.03
Medical	Misc - Positions not listed elsewhere	TBD	\$ 114.00	24.00%	TBD	\$ 152.98

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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Minnesota

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 29.44	\$ 33.69	24.00%	\$ 39.75	\$ 45.48
Medical	Licensed Practical Nurse II	\$ 31.91	\$ 41.41	24.00%	\$ 43.08	\$ 55.91
Medical	Registered Nurse I	\$ 33.59	\$ 41.22	24.00%	\$ 45.36	\$ 55.66
Medical	Registered Nurse II	\$ 41.30	\$ 52.21	24.00%	\$ 55.76	\$ 70.49
Medical	Registered Nurse III	\$ 42.89	\$ 55.31	24.00%	\$ 57.91	\$ 74.67
Medical	Registered Nurse Manager I	\$ 53.07	\$ 84.54	24.00%	\$ 71.65	\$ 114.14
Medical	Nurse Practitioner	\$ 35.51	\$ 42.82	24.00%	\$ 47.94	\$ 57.82
Medical	Nurse Practitioner II	\$ 42.89	\$ 60.58	24.00%	\$ 57.91	\$ 81.80
Medical	Physician Assistant	\$ 53.14	\$ 76.90	24.00%	\$ 71.75	\$ 103.83
Medical	Registered Nurse Manager II	\$ 37.30	\$ 57.89	24.00%	\$ 50.36	\$ 78.16
Medical	Certified Nurses Aide I	\$ 13.59	\$ 21.15	24.00%	\$ 18.35	\$ 28.56
Medical	Certified Nurses Aide II	\$ 20.81	\$ 24.62	24.00%	\$ 28.09	\$ 33.24
Medical	Counselor I	\$ 16.09	\$ 24.73	24.00%	\$ 21.73	\$ 33.39
Medical	Counselor II	\$ 24.81	\$ 30.32	24.00%	\$ 33.49	\$ 40.94
Medical	Counselor II - Lead Supervisory	\$ 33.31	\$ 42.01	24.00%	\$ 44.98	\$ 56.72
Medical	Counselor Manager	\$ 42.08	\$ 58.67	24.00%	\$ 56.82	\$ 79.21
Medical	Direct Service Associate I	\$ 22.38	\$ 36.03	24.00%	\$ 30.22	\$ 48.65
Medical	Direct Service Associate II	\$ 15.15	\$ 22.29	24.00%	\$ 20.46	\$ 30.09
Medical	Direct Service Associate III	\$ 22.38	\$ 36.03	24.00%	\$ 30.22	\$ 48.65
Medical	Direct Service Associate III (Supervisor)	\$ 15.45	\$ 23.63	24.00%	\$ 20.85	\$ 31.91
Medical	Direct Service Associate IV	\$ 16.80	\$ 27.18	24.00%	\$ 22.69	\$ 36.70
Medical	Health Care Compliance Specialist I	\$ 20.02	\$ 44.44	24.00%	\$ 27.03	\$ 60.00
Medical	Health Care Compliance Specialist II	\$ 29.36	\$ 35.26	24.00%	\$ 39.64	\$ 47.61
Medical	Health Care Compliance Manager	\$ 35.29	\$ 53.73	24.00%	\$ 47.65	\$ 72.55
Medical	Health Care Technician	\$ 22.45	\$ 33.92	24.00%	\$ 30.31	\$ 45.79

Minnesota

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 19.88	\$ 28.40	24.00%	\$ 26.84	\$ 38.35
Medical	Health Care Technologist II	\$ 25.52	\$ 38.81	24.00%	\$ 34.45	\$ 52.40
Medical	Health Care Technologist III	\$ 38.84	\$ 49.01	24.00%	\$ 52.44	\$ 66.17
Medical	Health Care Manager	\$ 48.83	\$ 77.48	24.00%	\$ 65.94	\$ 104.60
Medical	Laboratory and Research Aide	\$ 14.53	\$ 25.11	24.00%	\$ 19.62	\$ 33.91
Medical	Laboratory and Research Technician	\$ 19.88	\$ 28.40	24.00%	\$ 26.84	\$ 38.35
Medical	Laboratory and Research Specialist I	\$ 18.01	\$ 25.27	24.00%	\$ 24.32	\$ 34.12
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 40.54	\$ 55.79	24.00%	\$ 54.73	\$ 75.33
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 55.87	\$ 61.69	24.00%	\$ 75.43	\$ 83.29
Medical	Laboratory and Research Manager	\$ 62.72	\$ 77.46	24.00%	\$ 84.68	\$ 104.59
Medical	Physical Therapist	\$ 65.69	\$ 80.28	24.00%	\$ 88.69	\$ 108.40
Medical	Psychologist I / Psychology Associate I	\$ 14.50	\$ 19.38	24.00%	\$ 19.58	\$ 26.17
Medical	Psychologist II / Psychology Associate II	\$ 36.78	\$ 47.83	24.00%	\$ 49.66	\$ 64.58
Medical	Psychologist III / Psychology Associate III	\$ 47.91	\$ 78.04	24.00%	\$ 64.68	\$ 105.36
Medical	Psychology Manager	\$ 53.91	\$ 85.13	24.00%	\$ 72.78	\$ 114.93
Medical	Therapist Assistant / Therapist I	\$ 24.57	\$ 26.66	24.00%	\$ 33.18	\$ 35.99
Medical	Therapist I	\$ 29.36	\$ 42.48	24.00%	\$ 39.64	\$ 57.36
Medical	Therapist II	\$ 42.53	\$ 46.18	24.00%	\$ 57.42	\$ 62.35
Medical	Therapist II (SLP/Aud)	\$ 38.78	\$ 56.72	24.00%	\$ 52.36	\$ 76.58
Medical	Therapist III	\$ 37.45	\$ 46.31	24.00%	\$ 50.57	\$ 62.52
Medical	Therapist Manager I	\$ 46.32	\$ 36.17	24.00%	\$ 62.54	\$ 48.84
Medical	Therapist Manager II	\$ 30.21	\$ 39.65	24.00%	\$ 40.79	\$ 53.53
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 39.66	\$ 46.07	24.00%	\$ 53.55	\$ 62.21
Medical	Dentist	\$ 68.54	\$ 110.55	24.00%	\$ 92.54	\$ 149.27
Medical	Dental Hygienist	\$ 32.65	\$ 56.19	24.00%	\$ 44.08	\$ 75.87
Medical	Dental Assistant	\$ 19.32	\$ 27.74	24.00%	\$ 26.09	\$ 37.45
Medical	Pharmacist	\$ 54.17	\$ 91.82	24.00%	\$ 73.14	\$ 123.97
Medical	Pharmacy Technician	\$ 30.30	\$ 44.88	24.00%	\$ 40.92	\$ 60.60
Medical	Medical Doctor	\$ 62.65	\$ 116.08	24.00%	\$ 84.58	\$ 156.73
Medical	Misc - Positions not listed elsewhere	TBD	\$ 117.00	24.00%	TBD	\$ 157.97

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Mississippi

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 21.70	\$ 24.83	24.00%	\$ 29.65	\$ 33.92
Medical	Licensed Practical Nurse II	\$ 23.52	\$ 30.53	24.00%	\$ 32.13	\$ 41.70
Medical	Registered Nurse I	\$ 24.76	\$ 30.39	24.00%	\$ 33.83	\$ 41.51
Medical	Registered Nurse II	\$ 30.45	\$ 38.49	24.00%	\$ 41.59	\$ 52.57
Medical	Registered Nurse III	\$ 38.58	\$ 49.74	24.00%	\$ 52.70	\$ 67.95
Medical	Registered Nurse Manager I	\$ 47.73	\$ 76.03	24.00%	\$ 65.20	\$ 103.87
Medical	Nurse Practitioner	\$ 31.94	\$ 38.51	24.00%	\$ 43.63	\$ 52.61
Medical	Nurse Practitioner II	\$ 38.58	\$ 54.49	24.00%	\$ 52.70	\$ 74.44
Medical	Physician Assistant	\$ 47.79	\$ 69.17	24.00%	\$ 65.29	\$ 94.48
Medical	Registered Nurse Manager II	\$ 27.50	\$ 42.68	24.00%	\$ 37.56	\$ 58.30
Medical	Certified Nurses Aide I	\$ 10.02	\$ 15.60	24.00%	\$ 13.69	\$ 21.30
Medical	Certified Nurses Aide II	\$ 15.34	\$ 18.15	24.00%	\$ 20.95	\$ 24.80
Medical	Counselor I	\$ 11.86	\$ 18.23	24.00%	\$ 16.21	\$ 24.90
Medical	Counselor II	\$ 18.29	\$ 22.35	24.00%	\$ 24.98	\$ 30.53
Medical	Counselor II - Lead Supervisory	\$ 29.96	\$ 37.79	24.00%	\$ 40.93	\$ 51.62
Medical	Counselor Manager	\$ 37.85	\$ 52.77	24.00%	\$ 51.71	\$ 72.08
Medical	Direct Service Associate I	\$ 16.50	\$ 26.56	24.00%	\$ 22.54	\$ 36.29
Medical	Direct Service Associate II	\$ 11.17	\$ 16.43	24.00%	\$ 15.26	\$ 22.44
Medical	Direct Service Associate III	\$ 16.50	\$ 26.56	24.00%	\$ 22.54	\$ 36.29
Medical	Direct Service Associate III (Supervisor)	\$ 11.39	\$ 17.42	24.00%	\$ 15.55	\$ 23.80
Medical	Direct Service Associate IV	\$ 12.39	\$ 20.04	24.00%	\$ 16.92	\$ 27.37
Medical	Health Care Compliance Specialist I	\$ 14.76	\$ 32.76	24.00%	\$ 20.16	\$ 44.75
Medical	Health Care Compliance Specialist II	\$ 21.65	\$ 25.99	24.00%	\$ 29.57	\$ 35.51
Medical	Health Care Compliance Manager	\$ 26.02	\$ 39.61	24.00%	\$ 35.54	\$ 54.11
Medical	Health Care Technician	\$ 20.19	\$ 30.51	24.00%	\$ 27.58	\$ 41.67

Mississippi

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 14.65	\$ 20.94	24.00%	\$ 20.02	\$ 28.60
Medical	Health Care Technologist II	\$ 22.95	\$ 34.91	24.00%	\$ 31.35	\$ 47.69
Medical	Health Care Technologist III	\$ 34.93	\$ 44.08	24.00%	\$ 47.72	\$ 60.22
Medical	Health Care Manager	\$ 43.92	\$ 69.68	24.00%	\$ 60.00	\$ 95.19
Medical	Laboratory and Research Aide	\$ 10.71	\$ 18.51	24.00%	\$ 14.64	\$ 25.29
Medical	Laboratory and Research Technician	\$ 14.65	\$ 20.94	24.00%	\$ 20.02	\$ 28.60
Medical	Laboratory and Research Specialist I	\$ 13.28	\$ 18.63	24.00%	\$ 18.14	\$ 25.45
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 36.46	\$ 50.18	24.00%	\$ 49.80	\$ 68.55
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 50.25	\$ 55.48	24.00%	\$ 68.64	\$ 75.79
Medical	Laboratory and Research Manager	\$ 56.41	\$ 69.67	24.00%	\$ 77.06	\$ 95.17
Medical	Physical Therapist	\$ 48.42	\$ 59.18	24.00%	\$ 66.15	\$ 80.85
Medical	Psychologist I / Psychology Associate I	\$ 10.69	\$ 14.29	24.00%	\$ 14.61	\$ 19.52
Medical	Psychologist II / Psychology Associate II	\$ 33.08	\$ 43.02	24.00%	\$ 45.19	\$ 58.77
Medical	Psychologist III / Psychology Associate III	\$ 43.09	\$ 70.19	24.00%	\$ 58.86	\$ 95.88
Medical	Psychology Manager	\$ 48.48	\$ 76.56	24.00%	\$ 66.23	\$ 104.59
Medical	Therapist Assistant / Therapist I	\$ 18.12	\$ 19.65	24.00%	\$ 24.75	\$ 26.85
Medical	Therapist I	\$ 26.41	\$ 38.21	24.00%	\$ 36.08	\$ 52.20
Medical	Therapist II	\$ 38.25	\$ 41.54	24.00%	\$ 52.25	\$ 56.74
Medical	Therapist II (SLP/Aud)	\$ 34.88	\$ 51.02	24.00%	\$ 47.65	\$ 69.69
Medical	Therapist III	\$ 27.61	\$ 34.14	24.00%	\$ 37.72	\$ 46.63
Medical	Therapist Manager I	\$ 34.15	\$ 26.67	24.00%	\$ 46.65	\$ 36.43
Medical	Therapist Manager II	\$ 22.27	\$ 29.23	24.00%	\$ 30.42	\$ 39.93
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 29.24	\$ 33.96	24.00%	\$ 39.94	\$ 46.40
Medical	Dentist	\$ 61.65	\$ 99.43	24.00%	\$ 84.22	\$ 135.83
Medical	Dental Hygienist	\$ 29.37	\$ 50.54	24.00%	\$ 40.12	\$ 69.04
Medical	Dental Assistant	\$ 14.24	\$ 20.45	24.00%	\$ 19.46	\$ 27.93
Medical	Pharmacist	\$ 48.72	\$ 82.58	24.00%	\$ 66.56	\$ 112.81
Medical	Pharmacy Technician	\$ 22.34	\$ 33.09	24.00%	\$ 30.52	\$ 45.20
Medical	Medical Doctor	\$ 56.35	\$ 104.41	24.00%	\$ 76.97	\$ 142.62
Medical	Misc - Positions not listed elsewhere	TBD	\$ 105.00	24.00%	TBD	\$ 143.43

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
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16111 EXHIBIT A-2
Pricing Sheet
Medical

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2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Missouri

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 25.35	\$ 29.01	24.00%	\$ 34.13	\$ 39.06
Medical	Licensed Practical Nurse II	\$ 27.48	\$ 35.66	24.00%	\$ 36.99	\$ 48.01
Medical	Registered Nurse I	\$ 28.93	\$ 35.50	24.00%	\$ 38.95	\$ 47.80
Medical	Registered Nurse II	\$ 35.57	\$ 44.96	24.00%	\$ 47.89	\$ 60.53
Medical	Registered Nurse III	\$ 40.00	\$ 51.58	24.00%	\$ 53.86	\$ 69.45
Medical	Registered Nurse Manager I	\$ 49.49	\$ 78.84	24.00%	\$ 66.63	\$ 106.15
Medical	Nurse Practitioner	\$ 33.12	\$ 39.94	24.00%	\$ 44.59	\$ 53.77
Medical	Nurse Practitioner II	\$ 40.00	\$ 56.50	24.00%	\$ 53.86	\$ 76.07
Medical	Physician Assistant	\$ 49.56	\$ 71.72	24.00%	\$ 66.72	\$ 96.56
Medical	Registered Nurse Manager II	\$ 32.12	\$ 49.85	24.00%	\$ 43.25	\$ 67.12
Medical	Certified Nurses Aide I	\$ 11.71	\$ 18.22	24.00%	\$ 15.76	\$ 24.53
Medical	Certified Nurses Aide II	\$ 17.92	\$ 21.20	24.00%	\$ 24.13	\$ 28.55
Medical	Counselor I	\$ 13.86	\$ 21.30	24.00%	\$ 18.66	\$ 28.67
Medical	Counselor II	\$ 21.36	\$ 26.11	24.00%	\$ 28.76	\$ 35.15
Medical	Counselor II - Lead Supervisory	\$ 31.07	\$ 39.18	24.00%	\$ 41.83	\$ 52.75
Medical	Counselor Manager	\$ 39.25	\$ 54.71	24.00%	\$ 52.84	\$ 73.67
Medical	Direct Service Associate I	\$ 19.27	\$ 31.03	24.00%	\$ 25.95	\$ 41.78
Medical	Direct Service Associate II	\$ 13.05	\$ 19.19	24.00%	\$ 17.57	\$ 25.84
Medical	Direct Service Associate III	\$ 19.27	\$ 31.03	24.00%	\$ 25.95	\$ 41.78
Medical	Direct Service Associate III (Supervisor)	\$ 13.30	\$ 20.35	24.00%	\$ 17.91	\$ 27.40
Medical	Direct Service Associate IV	\$ 14.47	\$ 23.41	24.00%	\$ 19.48	\$ 31.52
Medical	Health Care Compliance Specialist I	\$ 17.24	\$ 38.27	24.00%	\$ 23.21	\$ 51.52
Medical	Health Care Compliance Specialist II	\$ 25.29	\$ 30.37	24.00%	\$ 34.04	\$ 40.88
Medical	Health Care Compliance Manager	\$ 30.39	\$ 46.27	24.00%	\$ 40.92	\$ 62.30
Medical	Health Care Technician	\$ 20.94	\$ 31.63	24.00%	\$ 28.19	\$ 42.59

Missouri

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 17.12	\$ 24.46	24.00%	\$ 23.05	\$ 32.93
Medical	Health Care Technologist II	\$ 23.80	\$ 36.20	24.00%	\$ 32.04	\$ 48.73
Medical	Health Care Technologist III	\$ 36.22	\$ 45.71	24.00%	\$ 48.77	\$ 61.54
Medical	Health Care Manager	\$ 45.54	\$ 72.26	24.00%	\$ 61.32	\$ 97.28
Medical	Laboratory and Research Aide	\$ 12.52	\$ 21.63	24.00%	\$ 16.85	\$ 29.12
Medical	Laboratory and Research Technician	\$ 17.12	\$ 24.46	24.00%	\$ 23.05	\$ 32.93
Medical	Laboratory and Research Specialist I	\$ 15.51	\$ 21.76	24.00%	\$ 20.88	\$ 29.30
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 37.81	\$ 52.03	24.00%	\$ 50.90	\$ 70.06
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 52.10	\$ 57.53	24.00%	\$ 70.15	\$ 77.46
Medical	Laboratory and Research Manager	\$ 58.49	\$ 72.24	24.00%	\$ 78.76	\$ 97.26
Medical	Physical Therapist	\$ 56.57	\$ 69.14	24.00%	\$ 76.16	\$ 93.08
Medical	Psychologist I / Psychology Associate I	\$ 12.49	\$ 16.69	24.00%	\$ 16.82	\$ 22.47
Medical	Psychologist II / Psychology Associate II	\$ 34.30	\$ 44.61	24.00%	\$ 46.18	\$ 60.06
Medical	Psychologist III / Psychology Associate III	\$ 44.68	\$ 72.78	24.00%	\$ 60.15	\$ 97.99
Medical	Psychology Manager	\$ 50.27	\$ 72.78	24.00%	\$ 67.69	\$ 97.99
Medical	Therapist Assistant / Therapist I	\$ 21.16	\$ 22.96	24.00%	\$ 28.49	\$ 30.91
Medical	Therapist I	\$ 27.38	\$ 39.62	24.00%	\$ 36.87	\$ 53.34
Medical	Therapist II	\$ 39.66	\$ 43.07	24.00%	\$ 53.40	\$ 57.99
Medical	Therapist II (SLP/Aud)	\$ 36.17	\$ 52.90	24.00%	\$ 48.70	\$ 71.22
Medical	Therapist III	\$ 32.26	\$ 39.88	24.00%	\$ 43.43	\$ 53.69
Medical	Therapist Manager I	\$ 39.89	\$ 31.15	24.00%	\$ 53.71	\$ 41.94
Medical	Therapist Manager II	\$ 26.02	\$ 34.14	24.00%	\$ 35.03	\$ 45.97
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 34.16	\$ 39.68	24.00%	\$ 45.99	\$ 53.42
Medical	Dentist	\$ 63.92	\$ 103.10	24.00%	\$ 86.07	\$ 138.82
Medical	Dental Hygienist	\$ 30.45	\$ 52.40	24.00%	\$ 41.00	\$ 70.56
Medical	Dental Assistant	\$ 16.64	\$ 23.89	24.00%	\$ 22.40	\$ 32.16
Medical	Pharmacist	\$ 50.52	\$ 85.63	24.00%	\$ 68.02	\$ 115.29
Medical	Pharmacy Technician	\$ 26.10	\$ 38.65	24.00%	\$ 35.14	\$ 52.04
Medical	Medical Doctor	\$ 58.43	\$ 108.26	24.00%	\$ 78.66	\$ 145.76
Medical	Misc - Positions not listed elsewhere	TBD	\$ 109.00	24.00%	TBD	\$ 146.75

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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Montana

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 24.29	\$ 27.80	24.00%	\$ 32.69	\$ 37.40
Medical	Licensed Practical Nurse II	\$ 26.33	\$ 34.17	24.00%	\$ 35.43	\$ 45.98
Medical	Registered Nurse I	\$ 27.72	\$ 34.02	24.00%	\$ 37.30	\$ 45.77
Medical	Registered Nurse II	\$ 34.08	\$ 43.08	24.00%	\$ 45.86	\$ 57.97
Medical	Registered Nurse III	\$ 40.67	\$ 52.44	24.00%	\$ 54.73	\$ 70.57
Medical	Registered Nurse Manager I	\$ 50.32	\$ 80.16	24.00%	\$ 67.71	\$ 107.86
Medical	Nurse Practitioner	\$ 33.67	\$ 40.60	24.00%	\$ 45.31	\$ 54.64
Medical	Nurse Practitioner II	\$ 40.67	\$ 57.45	24.00%	\$ 54.73	\$ 77.30
Medical	Physician Assistant	\$ 50.39	\$ 72.92	24.00%	\$ 67.80	\$ 98.12
Medical	Registered Nurse Manager II	\$ 30.78	\$ 47.77	24.00%	\$ 41.42	\$ 64.28
Medical	Certified Nurses Aide I	\$ 11.27	\$ 17.46	24.00%	\$ 15.16	\$ 23.49
Medical	Certified Nurses Aide II	\$ 17.17	\$ 20.32	24.00%	\$ 23.10	\$ 27.34
Medical	Counselor I	\$ 13.28	\$ 20.40	24.00%	\$ 17.87	\$ 27.46
Medical	Counselor II	\$ 20.47	\$ 25.02	24.00%	\$ 27.54	\$ 33.66
Medical	Counselor II - Lead Supervisory	\$ 31.59	\$ 39.83	24.00%	\$ 42.50	\$ 53.60
Medical	Counselor Manager	\$ 39.90	\$ 55.63	24.00%	\$ 53.70	\$ 74.85
Medical	Direct Service Associate I	\$ 18.47	\$ 29.73	24.00%	\$ 24.85	\$ 40.01
Medical	Direct Service Associate II	\$ 12.50	\$ 18.39	24.00%	\$ 16.82	\$ 24.75
Medical	Direct Service Associate III	\$ 18.47	\$ 29.73	24.00%	\$ 24.85	\$ 40.01
Medical	Direct Service Associate III (Supervisor)	\$ 12.75	\$ 19.50	24.00%	\$ 17.15	\$ 26.24
Medical	Direct Service Associate IV	\$ 13.87	\$ 22.43	24.00%	\$ 18.66	\$ 30.18
Medical	Health Care Compliance Specialist I	\$ 16.52	\$ 36.67	24.00%	\$ 22.23	\$ 49.34
Medical	Health Care Compliance Specialist II	\$ 24.23	\$ 29.10	24.00%	\$ 32.60	\$ 39.15
Medical	Health Care Compliance Manager	\$ 29.12	\$ 44.34	24.00%	\$ 39.19	\$ 59.66
Medical	Health Care Technician	\$ 21.29	\$ 32.16	24.00%	\$ 28.64	\$ 43.28

Montana

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 16.40	\$ 23.44	24.00%	\$ 22.07	\$ 31.54
Medical	Health Care Technologist II	\$ 24.19	\$ 36.80	24.00%	\$ 32.56	\$ 49.52
Medical	Health Care Technologist III	\$ 36.83	\$ 46.47	24.00%	\$ 49.56	\$ 62.53
Medical	Health Care Manager	\$ 46.31	\$ 73.46	24.00%	\$ 62.31	\$ 98.85
Medical	Laboratory and Research Aide	\$ 11.99	\$ 20.72	24.00%	\$ 16.14	\$ 27.89
Medical	Laboratory and Research Technician	\$ 16.40	\$ 23.44	24.00%	\$ 22.07	\$ 31.54
Medical	Laboratory and Research Specialist I	\$ 14.86	\$ 20.85	24.00%	\$ 20.00	\$ 28.06
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 38.44	\$ 52.90	24.00%	\$ 51.72	\$ 71.19
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 52.97	\$ 58.49	24.00%	\$ 71.28	\$ 78.71
Medical	Laboratory and Research Manager	\$ 59.47	\$ 73.45	24.00%	\$ 80.03	\$ 98.83
Medical	Physical Therapist	\$ 54.20	\$ 66.25	24.00%	\$ 72.93	\$ 89.14
Medical	Psychologist I / Psychology Associate I	\$ 11.97	\$ 16.00	24.00%	\$ 16.10	\$ 21.52
Medical	Psychologist II / Psychology Associate II	\$ 34.87	\$ 45.36	24.00%	\$ 46.92	\$ 61.03
Medical	Psychologist III / Psychology Associate III	\$ 45.43	\$ 73.99	24.00%	\$ 61.12	\$ 99.57
Medical	Psychology Manager	\$ 51.11	\$ 73.99	24.00%	\$ 68.78	\$ 99.57
Medical	Therapist Assistant / Therapist I	\$ 20.28	\$ 22.00	24.00%	\$ 27.28	\$ 29.60
Medical	Therapist I	\$ 27.84	\$ 40.28	24.00%	\$ 37.46	\$ 54.20
Medical	Therapist II	\$ 40.32	\$ 43.79	24.00%	\$ 54.26	\$ 58.92
Medical	Therapist II (SLP/Aud)	\$ 36.77	\$ 53.78	24.00%	\$ 49.48	\$ 72.37
Medical	Therapist III	\$ 30.91	\$ 38.21	24.00%	\$ 41.59	\$ 51.41
Medical	Therapist Manager I	\$ 38.22	\$ 29.85	24.00%	\$ 51.43	\$ 40.16
Medical	Therapist Manager II	\$ 24.93	\$ 32.72	24.00%	\$ 33.54	\$ 44.02
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 32.73	\$ 38.02	24.00%	\$ 44.04	\$ 51.16
Medical	Dentist	\$ 64.99	\$ 104.83	24.00%	\$ 87.45	\$ 141.06
Medical	Dental Hygienist	\$ 30.96	\$ 53.28	24.00%	\$ 41.66	\$ 71.69
Medical	Dental Assistant	\$ 15.94	\$ 22.89	24.00%	\$ 21.45	\$ 30.80
Medical	Pharmacist	\$ 51.37	\$ 87.06	24.00%	\$ 69.12	\$ 117.15
Medical	Pharmacy Technician	\$ 25.01	\$ 37.04	24.00%	\$ 33.65	\$ 49.84
Medical	Medical Doctor	\$ 59.40	\$ 110.07	24.00%	\$ 79.93	\$ 148.11
Medical	Misc - Positions not listed elsewhere	TBD	\$ 111.00	24.00%	TBD	\$ 149.36

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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Nebraska

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 27.63	\$ 31.62	24.00%	\$ 34.60	\$ 39.59
Medical	Licensed Practical Nurse II	\$ 29.95	\$ 38.87	24.00%	\$ 37.50	\$ 48.67
Medical	Registered Nurse I	\$ 31.53	\$ 38.69	24.00%	\$ 39.48	\$ 48.45
Medical	Registered Nurse II	\$ 38.77	\$ 49.00	24.00%	\$ 48.54	\$ 61.36
Medical	Registered Nurse III	\$ 43.72	\$ 64.46	24.00%	\$ 54.75	\$ 80.72
Medical	Registered Nurse Manager I	\$ 52.07	\$ 82.95	24.00%	\$ 65.20	\$ 103.87
Medical	Nurse Practitioner	\$ 54.47	\$ 77.23	24.00%	\$ 68.21	\$ 96.71
Medical	Nurse Practitioner II	\$ 58.46	\$ 82.77	24.00%	\$ 73.20	\$ 103.65
Medical	Physician Assistant	\$ 52.14	\$ 75.46	24.00%	\$ 65.29	\$ 94.48
Medical	Registered Nurse Manager II	\$ 35.01	\$ 54.34	24.00%	\$ 43.84	\$ 68.04
Medical	Certified Nurses Aide I	\$ 13.37	\$ 19.86	24.00%	\$ 16.74	\$ 24.86
Medical	Certified Nurses Aide II	\$ 19.53	\$ 23.11	24.00%	\$ 24.46	\$ 28.94
Medical	Counselor I	\$ 15.11	\$ 23.21	24.00%	\$ 18.92	\$ 29.06
Medical	Counselor II	\$ 23.28	\$ 28.46	24.00%	\$ 29.15	\$ 35.64
Medical	Counselor II - Lead Supervisory	\$ 35.33	\$ 50.10	24.00%	\$ 44.24	\$ 62.74
Medical	Counselor Manager	\$ 41.29	\$ 57.56	24.00%	\$ 51.71	\$ 72.08
Medical	Direct Service Associate I	\$ 21.01	\$ 33.82	24.00%	\$ 26.30	\$ 42.35
Medical	Direct Service Associate II	\$ 14.22	\$ 20.92	24.00%	\$ 17.81	\$ 26.20
Medical	Direct Service Associate III	\$ 21.01	\$ 33.82	24.00%	\$ 26.30	\$ 42.35
Medical	Direct Service Associate III (Supervisor)	\$ 14.50	\$ 22.18	24.00%	\$ 18.15	\$ 27.78
Medical	Direct Service Associate IV	\$ 15.77	\$ 25.52	24.00%	\$ 19.75	\$ 31.95
Medical	Health Care Compliance Specialist I	\$ 18.79	\$ 41.71	24.00%	\$ 23.53	\$ 52.23
Medical	Health Care Compliance Specialist II	\$ 27.56	\$ 33.10	24.00%	\$ 34.51	\$ 41.44
Medical	Health Care Compliance Manager	\$ 33.13	\$ 50.44	24.00%	\$ 41.48	\$ 63.16
Medical	Health Care Technician	\$ 22.03	\$ 33.28	24.00%	\$ 27.58	\$ 41.67

Nebraska

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 18.66	\$ 26.66	24.00%	\$ 23.36	\$ 33.38
Medical	Health Care Technologist II	\$ 25.04	\$ 38.08	24.00%	\$ 31.35	\$ 47.69
Medical	Health Care Technologist III	\$ 27.00	\$ 41.54	24.00%	\$ 33.81	\$ 52.01
Medical	Health Care Manager	\$ 47.92	\$ 76.02	24.00%	\$ 60.00	\$ 95.19
Medical	Laboratory and Research Aide	\$ 13.64	\$ 23.57	24.00%	\$ 17.08	\$ 29.52
Medical	Laboratory and Research Technician	\$ 18.66	\$ 26.66	24.00%	\$ 23.36	\$ 33.38
Medical	Laboratory and Research Specialist I	\$ 16.90	\$ 23.72	24.00%	\$ 21.17	\$ 29.70
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 27.00	\$ 37.17	24.00%	\$ 33.81	\$ 46.54
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 42.39	\$ 46.81	24.00%	\$ 53.08	\$ 58.62
Medical	Laboratory and Research Manager	\$ 47.92	\$ 59.18	24.00%	\$ 60.00	\$ 74.10
Medical	Physical Therapist	\$ 61.66	\$ 75.36	24.00%	\$ 77.20	\$ 94.36
Medical	Psychologist I / Psychology Associate I	\$ 13.61	\$ 18.19	24.00%	\$ 17.05	\$ 22.78
Medical	Psychologist II / Psychology Associate II	\$ 46.17	\$ 60.04	24.00%	\$ 57.81	\$ 75.19
Medical	Psychologist III / Psychology Associate III	\$ 50.75	\$ 82.67	24.00%	\$ 63.55	\$ 103.52
Medical	Psychology Manager	\$ 52.89	\$ 80.40	24.00%	\$ 66.23	\$ 100.68
Medical	Therapist Assistant / Therapist I	\$ 23.07	\$ 25.02	24.00%	\$ 28.88	\$ 31.33
Medical	Therapist I	\$ 28.81	\$ 41.68	24.00%	\$ 36.08	\$ 52.20
Medical	Therapist II	\$ 45.31	\$ 45.31	24.00%	\$ 56.74	\$ 56.74
Medical	Therapist II (SLP/Aud)	\$ 38.05	\$ 55.65	24.00%	\$ 47.65	\$ 69.69
Medical	Therapist III	\$ 35.16	\$ 43.46	24.00%	\$ 44.02	\$ 54.42
Medical	Therapist Manager I	\$ 43.48	\$ 33.95	24.00%	\$ 54.44	\$ 42.52
Medical	Therapist Manager II	\$ 28.36	\$ 37.22	24.00%	\$ 35.51	\$ 46.60
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 37.23	\$ 43.25	24.00%	\$ 46.62	\$ 54.15
Medical	Dentist	\$ 75.11	\$ 82.14	24.00%	\$ 94.05	\$ 102.85
Medical	Dental Hygienist	\$ 40.58	\$ 59.08	24.00%	\$ 50.82	\$ 73.98
Medical	Dental Assistant	\$ 18.14	\$ 26.04	24.00%	\$ 22.71	\$ 32.60
Medical	Pharmacist	\$ 66.65	\$ 102.52	24.00%	\$ 83.45	\$ 128.37
Medical	Pharmacy Technician	\$ 28.44	\$ 42.13	24.00%	\$ 35.62	\$ 52.75
Medical	Medical Doctor	\$ 61.47	\$ 113.90	24.00%	\$ 76.97	\$ 142.62
Medical	Misc - Positions not listed elsewhere	TBD	\$ 114.00	24.00%	TBD	\$ 142.75

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Nevada

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 27.90	\$ 31.92	24.00%	\$ 34.45	\$ 39.42
Medical	Licensed Practical Nurse II	\$ 30.23	\$ 39.24	24.00%	\$ 37.34	\$ 48.46
Medical	Registered Nurse I	\$ 31.83	\$ 39.06	24.00%	\$ 39.31	\$ 48.24
Medical	Registered Nurse II	\$ 39.14	\$ 49.47	24.00%	\$ 48.33	\$ 61.10
Medical	Registered Nurse III	\$ 46.52	\$ 68.59	24.00%	\$ 57.46	\$ 84.71
Medical	Registered Nurse Manager I	\$ 55.40	\$ 88.26	24.00%	\$ 68.42	\$ 109.00
Medical	Nurse Practitioner	\$ 57.96	\$ 82.18	24.00%	\$ 71.58	\$ 101.49
Medical	Nurse Practitioner II	\$ 62.20	\$ 88.07	24.00%	\$ 76.82	\$ 108.77
Medical	Physician Assistant	\$ 55.48	\$ 80.28	24.00%	\$ 68.52	\$ 99.16
Medical	Registered Nurse Manager II	\$ 35.34	\$ 54.85	24.00%	\$ 43.65	\$ 67.75
Medical	Certified Nurses Aide I	\$ 12.88	\$ 20.05	24.00%	\$ 15.91	\$ 24.76
Medical	Certified Nurses Aide II	\$ 19.72	\$ 23.33	24.00%	\$ 24.35	\$ 28.82
Medical	Counselor I	\$ 15.25	\$ 23.43	24.00%	\$ 18.83	\$ 28.94
Medical	Counselor II	\$ 23.50	\$ 28.73	24.00%	\$ 29.03	\$ 35.48
Medical	Counselor II - Lead Supervisory	\$ 37.60	\$ 53.31	24.00%	\$ 46.43	\$ 65.84
Medical	Counselor Manager	\$ 43.94	\$ 61.25	24.00%	\$ 54.26	\$ 75.65
Medical	Direct Service Associate I	\$ 21.21	\$ 34.14	24.00%	\$ 26.19	\$ 42.17
Medical	Direct Service Associate II	\$ 14.36	\$ 21.12	24.00%	\$ 17.73	\$ 26.08
Medical	Direct Service Associate III	\$ 21.21	\$ 34.14	24.00%	\$ 26.19	\$ 42.17
Medical	Direct Service Associate III (Supervisor)	\$ 14.64	\$ 22.39	24.00%	\$ 18.08	\$ 27.66
Medical	Direct Service Associate IV	\$ 15.92	\$ 25.76	24.00%	\$ 19.67	\$ 31.81
Medical	Health Care Compliance Specialist I	\$ 18.97	\$ 42.11	24.00%	\$ 23.43	\$ 52.00
Medical	Health Care Compliance Specialist II	\$ 27.82	\$ 33.41	24.00%	\$ 34.36	\$ 41.27
Medical	Health Care Compliance Manager	\$ 33.44	\$ 50.92	24.00%	\$ 41.30	\$ 62.88
Medical	Health Care Technician	\$ 23.44	\$ 35.41	24.00%	\$ 28.95	\$ 43.73

Nevada

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 18.84	\$ 26.91	24.00%	\$ 23.26	\$ 33.24
Medical	Health Care Technologist II	\$ 26.64	\$ 40.52	24.00%	\$ 32.90	\$ 50.04
Medical	Health Care Technologist III	\$ 28.73	\$ 44.20	24.00%	\$ 35.48	\$ 54.59
Medical	Health Care Manager	\$ 50.98	\$ 80.88	24.00%	\$ 62.97	\$ 99.90
Medical	Laboratory and Research Aide	\$ 13.77	\$ 23.80	24.00%	\$ 17.01	\$ 29.39
Medical	Laboratory and Research Technician	\$ 18.84	\$ 26.91	24.00%	\$ 23.26	\$ 33.24
Medical	Laboratory and Research Specialist I	\$ 17.06	\$ 23.94	24.00%	\$ 21.08	\$ 29.57
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 28.73	\$ 39.54	24.00%	\$ 35.48	\$ 48.84
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 45.11	\$ 49.81	24.00%	\$ 55.71	\$ 61.51
Medical	Laboratory and Research Manager	\$ 50.98	\$ 62.97	24.00%	\$ 62.97	\$ 77.77
Medical	Physical Therapist	\$ 62.24	\$ 76.07	24.00%	\$ 76.87	\$ 93.95
Medical	Psychologist I / Psychology Associate I	\$ 13.74	\$ 18.37	24.00%	\$ 16.97	\$ 22.68
Medical	Psychologist II / Psychology Associate II	\$ 49.12	\$ 63.89	24.00%	\$ 60.67	\$ 78.91
Medical	Psychologist III / Psychology Associate III	\$ 54.00	\$ 87.96	24.00%	\$ 66.69	\$ 108.64
Medical	Psychology Manager	\$ 56.28	\$ 85.55	24.00%	\$ 69.51	\$ 105.66
Medical	Therapist Assistant / Therapist I	\$ 23.28	\$ 25.26	24.00%	\$ 28.76	\$ 31.20
Medical	Therapist I	\$ 30.66	\$ 44.35	24.00%	\$ 37.86	\$ 54.78
Medical	Therapist II	\$ 48.21	\$ 48.21	24.00%	\$ 59.55	\$ 59.55
Medical	Therapist II (SLP/Aud)	\$ 40.49	\$ 59.22	24.00%	\$ 50.01	\$ 73.14
Medical	Therapist III	\$ 35.49	\$ 43.88	24.00%	\$ 43.83	\$ 54.19
Medical	Therapist Manager I	\$ 43.89	\$ 34.28	24.00%	\$ 54.21	\$ 42.33
Medical	Therapist Manager II	\$ 28.63	\$ 37.57	24.00%	\$ 35.36	\$ 46.40
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 37.58	\$ 43.66	24.00%	\$ 46.42	\$ 53.92
Medical	Dentist	\$ 79.92	\$ 87.39	24.00%	\$ 98.70	\$ 107.94
Medical	Dental Hygienist	\$ 43.18	\$ 62.86	24.00%	\$ 53.33	\$ 77.64
Medical	Dental Assistant	\$ 18.31	\$ 26.29	24.00%	\$ 22.61	\$ 32.46
Medical	Pharmacist	\$ 70.91	\$ 109.08	24.00%	\$ 87.58	\$ 134.72
Medical	Pharmacy Technician	\$ 28.71	\$ 42.53	24.00%	\$ 35.46	\$ 52.53
Medical	Medical Doctor	\$ 65.40	\$ 121.19	24.00%	\$ 80.78	\$ 149.68
Medical	Misc - Positions not listed elsewhere	TBD	\$ 122.00	24.00%	TBD	\$ 150.68

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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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New Hampshire

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 30.43	\$ 34.83	24.00%	\$ 38.11	\$ 43.61
Medical	Licensed Practical Nurse II	\$ 32.98	\$ 42.81	24.00%	\$ 41.30	\$ 53.60
Medical	Registered Nurse I	\$ 34.73	\$ 42.62	24.00%	\$ 43.49	\$ 53.37
Medical	Registered Nurse II	\$ 42.70	\$ 53.97	24.00%	\$ 53.47	\$ 67.58
Medical	Registered Nurse III	\$ 49.25	\$ 72.61	24.00%	\$ 61.67	\$ 90.92
Medical	Registered Nurse Manager I	\$ 58.65	\$ 93.43	24.00%	\$ 73.44	\$ 116.99
Medical	Nurse Practitioner	\$ 61.35	\$ 86.99	24.00%	\$ 76.82	\$ 108.93
Medical	Nurse Practitioner II	\$ 65.85	\$ 93.23	24.00%	\$ 82.45	\$ 116.75
Medical	Physician Assistant	\$ 58.73	\$ 84.99	24.00%	\$ 73.54	\$ 106.42
Medical	Registered Nurse Manager II	\$ 38.56	\$ 59.85	24.00%	\$ 48.29	\$ 74.94
Medical	Certified Nurses Aide I	\$ 14.05	\$ 21.87	24.00%	\$ 17.60	\$ 27.39
Medical	Certified Nurses Aide II	\$ 21.51	\$ 25.46	24.00%	\$ 26.94	\$ 31.88
Medical	Counselor I	\$ 16.64	\$ 25.56	24.00%	\$ 20.83	\$ 32.01
Medical	Counselor II	\$ 25.64	\$ 31.34	24.00%	\$ 32.11	\$ 39.25
Medical	Counselor II - Lead Supervisory	\$ 39.80	\$ 56.43	24.00%	\$ 49.84	\$ 70.66
Medical	Counselor Manager	\$ 46.51	\$ 64.84	24.00%	\$ 58.24	\$ 81.19
Medical	Direct Service Associate I	\$ 23.14	\$ 37.25	24.00%	\$ 28.97	\$ 46.65
Medical	Direct Service Associate II	\$ 15.66	\$ 23.04	24.00%	\$ 19.61	\$ 28.85
Medical	Direct Service Associate III	\$ 23.14	\$ 37.25	24.00%	\$ 28.97	\$ 46.65
Medical	Direct Service Associate III (Supervisor)	\$ 15.97	\$ 24.43	24.00%	\$ 19.99	\$ 30.59
Medical	Direct Service Associate IV	\$ 17.37	\$ 28.10	24.00%	\$ 21.75	\$ 35.19
Medical	Health Care Compliance Specialist I	\$ 20.69	\$ 45.94	24.00%	\$ 25.91	\$ 57.52
Medical	Health Care Compliance Specialist II	\$ 30.35	\$ 36.45	24.00%	\$ 38.01	\$ 45.65
Medical	Health Care Compliance Manager	\$ 36.49	\$ 55.55	24.00%	\$ 45.69	\$ 69.56
Medical	Health Care Technician	\$ 24.81	\$ 37.49	24.00%	\$ 31.07	\$ 46.94

New Hampshire

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 20.55	\$ 29.36	24.00%	\$ 25.73	\$ 36.77
Medical	Health Care Technologist II	\$ 28.20	\$ 42.89	24.00%	\$ 35.31	\$ 53.71
Medical	Health Care Technologist III	\$ 30.42	\$ 46.79	24.00%	\$ 38.09	\$ 58.59
Medical	Health Care Manager	\$ 53.97	\$ 85.63	24.00%	\$ 67.58	\$ 107.22
Medical	Laboratory and Research Aide	\$ 15.03	\$ 25.96	24.00%	\$ 18.82	\$ 32.51
Medical	Laboratory and Research Technician	\$ 20.55	\$ 29.36	24.00%	\$ 25.73	\$ 36.77
Medical	Laboratory and Research Specialist I	\$ 18.62	\$ 26.12	24.00%	\$ 23.31	\$ 32.71
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 30.42	\$ 41.86	24.00%	\$ 38.09	\$ 52.42
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 47.75	\$ 52.73	24.00%	\$ 59.79	\$ 66.02
Medical	Laboratory and Research Manager	\$ 53.97	\$ 66.66	24.00%	\$ 67.58	\$ 83.47
Medical	Physical Therapist	\$ 67.91	\$ 83.00	24.00%	\$ 85.03	\$ 103.93
Medical	Psychologist I / Psychology Associate I	\$ 14.99	\$ 20.04	24.00%	\$ 18.78	\$ 25.09
Medical	Psychologist II / Psychology Associate II	\$ 52.00	\$ 67.63	24.00%	\$ 65.12	\$ 84.69
Medical	Psychologist III / Psychology Associate III	\$ 57.17	\$ 93.12	24.00%	\$ 71.58	\$ 116.60
Medical	Psychology Manager	\$ 59.58	\$ 90.56	24.00%	\$ 74.60	\$ 113.40
Medical	Therapist Assistant / Therapist I	\$ 25.40	\$ 27.56	24.00%	\$ 31.81	\$ 34.51
Medical	Therapist I	\$ 32.45	\$ 46.95	24.00%	\$ 40.64	\$ 58.79
Medical	Therapist II	\$ 51.04	\$ 51.04	24.00%	\$ 63.91	\$ 63.91
Medical	Therapist II (SLP/Aud)	\$ 42.86	\$ 62.69	24.00%	\$ 53.67	\$ 78.50
Medical	Therapist III	\$ 38.72	\$ 47.87	24.00%	\$ 48.49	\$ 59.94
Medical	Therapist Manager I	\$ 47.89	\$ 37.40	24.00%	\$ 59.96	\$ 46.83
Medical	Therapist Manager II	\$ 31.23	\$ 40.99	24.00%	\$ 39.11	\$ 51.33
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 41.01	\$ 47.63	24.00%	\$ 51.35	\$ 59.64
Medical	Dentist	\$ 84.60	\$ 92.52	24.00%	\$ 105.93	\$ 115.85
Medical	Dental Hygienist	\$ 45.71	\$ 66.55	24.00%	\$ 57.24	\$ 83.33
Medical	Dental Assistant	\$ 19.98	\$ 28.68	24.00%	\$ 25.01	\$ 35.91
Medical	Pharmacist	\$ 75.07	\$ 115.47	24.00%	\$ 94.00	\$ 144.59
Medical	Pharmacy Technician	\$ 31.33	\$ 46.40	24.00%	\$ 39.23	\$ 58.10
Medical	Medical Doctor	\$ 69.24	\$ 128.29	24.00%	\$ 86.70	\$ 160.65
Medical	Misc - Positions not listed elsewhere	TBD	\$ 129.00	24.00%	TBD	\$ 161.53

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New Jersey

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 31.31	\$ 35.82	24.00%	\$ 42.24	\$ 48.33
Medical	Licensed Practical Nurse II	\$ 33.93	\$ 44.03	24.00%	\$ 45.77	\$ 59.41
Medical	Registered Nurse I	\$ 35.73	\$ 43.84	24.00%	\$ 48.20	\$ 59.14
Medical	Registered Nurse II	\$ 43.92	\$ 55.52	24.00%	\$ 59.25	\$ 74.90
Medical	Registered Nurse III	\$ 46.15	\$ 59.50	24.00%	\$ 62.26	\$ 80.27
Medical	Registered Nurse Manager I	\$ 57.09	\$ 90.95	24.00%	\$ 77.02	\$ 122.70
Medical	Nurse Practitioner	\$ 38.20	\$ 46.07	24.00%	\$ 51.54	\$ 62.15
Medical	Nurse Practitioner II	\$ 46.15	\$ 65.18	24.00%	\$ 62.26	\$ 87.93
Medical	Physician Assistant	\$ 57.17	\$ 82.73	24.00%	\$ 77.13	\$ 111.62
Medical	Registered Nurse Manager II	\$ 39.67	\$ 61.56	24.00%	\$ 53.51	\$ 83.05
Medical	Certified Nurses Aide I	\$ 14.46	\$ 22.50	24.00%	\$ 19.50	\$ 30.35
Medical	Certified Nurses Aide II	\$ 22.13	\$ 26.18	24.00%	\$ 29.85	\$ 35.33
Medical	Counselor I	\$ 17.12	\$ 26.30	24.00%	\$ 23.09	\$ 35.48
Medical	Counselor II	\$ 26.38	\$ 32.24	24.00%	\$ 35.59	\$ 43.50
Medical	Counselor II - Lead Supervisory	\$ 35.84	\$ 45.20	24.00%	\$ 48.35	\$ 60.97
Medical	Counselor Manager	\$ 45.28	\$ 63.12	24.00%	\$ 61.08	\$ 85.15
Medical	Direct Service Associate I	\$ 23.80	\$ 38.32	24.00%	\$ 32.11	\$ 51.70
Medical	Direct Service Associate II	\$ 16.11	\$ 23.70	24.00%	\$ 21.74	\$ 31.98
Medical	Direct Service Associate III	\$ 23.80	\$ 38.32	24.00%	\$ 32.11	\$ 51.70
Medical	Direct Service Associate III (Supervisor)	\$ 16.43	\$ 25.13	24.00%	\$ 22.16	\$ 33.90
Medical	Direct Service Associate IV	\$ 17.87	\$ 28.91	24.00%	\$ 24.11	\$ 39.00
Medical	Health Care Compliance Specialist I	\$ 21.29	\$ 47.26	24.00%	\$ 28.72	\$ 63.75
Medical	Health Care Compliance Specialist II	\$ 31.22	\$ 37.50	24.00%	\$ 42.12	\$ 50.59
Medical	Health Care Compliance Manager	\$ 37.53	\$ 57.14	24.00%	\$ 50.63	\$ 77.09
Medical	Health Care Technician	\$ 24.15	\$ 36.49	24.00%	\$ 32.58	\$ 49.23

New Jersey

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 21.14	\$ 30.21	24.00%	\$ 28.52	\$ 40.75
Medical	Health Care Technologist II	\$ 27.45	\$ 41.76	24.00%	\$ 37.03	\$ 56.33
Medical	Health Care Technologist III	\$ 41.79	\$ 52.73	24.00%	\$ 56.37	\$ 71.14
Medical	Health Care Manager	\$ 52.54	\$ 83.35	24.00%	\$ 70.88	\$ 112.45
Medical	Laboratory and Research Aide	\$ 15.46	\$ 26.71	24.00%	\$ 20.85	\$ 36.03
Medical	Laboratory and Research Technician	\$ 21.14	\$ 30.21	24.00%	\$ 28.52	\$ 40.75
Medical	Laboratory and Research Specialist I	\$ 19.15	\$ 26.87	24.00%	\$ 25.84	\$ 36.25
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 43.61	\$ 60.02	24.00%	\$ 58.84	\$ 80.98
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 60.10	\$ 66.37	24.00%	\$ 81.09	\$ 89.54
Medical	Laboratory and Research Manager	\$ 67.48	\$ 83.34	24.00%	\$ 91.03	\$ 112.43
Medical	Physical Therapist	\$ 69.85	\$ 85.38	24.00%	\$ 94.24	\$ 115.18
Medical	Psychologist I / Psychology Associate I	\$ 15.42	\$ 20.61	24.00%	\$ 20.81	\$ 27.81
Medical	Psychologist II / Psychology Associate II	\$ 39.57	\$ 51.46	24.00%	\$ 53.38	\$ 69.43
Medical	Psychologist III / Psychology Associate III	\$ 51.54	\$ 83.95	24.00%	\$ 69.53	\$ 113.26
Medical	Psychology Manager	\$ 57.99	\$ 83.95	24.00%	\$ 78.24	\$ 113.26
Medical	Therapist Assistant / Therapist I	\$ 26.13	\$ 28.35	24.00%	\$ 35.26	\$ 38.25
Medical	Therapist I	\$ 31.59	\$ 45.70	24.00%	\$ 42.62	\$ 61.66
Medical	Therapist II	\$ 45.75	\$ 49.68	24.00%	\$ 61.72	\$ 67.03
Medical	Therapist II (SLP/Aud)	\$ 41.72	\$ 61.02	24.00%	\$ 56.29	\$ 82.33
Medical	Therapist III	\$ 39.83	\$ 49.24	24.00%	\$ 53.74	\$ 66.43
Medical	Therapist Manager I	\$ 49.26	\$ 38.47	24.00%	\$ 66.46	\$ 51.90
Medical	Therapist Manager II	\$ 32.13	\$ 42.16	24.00%	\$ 43.34	\$ 56.88
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 42.18	\$ 49.00	24.00%	\$ 56.91	\$ 66.10
Medical	Dentist	\$ 73.74	\$ 118.94	24.00%	\$ 99.49	\$ 160.46
Medical	Dental Hygienist	\$ 35.13	\$ 60.45	24.00%	\$ 47.39	\$ 81.56
Medical	Dental Assistant	\$ 20.55	\$ 29.50	24.00%	\$ 27.72	\$ 39.80
Medical	Pharmacist	\$ 58.28	\$ 98.78	24.00%	\$ 78.63	\$ 133.27
Medical	Pharmacy Technician	\$ 32.23	\$ 47.73	24.00%	\$ 43.48	\$ 64.40
Medical	Medical Doctor	\$ 67.40	\$ 124.89	24.00%	\$ 90.93	\$ 168.48
Medical	Misc - Positions not listed elsewhere	TBD	\$ 125.00	24.00%	TBD	\$ 168.64

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

New Mexico

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 26.47	\$ 30.29	24.00%	\$ 33.05	\$ 37.82
Medical	Licensed Practical Nurse II	\$ 28.69	\$ 37.24	24.00%	\$ 35.82	\$ 46.48
Medical	Registered Nurse I	\$ 30.21	\$ 37.07	24.00%	\$ 37.71	\$ 46.28
Medical	Registered Nurse II	\$ 37.14	\$ 46.95	24.00%	\$ 46.36	\$ 58.61
Medical	Registered Nurse III	\$ 43.96	\$ 56.68	24.00%	\$ 54.87	\$ 70.75
Medical	Registered Nurse Manager I	\$ 54.38	\$ 86.63	24.00%	\$ 67.89	\$ 108.15
Medical	Nurse Practitioner	\$ 36.39	\$ 43.88	24.00%	\$ 45.43	\$ 54.78
Medical	Nurse Practitioner II	\$ 43.96	\$ 62.09	24.00%	\$ 54.87	\$ 77.50
Medical	Physician Assistant	\$ 54.46	\$ 78.81	24.00%	\$ 67.98	\$ 98.38
Medical	Registered Nurse Manager II	\$ 33.54	\$ 52.06	24.00%	\$ 41.87	\$ 64.99
Medical	Certified Nurses Aide I	\$ 12.23	\$ 19.02	24.00%	\$ 15.26	\$ 23.75
Medical	Certified Nurses Aide II	\$ 18.71	\$ 22.14	24.00%	\$ 23.36	\$ 27.64
Medical	Counselor I	\$ 14.47	\$ 22.24	24.00%	\$ 18.07	\$ 27.76
Medical	Counselor II	\$ 22.31	\$ 27.27	24.00%	\$ 27.85	\$ 34.04
Medical	Counselor II - Lead Supervisory	\$ 34.14	\$ 43.05	24.00%	\$ 42.62	\$ 53.74
Medical	Counselor Manager	\$ 43.13	\$ 60.12	24.00%	\$ 53.84	\$ 75.05
Medical	Direct Service Associate I	\$ 20.13	\$ 32.41	24.00%	\$ 25.12	\$ 40.45
Medical	Direct Service Associate II	\$ 13.63	\$ 20.04	24.00%	\$ 17.01	\$ 25.02
Medical	Direct Service Associate III	\$ 20.13	\$ 32.41	24.00%	\$ 25.12	\$ 40.45
Medical	Direct Service Associate III (Supervisor)	\$ 13.89	\$ 21.25	24.00%	\$ 17.34	\$ 26.53
Medical	Direct Service Associate IV	\$ 15.11	\$ 24.45	24.00%	\$ 18.87	\$ 30.52
Medical	Health Care Compliance Specialist I	\$ 18.00	\$ 39.96	24.00%	\$ 22.47	\$ 49.88
Medical	Health Care Compliance Specialist II	\$ 26.40	\$ 31.71	24.00%	\$ 32.96	\$ 39.59
Medical	Health Care Compliance Manager	\$ 31.74	\$ 48.32	24.00%	\$ 39.62	\$ 60.32
Medical	Health Care Technician	\$ 23.01	\$ 34.76	24.00%	\$ 28.72	\$ 43.39

New Mexico

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 17.88	\$ 25.54	24.00%	\$ 22.32	\$ 31.89
Medical	Health Care Technologist II	\$ 26.15	\$ 39.77	24.00%	\$ 32.64	\$ 49.65
Medical	Health Care Technologist III	\$ 39.80	\$ 50.23	24.00%	\$ 49.69	\$ 62.70
Medical	Health Care Manager	\$ 50.05	\$ 79.40	24.00%	\$ 62.47	\$ 99.11
Medical	Laboratory and Research Aide	\$ 13.07	\$ 22.59	24.00%	\$ 16.32	\$ 28.19
Medical	Laboratory and Research Technician	\$ 17.88	\$ 25.54	24.00%	\$ 22.32	\$ 31.89
Medical	Laboratory and Research Specialist I	\$ 16.20	\$ 22.72	24.00%	\$ 20.22	\$ 28.37
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 41.54	\$ 57.18	24.00%	\$ 51.86	\$ 71.37
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 57.25	\$ 63.22	24.00%	\$ 71.47	\$ 78.92
Medical	Laboratory and Research Manager	\$ 64.28	\$ 79.38	24.00%	\$ 80.24	\$ 99.09
Medical	Physical Therapist	\$ 59.07	\$ 72.20	24.00%	\$ 73.74	\$ 90.13
Medical	Psychologist I / Psychology Associate I	\$ 13.04	\$ 17.43	24.00%	\$ 16.28	\$ 21.76
Medical	Psychologist II / Psychology Associate II	\$ 37.69	\$ 49.02	24.00%	\$ 47.05	\$ 61.19
Medical	Psychologist III / Psychology Associate III	\$ 49.09	\$ 79.97	24.00%	\$ 61.29	\$ 99.83
Medical	Psychology Manager	\$ 55.24	\$ 79.97	24.00%	\$ 68.96	\$ 99.83
Medical	Therapist Assistant / Therapist I	\$ 22.10	\$ 23.97	24.00%	\$ 27.59	\$ 29.93
Medical	Therapist I	\$ 30.09	\$ 43.54	24.00%	\$ 37.56	\$ 54.35
Medical	Therapist II	\$ 43.58	\$ 47.33	24.00%	\$ 54.40	\$ 59.08
Medical	Therapist II (SLP/Aud)	\$ 39.74	\$ 58.13	24.00%	\$ 49.61	\$ 72.56
Medical	Therapist III	\$ 33.68	\$ 41.64	24.00%	\$ 42.05	\$ 51.98
Medical	Therapist Manager I	\$ 41.66	\$ 32.53	24.00%	\$ 52.00	\$ 40.61
Medical	Therapist Manager II	\$ 27.17	\$ 35.66	24.00%	\$ 33.92	\$ 44.51
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 35.67	\$ 41.43	24.00%	\$ 44.53	\$ 51.72
Medical	Dentist	\$ 70.24	\$ 113.29	24.00%	\$ 87.69	\$ 141.43
Medical	Dental Hygienist	\$ 33.46	\$ 57.58	24.00%	\$ 41.77	\$ 71.88
Medical	Dental Assistant	\$ 17.38	\$ 24.95	24.00%	\$ 21.69	\$ 31.14
Medical	Pharmacist	\$ 55.51	\$ 94.10	24.00%	\$ 69.30	\$ 117.46
Medical	Pharmacy Technician	\$ 27.25	\$ 40.36	24.00%	\$ 34.02	\$ 50.39
Medical	Medical Doctor	\$ 64.20	\$ 118.96	24.00%	\$ 80.14	\$ 148.50
Medical	Misc - Positions not listed elsewhere	TBD	\$ 119.00	24.00%	TBD	\$ 148.55

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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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New York

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 31.49	\$ 36.04	24.00%	\$ 42.53	\$ 48.67
Medical	Licensed Practical Nurse II	\$ 34.13	\$ 44.30	24.00%	\$ 46.10	\$ 59.83
Medical	Registered Nurse I	\$ 35.94	\$ 44.10	24.00%	\$ 48.54	\$ 59.56
Medical	Registered Nurse II	\$ 44.18	\$ 55.85	24.00%	\$ 59.67	\$ 75.43
Medical	Registered Nurse III	\$ 49.31	\$ 63.58	24.00%	\$ 66.60	\$ 85.87
Medical	Registered Nurse Manager I	\$ 61.01	\$ 97.19	24.00%	\$ 82.39	\$ 131.26
Medical	Nurse Practitioner	\$ 40.82	\$ 49.23	24.00%	\$ 55.14	\$ 66.49
Medical	Nurse Practitioner II	\$ 49.31	\$ 69.65	24.00%	\$ 66.60	\$ 94.07
Medical	Physician Assistant	\$ 61.09	\$ 88.41	24.00%	\$ 82.51	\$ 119.40
Medical	Registered Nurse Manager II	\$ 39.90	\$ 61.93	24.00%	\$ 53.89	\$ 83.64
Medical	Certified Nurses Aide I	\$ 15.15	\$ 22.63	24.00%	\$ 20.46	\$ 30.56
Medical	Certified Nurses Aide II	\$ 22.26	\$ 26.34	24.00%	\$ 30.06	\$ 35.58
Medical	Counselor I	\$ 17.22	\$ 26.45	24.00%	\$ 23.25	\$ 35.73
Medical	Counselor II	\$ 26.54	\$ 32.43	24.00%	\$ 35.84	\$ 43.81
Medical	Counselor II - Lead Supervisory	\$ 38.30	\$ 48.30	24.00%	\$ 51.73	\$ 65.23
Medical	Counselor Manager	\$ 48.38	\$ 67.45	24.00%	\$ 65.34	\$ 91.09
Medical	Direct Service Associate I	\$ 23.94	\$ 38.55	24.00%	\$ 32.34	\$ 52.06
Medical	Direct Service Associate II	\$ 16.21	\$ 23.84	24.00%	\$ 21.89	\$ 32.20
Medical	Direct Service Associate III	\$ 23.94	\$ 38.55	24.00%	\$ 32.34	\$ 52.06
Medical	Direct Service Associate III (Supervisor)	\$ 16.52	\$ 25.28	24.00%	\$ 22.32	\$ 34.14
Medical	Direct Service Associate IV	\$ 17.98	\$ 29.08	24.00%	\$ 24.28	\$ 39.28
Medical	Health Care Compliance Specialist I	\$ 21.41	\$ 47.54	24.00%	\$ 28.92	\$ 64.20
Medical	Health Care Compliance Specialist II	\$ 31.41	\$ 37.72	24.00%	\$ 42.42	\$ 50.95
Medical	Health Care Compliance Manager	\$ 37.76	\$ 57.48	24.00%	\$ 50.99	\$ 77.64
Medical	Health Care Technician	\$ 25.81	\$ 38.99	24.00%	\$ 34.86	\$ 52.66

New York

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 21.27	\$ 30.39	24.00%	\$ 28.72	\$ 41.04
Medical	Health Care Technologist II	\$ 29.33	\$ 44.62	24.00%	\$ 39.62	\$ 60.26
Medical	Health Care Technologist III	\$ 44.65	\$ 56.35	24.00%	\$ 60.31	\$ 76.10
Medical	Health Care Manager	\$ 56.14	\$ 89.07	24.00%	\$ 75.83	\$ 120.30
Medical	Laboratory and Research Aide	\$ 15.55	\$ 26.87	24.00%	\$ 21.00	\$ 36.29
Medical	Laboratory and Research Technician	\$ 21.27	\$ 30.39	24.00%	\$ 28.72	\$ 41.04
Medical	Laboratory and Research Specialist I	\$ 19.27	\$ 27.03	24.00%	\$ 26.02	\$ 36.51
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 46.60	\$ 64.14	24.00%	\$ 62.94	\$ 86.63
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 64.23	\$ 70.92	24.00%	\$ 86.74	\$ 95.78
Medical	Laboratory and Research Manager	\$ 72.11	\$ 89.05	24.00%	\$ 97.39	\$ 120.27
Medical	Physical Therapist	\$ 70.27	\$ 85.88	24.00%	\$ 94.90	\$ 115.99
Medical	Psychologist I / Psychology Associate I	\$ 15.52	\$ 20.74	24.00%	\$ 20.95	\$ 28.01
Medical	Psychologist II / Psychology Associate II	\$ 42.28	\$ 54.99	24.00%	\$ 57.10	\$ 74.27
Medical	Psychologist III / Psychology Associate III	\$ 55.08	\$ 89.71	24.00%	\$ 74.38	\$ 121.17
Medical	Psychology Manager	\$ 61.97	\$ 89.71	24.00%	\$ 83.70	\$ 121.17
Medical	Therapist Assistant / Therapist I	\$ 26.29	\$ 28.52	24.00%	\$ 35.50	\$ 38.52
Medical	Therapist I	\$ 33.76	\$ 48.84	24.00%	\$ 45.59	\$ 65.96
Medical	Therapist II	\$ 48.89	\$ 53.09	24.00%	\$ 66.03	\$ 71.71
Medical	Therapist II (SLP/Aud)	\$ 44.59	\$ 65.21	24.00%	\$ 60.22	\$ 88.07
Medical	Therapist III	\$ 40.07	\$ 49.54	24.00%	\$ 54.12	\$ 66.90
Medical	Therapist Manager I	\$ 49.55	\$ 38.70	24.00%	\$ 66.92	\$ 52.26
Medical	Therapist Manager II	\$ 32.32	\$ 42.41	24.00%	\$ 43.65	\$ 57.28
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 42.43	\$ 49.29	24.00%	\$ 57.31	\$ 66.57
Medical	Dentist	\$ 78.80	\$ 127.10	24.00%	\$ 106.43	\$ 171.65
Medical	Dental Hygienist	\$ 37.54	\$ 64.60	24.00%	\$ 50.70	\$ 87.25
Medical	Dental Assistant	\$ 20.67	\$ 29.68	24.00%	\$ 27.92	\$ 40.08
Medical	Pharmacist	\$ 62.28	\$ 105.56	24.00%	\$ 84.11	\$ 142.56
Medical	Pharmacy Technician	\$ 32.42	\$ 48.02	24.00%	\$ 43.78	\$ 64.85
Medical	Medical Doctor	\$ 72.02	\$ 133.45	24.00%	\$ 97.27	\$ 180.24
Medical	Misc - Positions not listed elsewhere	TBD	\$ 134.00	24.00%	TBD	\$ 180.98

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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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North Carolina

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 25.26	\$ 28.90	24.00%	\$ 33.84	\$ 38.72
Medical	Licensed Practical Nurse II	\$ 27.37	\$ 35.52	24.00%	\$ 36.67	\$ 47.59
Medical	Registered Nurse I	\$ 28.82	\$ 35.37	24.00%	\$ 38.61	\$ 47.38
Medical	Registered Nurse II	\$ 35.43	\$ 44.79	24.00%	\$ 47.47	\$ 60.00
Medical	Registered Nurse III	\$ 40.64	\$ 52.39	24.00%	\$ 54.44	\$ 70.19
Medical	Registered Nurse Manager I	\$ 50.27	\$ 80.09	24.00%	\$ 67.35	\$ 107.29
Medical	Nurse Practitioner	\$ 33.64	\$ 40.57	24.00%	\$ 45.07	\$ 54.35
Medical	Nurse Practitioner II	\$ 40.64	\$ 57.39	24.00%	\$ 54.44	\$ 76.89
Medical	Physician Assistant	\$ 50.34	\$ 72.85	24.00%	\$ 67.44	\$ 97.60
Medical	Registered Nurse Manager II	\$ 32.00	\$ 49.66	24.00%	\$ 42.87	\$ 66.53
Medical	Certified Nurses Aide I	\$ 11.66	\$ 18.15	24.00%	\$ 15.62	\$ 24.31
Medical	Certified Nurses Aide II	\$ 17.85	\$ 21.12	24.00%	\$ 23.92	\$ 28.30
Medical	Counselor I	\$ 13.81	\$ 21.21	24.00%	\$ 18.50	\$ 28.42
Medical	Counselor II	\$ 21.28	\$ 26.01	24.00%	\$ 28.51	\$ 34.85
Medical	Counselor II - Lead Supervisory	\$ 31.56	\$ 39.80	24.00%	\$ 42.28	\$ 53.32
Medical	Counselor Manager	\$ 39.87	\$ 55.58	24.00%	\$ 53.41	\$ 74.46
Medical	Direct Service Associate I	\$ 19.20	\$ 30.91	24.00%	\$ 25.72	\$ 41.42
Medical	Direct Service Associate II	\$ 13.00	\$ 19.12	24.00%	\$ 17.41	\$ 25.62
Medical	Direct Service Associate III	\$ 19.20	\$ 30.91	24.00%	\$ 25.72	\$ 41.42
Medical	Direct Service Associate III (Supervisor)	\$ 13.25	\$ 20.27	24.00%	\$ 17.75	\$ 27.16
Medical	Direct Service Associate IV	\$ 14.42	\$ 23.32	24.00%	\$ 19.31	\$ 31.24
Medical	Health Care Compliance Specialist I	\$ 17.17	\$ 38.12	24.00%	\$ 23.01	\$ 51.07
Medical	Health Care Compliance Specialist II	\$ 25.19	\$ 30.25	24.00%	\$ 33.75	\$ 40.53
Medical	Health Care Compliance Manager	\$ 30.28	\$ 46.10	24.00%	\$ 40.56	\$ 61.76
Medical	Health Care Technician	\$ 21.27	\$ 32.13	24.00%	\$ 28.49	\$ 43.05

North Carolina

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 17.05	\$ 24.37	24.00%	\$ 22.85	\$ 32.65
Medical	Health Care Technologist II	\$ 24.17	\$ 36.77	24.00%	\$ 32.38	\$ 49.26
Medical	Health Care Technologist III	\$ 36.80	\$ 46.43	24.00%	\$ 49.30	\$ 62.20
Medical	Health Care Manager	\$ 46.26	\$ 73.40	24.00%	\$ 61.98	\$ 98.33
Medical	Laboratory and Research Aide	\$ 12.47	\$ 21.55	24.00%	\$ 16.70	\$ 28.86
Medical	Laboratory and Research Technician	\$ 17.05	\$ 24.37	24.00%	\$ 22.85	\$ 32.65
Medical	Laboratory and Research Specialist I	\$ 15.45	\$ 21.68	24.00%	\$ 20.70	\$ 29.04
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 38.40	\$ 52.86	24.00%	\$ 51.45	\$ 70.81
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 52.93	\$ 58.44	24.00%	\$ 70.90	\$ 78.29
Medical	Laboratory and Research Manager	\$ 59.42	\$ 73.38	24.00%	\$ 79.60	\$ 98.31
Medical	Physical Therapist	\$ 56.35	\$ 68.88	24.00%	\$ 75.50	\$ 92.27
Medical	Psychologist I / Psychology Associate I	\$ 12.44	\$ 16.63	24.00%	\$ 16.67	\$ 22.28
Medical	Psychologist II / Psychology Associate II	\$ 34.84	\$ 45.31	24.00%	\$ 46.68	\$ 60.71
Medical	Psychologist III / Psychology Associate III	\$ 45.38	\$ 73.93	24.00%	\$ 60.80	\$ 99.04
Medical	Psychology Manager	\$ 51.07	\$ 73.93	24.00%	\$ 68.41	\$ 99.04
Medical	Therapist Assistant / Therapist I	\$ 21.08	\$ 22.87	24.00%	\$ 28.24	\$ 30.64
Medical	Therapist I	\$ 27.82	\$ 40.25	24.00%	\$ 37.27	\$ 53.92
Medical	Therapist II	\$ 40.29	\$ 43.75	24.00%	\$ 53.97	\$ 58.61
Medical	Therapist II (SLP/Aud)	\$ 36.74	\$ 53.74	24.00%	\$ 49.22	\$ 71.99
Medical	Therapist III	\$ 32.13	\$ 39.73	24.00%	\$ 43.05	\$ 53.22
Medical	Therapist Manager I	\$ 39.74	\$ 31.03	24.00%	\$ 53.24	\$ 41.58
Medical	Therapist Manager II	\$ 25.92	\$ 34.02	24.00%	\$ 34.72	\$ 45.57
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 34.03	\$ 39.53	24.00%	\$ 45.59	\$ 52.95
Medical	Dentist	\$ 64.94	\$ 104.73	24.00%	\$ 86.99	\$ 140.31
Medical	Dental Hygienist	\$ 30.93	\$ 53.23	24.00%	\$ 41.44	\$ 71.31
Medical	Dental Assistant	\$ 16.58	\$ 23.80	24.00%	\$ 22.21	\$ 31.88
Medical	Pharmacist	\$ 51.32	\$ 86.99	24.00%	\$ 68.75	\$ 116.53
Medical	Pharmacy Technician	\$ 26.00	\$ 38.51	24.00%	\$ 34.83	\$ 51.59
Medical	Medical Doctor	\$ 59.35	\$ 109.97	24.00%	\$ 79.51	\$ 147.32
Medical	Misc - Positions not listed elsewhere	TBD	\$ 110.00	24.00%	TBD	\$ 147.36

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16111 EXHIBIT A-2
Pricing Sheet
Medical

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

North Dakota

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 29.62	\$ 33.89	24.00%	\$ 39.02	\$ 44.65
Medical	Licensed Practical Nurse II	\$ 32.10	\$ 41.66	24.00%	\$ 42.29	\$ 54.89
Medical	Registered Nurse I	\$ 33.80	\$ 41.48	24.00%	\$ 44.53	\$ 54.65
Medical	Registered Nurse II	\$ 41.56	\$ 52.53	24.00%	\$ 54.75	\$ 69.20
Medical	Registered Nurse III	\$ 42.24	\$ 62.28	24.00%	\$ 55.65	\$ 82.05
Medical	Registered Nurse Manager I	\$ 50.30	\$ 80.14	24.00%	\$ 66.27	\$ 105.58
Medical	Nurse Practitioner	\$ 52.62	\$ 74.62	24.00%	\$ 69.33	\$ 98.31
Medical	Nurse Practitioner II	\$ 56.48	\$ 79.97	24.00%	\$ 74.41	\$ 105.36
Medical	Physician Assistant	\$ 50.37	\$ 72.90	24.00%	\$ 66.37	\$ 96.04
Medical	Registered Nurse Manager II	\$ 37.53	\$ 58.25	24.00%	\$ 49.45	\$ 76.74
Medical	Certified Nurses Aide I	\$ 13.68	\$ 21.29	24.00%	\$ 18.02	\$ 28.04
Medical	Certified Nurses Aide II	\$ 20.94	\$ 24.77	24.00%	\$ 27.58	\$ 32.64
Medical	Counselor I	\$ 16.19	\$ 24.88	24.00%	\$ 21.33	\$ 32.78
Medical	Counselor II	\$ 24.96	\$ 30.51	24.00%	\$ 32.88	\$ 40.19
Medical	Counselor II - Lead Supervisory	\$ 34.14	\$ 48.40	24.00%	\$ 44.97	\$ 63.77
Medical	Counselor Manager	\$ 39.89	\$ 55.61	24.00%	\$ 52.56	\$ 73.27
Medical	Direct Service Associate I	\$ 22.52	\$ 36.26	24.00%	\$ 29.67	\$ 47.77
Medical	Direct Service Associate II	\$ 15.25	\$ 22.43	24.00%	\$ 20.09	\$ 29.54
Medical	Direct Service Associate III	\$ 22.52	\$ 36.26	24.00%	\$ 29.67	\$ 47.77
Medical	Direct Service Associate III (Supervisor)	\$ 15.54	\$ 23.78	24.00%	\$ 20.47	\$ 31.33
Medical	Direct Service Associate IV	\$ 16.91	\$ 27.35	24.00%	\$ 22.28	\$ 36.04
Medical	Health Care Compliance Specialist I	\$ 20.14	\$ 44.71	24.00%	\$ 26.53	\$ 58.91
Medical	Health Care Compliance Specialist II	\$ 29.54	\$ 35.48	24.00%	\$ 38.92	\$ 46.74
Medical	Health Care Compliance Manager	\$ 35.51	\$ 54.07	24.00%	\$ 46.78	\$ 71.23
Medical	Health Care Technician	\$ 21.28	\$ 32.15	24.00%	\$ 28.04	\$ 42.36

North Dakota

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 20.00	\$ 28.58	24.00%	\$ 26.35	\$ 37.65
Medical	Health Care Technologist II	\$ 24.19	\$ 36.79	24.00%	\$ 31.87	\$ 48.47
Medical	Health Care Technologist III	\$ 26.09	\$ 40.13	24.00%	\$ 34.37	\$ 52.87
Medical	Health Care Manager	\$ 46.29	\$ 73.44	24.00%	\$ 60.99	\$ 96.76
Medical	Laboratory and Research Aide	\$ 14.62	\$ 25.27	24.00%	\$ 19.27	\$ 33.29
Medical	Laboratory and Research Technician	\$ 20.00	\$ 28.58	24.00%	\$ 26.35	\$ 37.65
Medical	Laboratory and Research Specialist I	\$ 18.12	\$ 25.42	24.00%	\$ 23.87	\$ 33.50
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 26.09	\$ 35.91	24.00%	\$ 34.37	\$ 47.31
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 40.96	\$ 45.22	24.00%	\$ 53.96	\$ 59.58
Medical	Laboratory and Research Manager	\$ 46.29	\$ 57.17	24.00%	\$ 60.99	\$ 75.32
Medical	Physical Therapist	\$ 66.09	\$ 80.78	24.00%	\$ 87.07	\$ 106.42
Medical	Psychologist I / Psychology Associate I	\$ 14.59	\$ 19.50	24.00%	\$ 19.23	\$ 25.70
Medical	Psychologist II / Psychology Associate II	\$ 44.60	\$ 58.01	24.00%	\$ 58.76	\$ 76.43
Medical	Psychologist III / Psychology Associate III	\$ 49.03	\$ 79.87	24.00%	\$ 64.60	\$ 105.23
Medical	Psychology Manager	\$ 51.10	\$ 77.68	24.00%	\$ 67.32	\$ 102.34
Medical	Therapist Assistant / Therapist I	\$ 24.73	\$ 26.82	24.00%	\$ 32.57	\$ 35.34
Medical	Therapist I	\$ 27.83	\$ 40.27	24.00%	\$ 36.67	\$ 53.06
Medical	Therapist II	\$ 43.78	\$ 43.78	24.00%	\$ 57.68	\$ 57.68
Medical	Therapist II (SLP/Aud)	\$ 36.76	\$ 53.77	24.00%	\$ 48.43	\$ 70.84
Medical	Therapist III	\$ 37.69	\$ 46.59	24.00%	\$ 49.65	\$ 61.38
Medical	Therapist Manager I	\$ 46.61	\$ 36.40	24.00%	\$ 61.40	\$ 47.95
Medical	Therapist Manager II	\$ 30.40	\$ 39.89	24.00%	\$ 40.05	\$ 52.56
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 39.91	\$ 46.36	24.00%	\$ 52.58	\$ 61.08
Medical	Dentist	\$ 72.56	\$ 79.35	24.00%	\$ 95.60	\$ 104.55
Medical	Dental Hygienist	\$ 39.21	\$ 57.08	24.00%	\$ 51.66	\$ 75.20
Medical	Dental Assistant	\$ 19.44	\$ 27.91	24.00%	\$ 25.61	\$ 36.77
Medical	Pharmacist	\$ 64.39	\$ 99.04	24.00%	\$ 84.83	\$ 130.49
Medical	Pharmacy Technician	\$ 30.49	\$ 45.16	24.00%	\$ 40.17	\$ 59.50
Medical	Medical Doctor	\$ 59.39	\$ 110.04	24.00%	\$ 78.24	\$ 144.97
Medical	Misc - Positions not listed elsewhere	TBD	\$ 111.00	24.00%	TBD	\$ 146.24

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Ohio

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 28.32	\$ 32.40	24.00%	\$ 35.81	\$ 40.98
Medical	Licensed Practical Nurse II	\$ 30.69	\$ 39.83	24.00%	\$ 38.81	\$ 50.37
Medical	Registered Nurse I	\$ 32.31	\$ 39.65	24.00%	\$ 40.87	\$ 50.15
Medical	Registered Nurse II	\$ 39.72	\$ 50.21	24.00%	\$ 50.24	\$ 63.51
Medical	Registered Nurse III	\$ 42.36	\$ 54.61	24.00%	\$ 53.57	\$ 69.07
Medical	Registered Nurse Manager I	\$ 52.40	\$ 83.47	24.00%	\$ 66.27	\$ 105.58
Medical	Nurse Practitioner	\$ 35.06	\$ 42.28	24.00%	\$ 44.35	\$ 53.48
Medical	Nurse Practitioner II	\$ 42.36	\$ 59.82	24.00%	\$ 53.57	\$ 75.66
Medical	Physician Assistant	\$ 52.47	\$ 75.93	24.00%	\$ 66.37	\$ 96.04
Medical	Registered Nurse Manager II	\$ 35.88	\$ 55.68	24.00%	\$ 45.38	\$ 70.42
Medical	Certified Nurses Aide I	\$ 13.08	\$ 20.35	24.00%	\$ 16.54	\$ 25.74
Medical	Certified Nurses Aide II	\$ 20.01	\$ 23.68	24.00%	\$ 25.31	\$ 29.95
Medical	Counselor I	\$ 15.48	\$ 23.78	24.00%	\$ 19.58	\$ 30.08
Medical	Counselor II	\$ 23.86	\$ 29.16	24.00%	\$ 30.18	\$ 36.88
Medical	Counselor II - Lead Supervisory	\$ 32.89	\$ 41.48	24.00%	\$ 41.61	\$ 52.47
Medical	Counselor Manager	\$ 41.56	\$ 57.93	24.00%	\$ 52.56	\$ 73.27
Medical	Direct Service Associate I	\$ 21.53	\$ 34.66	24.00%	\$ 27.23	\$ 43.84
Medical	Direct Service Associate II	\$ 14.57	\$ 21.44	24.00%	\$ 18.43	\$ 27.11
Medical	Direct Service Associate III	\$ 21.53	\$ 34.66	24.00%	\$ 27.23	\$ 43.84
Medical	Direct Service Associate III (Supervisor)	\$ 14.86	\$ 22.73	24.00%	\$ 18.79	\$ 28.75
Medical	Direct Service Associate IV	\$ 16.16	\$ 26.15	24.00%	\$ 20.44	\$ 33.07
Medical	Health Care Compliance Specialist I	\$ 19.25	\$ 42.74	24.00%	\$ 24.35	\$ 54.06
Medical	Health Care Compliance Specialist II	\$ 28.24	\$ 33.92	24.00%	\$ 35.72	\$ 42.90
Medical	Health Care Compliance Manager	\$ 33.95	\$ 51.68	24.00%	\$ 42.93	\$ 65.37
Medical	Health Care Technician	\$ 22.17	\$ 33.49	24.00%	\$ 28.04	\$ 42.36

Ohio

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 19.12	\$ 27.32	24.00%	\$ 24.18	\$ 34.55
Medical	Health Care Technologist II	\$ 25.20	\$ 38.32	24.00%	\$ 31.87	\$ 48.47
Medical	Health Care Technologist III	\$ 38.35	\$ 48.40	24.00%	\$ 48.51	\$ 61.21
Medical	Health Care Manager	\$ 48.22	\$ 76.50	24.00%	\$ 60.99	\$ 96.76
Medical	Laboratory and Research Aide	\$ 13.98	\$ 24.16	24.00%	\$ 17.68	\$ 30.55
Medical	Laboratory and Research Technician	\$ 19.12	\$ 27.32	24.00%	\$ 24.18	\$ 34.55
Medical	Laboratory and Research Specialist I	\$ 17.32	\$ 24.30	24.00%	\$ 21.91	\$ 30.74
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 40.03	\$ 55.09	24.00%	\$ 50.63	\$ 69.68
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 55.16	\$ 60.91	24.00%	\$ 69.77	\$ 77.04
Medical	Laboratory and Research Manager	\$ 61.93	\$ 76.49	24.00%	\$ 78.33	\$ 96.74
Medical	Physical Therapist	\$ 63.18	\$ 77.22	24.00%	\$ 79.91	\$ 97.67
Medical	Psychologist I / Psychology Associate I	\$ 13.95	\$ 18.64	24.00%	\$ 17.64	\$ 23.58
Medical	Psychologist II / Psychology Associate II	\$ 36.32	\$ 47.23	24.00%	\$ 45.93	\$ 59.74
Medical	Psychologist III / Psychology Associate III	\$ 47.30	\$ 77.06	24.00%	\$ 59.83	\$ 97.46
Medical	Psychology Manager	\$ 53.23	\$ 77.06	24.00%	\$ 67.32	\$ 97.46
Medical	Therapist Assistant / Therapist I	\$ 23.64	\$ 25.64	24.00%	\$ 29.89	\$ 32.43
Medical	Therapist I	\$ 28.99	\$ 41.95	24.00%	\$ 36.67	\$ 53.06
Medical	Therapist II	\$ 41.99	\$ 45.60	24.00%	\$ 53.11	\$ 57.68
Medical	Therapist II (SLP/Aud)	\$ 38.29	\$ 56.01	24.00%	\$ 48.43	\$ 70.84
Medical	Therapist III	\$ 36.03	\$ 44.54	24.00%	\$ 45.56	\$ 56.33
Medical	Therapist Manager I	\$ 44.55	\$ 34.79	24.00%	\$ 56.35	\$ 44.01
Medical	Therapist Manager II	\$ 29.06	\$ 38.14	24.00%	\$ 36.75	\$ 48.23
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 38.15	\$ 44.32	24.00%	\$ 48.25	\$ 56.05
Medical	Dentist	\$ 67.68	\$ 109.16	24.00%	\$ 85.60	\$ 138.07
Medical	Dental Hygienist	\$ 32.24	\$ 55.48	24.00%	\$ 40.78	\$ 70.18
Medical	Dental Assistant	\$ 18.58	\$ 26.68	24.00%	\$ 23.51	\$ 33.75
Medical	Pharmacist	\$ 53.49	\$ 90.66	24.00%	\$ 67.65	\$ 114.67
Medical	Pharmacy Technician	\$ 29.15	\$ 43.17	24.00%	\$ 36.87	\$ 54.60
Medical	Medical Doctor	\$ 61.86	\$ 114.62	24.00%	\$ 78.24	\$ 144.97
Medical	Misc - Positions not listed elsewhere	TBD	\$ 115.00	24.00%	TBD	\$ 145.45

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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Oklahoma

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 25.20	\$ 28.84	24.00%	\$ 33.15	\$ 37.94
Medical	Licensed Practical Nurse II	\$ 27.31	\$ 35.45	24.00%	\$ 35.93	\$ 46.63
Medical	Registered Nurse I	\$ 28.76	\$ 35.29	24.00%	\$ 37.83	\$ 46.43
Medical	Registered Nurse II	\$ 35.36	\$ 44.69	24.00%	\$ 46.51	\$ 58.79
Medical	Registered Nurse III	\$ 42.30	\$ 62.37	24.00%	\$ 55.65	\$ 82.05
Medical	Registered Nurse Manager I	\$ 50.38	\$ 80.26	24.00%	\$ 66.27	\$ 105.58
Medical	Nurse Practitioner	\$ 52.70	\$ 74.73	24.00%	\$ 69.33	\$ 98.31
Medical	Nurse Practitioner II	\$ 56.56	\$ 80.09	24.00%	\$ 74.41	\$ 105.36
Medical	Physician Assistant	\$ 50.45	\$ 73.01	24.00%	\$ 66.37	\$ 96.04
Medical	Registered Nurse Manager II	\$ 31.93	\$ 49.56	24.00%	\$ 42.01	\$ 65.20
Medical	Certified Nurses Aide I	\$ 11.64	\$ 18.11	24.00%	\$ 15.31	\$ 23.83
Medical	Certified Nurses Aide II	\$ 17.81	\$ 21.08	24.00%	\$ 23.43	\$ 27.73
Medical	Counselor I	\$ 13.78	\$ 21.17	24.00%	\$ 18.13	\$ 27.85
Medical	Counselor II	\$ 21.24	\$ 25.96	24.00%	\$ 27.94	\$ 34.15
Medical	Counselor II - Lead Supervisory	\$ 34.19	\$ 48.48	24.00%	\$ 44.97	\$ 63.77
Medical	Counselor Manager	\$ 39.95	\$ 55.70	24.00%	\$ 52.56	\$ 73.27
Medical	Direct Service Associate I	\$ 19.16	\$ 30.85	24.00%	\$ 25.21	\$ 40.58
Medical	Direct Service Associate II	\$ 12.97	\$ 19.08	24.00%	\$ 17.06	\$ 25.10
Medical	Direct Service Associate III	\$ 19.16	\$ 30.85	24.00%	\$ 25.21	\$ 40.58
Medical	Direct Service Associate III (Supervisor)	\$ 13.22	\$ 20.23	24.00%	\$ 17.39	\$ 26.61
Medical	Direct Service Associate IV	\$ 14.39	\$ 23.27	24.00%	\$ 18.93	\$ 30.62
Medical	Health Care Compliance Specialist I	\$ 17.14	\$ 38.04	24.00%	\$ 22.54	\$ 50.05
Medical	Health Care Compliance Specialist II	\$ 25.14	\$ 30.19	24.00%	\$ 33.07	\$ 39.71
Medical	Health Care Compliance Manager	\$ 30.21	\$ 46.00	24.00%	\$ 39.75	\$ 60.52
Medical	Health Care Technician	\$ 21.31	\$ 32.20	24.00%	\$ 28.04	\$ 42.36

Oklahoma

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 17.02	\$ 24.32	24.00%	\$ 22.39	\$ 31.99
Medical	Health Care Technologist II	\$ 24.22	\$ 36.85	24.00%	\$ 31.87	\$ 48.47
Medical	Health Care Technologist III	\$ 26.13	\$ 40.19	24.00%	\$ 34.37	\$ 52.87
Medical	Health Care Manager	\$ 46.36	\$ 73.55	24.00%	\$ 60.99	\$ 96.76
Medical	Laboratory and Research Aide	\$ 12.44	\$ 21.50	24.00%	\$ 16.37	\$ 28.28
Medical	Laboratory and Research Technician	\$ 17.02	\$ 24.32	24.00%	\$ 22.39	\$ 31.99
Medical	Laboratory and Research Specialist I	\$ 15.42	\$ 21.63	24.00%	\$ 20.28	\$ 28.46
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 26.13	\$ 35.96	24.00%	\$ 34.37	\$ 47.31
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 41.02	\$ 45.29	24.00%	\$ 53.96	\$ 59.58
Medical	Laboratory and Research Manager	\$ 46.36	\$ 57.26	24.00%	\$ 60.99	\$ 75.32
Medical	Physical Therapist	\$ 56.23	\$ 68.73	24.00%	\$ 73.98	\$ 90.42
Medical	Psychologist I / Psychology Associate I	\$ 12.42	\$ 16.59	24.00%	\$ 16.33	\$ 21.83
Medical	Psychologist II / Psychology Associate II	\$ 44.67	\$ 58.10	24.00%	\$ 58.76	\$ 76.43
Medical	Psychologist III / Psychology Associate III	\$ 49.11	\$ 79.99	24.00%	\$ 64.60	\$ 105.23
Medical	Psychology Manager	\$ 51.18	\$ 77.79	24.00%	\$ 67.32	\$ 102.34
Medical	Therapist Assistant / Therapist I	\$ 21.04	\$ 22.82	24.00%	\$ 27.68	\$ 30.02
Medical	Therapist I	\$ 27.88	\$ 40.33	24.00%	\$ 36.67	\$ 53.06
Medical	Therapist II	\$ 43.84	\$ 43.84	24.00%	\$ 57.68	\$ 57.68
Medical	Therapist II (SLP/Aud)	\$ 36.82	\$ 53.85	24.00%	\$ 48.43	\$ 70.84
Medical	Therapist III	\$ 32.07	\$ 39.64	24.00%	\$ 42.18	\$ 52.15
Medical	Therapist Manager I	\$ 39.66	\$ 30.97	24.00%	\$ 52.17	\$ 40.74
Medical	Therapist Manager II	\$ 25.86	\$ 33.94	24.00%	\$ 34.02	\$ 44.65
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 33.96	\$ 39.44	24.00%	\$ 44.67	\$ 51.89
Medical	Dentist	\$ 72.67	\$ 79.47	24.00%	\$ 95.60	\$ 104.55
Medical	Dental Hygienist	\$ 39.27	\$ 57.17	24.00%	\$ 51.66	\$ 75.20
Medical	Dental Assistant	\$ 16.54	\$ 23.75	24.00%	\$ 21.76	\$ 31.24
Medical	Pharmacist	\$ 64.48	\$ 99.19	24.00%	\$ 84.83	\$ 130.49
Medical	Pharmacy Technician	\$ 25.94	\$ 38.43	24.00%	\$ 34.13	\$ 50.55
Medical	Medical Doctor	\$ 59.47	\$ 110.20	24.00%	\$ 78.24	\$ 144.97
Medical	Misc - Positions not listed elsewhere	TBD	\$ 111.00	24.00%	TBD	\$ 146.02

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Oregon

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 28.22	\$ 32.29	24.00%	\$ 37.92	\$ 43.39
Medical	Licensed Practical Nurse II	\$ 30.59	\$ 39.69	24.00%	\$ 41.10	\$ 53.34
Medical	Registered Nurse I	\$ 32.20	\$ 39.52	24.00%	\$ 43.27	\$ 53.10
Medical	Registered Nurse II	\$ 39.59	\$ 50.05	24.00%	\$ 53.20	\$ 67.24
Medical	Registered Nurse III	\$ 40.73	\$ 52.52	24.00%	\$ 54.73	\$ 70.57
Medical	Registered Nurse Manager I	\$ 50.39	\$ 80.27	24.00%	\$ 67.71	\$ 107.86
Medical	Nurse Practitioner	\$ 33.72	\$ 40.66	24.00%	\$ 45.31	\$ 54.64
Medical	Nurse Practitioner II	\$ 40.73	\$ 57.53	24.00%	\$ 54.73	\$ 77.30
Medical	Physician Assistant	\$ 50.46	\$ 73.02	24.00%	\$ 67.80	\$ 98.12
Medical	Registered Nurse Manager II	\$ 35.76	\$ 55.49	24.00%	\$ 48.04	\$ 74.56
Medical	Certified Nurses Aide I	\$ 13.50	\$ 20.28	24.00%	\$ 18.14	\$ 27.25
Medical	Certified Nurses Aide II	\$ 19.95	\$ 23.60	24.00%	\$ 26.80	\$ 31.72
Medical	Counselor I	\$ 15.43	\$ 23.70	24.00%	\$ 20.73	\$ 31.85
Medical	Counselor II	\$ 23.78	\$ 29.06	24.00%	\$ 31.95	\$ 39.05
Medical	Counselor II - Lead Supervisory	\$ 31.63	\$ 39.89	24.00%	\$ 42.50	\$ 53.60
Medical	Counselor Manager	\$ 39.96	\$ 55.71	24.00%	\$ 53.70	\$ 74.85
Medical	Direct Service Associate I	\$ 21.45	\$ 34.54	24.00%	\$ 28.83	\$ 46.41
Medical	Direct Service Associate II	\$ 14.52	\$ 21.37	24.00%	\$ 19.52	\$ 28.71
Medical	Direct Service Associate III	\$ 21.45	\$ 34.54	24.00%	\$ 28.83	\$ 46.41
Medical	Direct Service Associate III (Supervisor)	\$ 14.81	\$ 22.65	24.00%	\$ 19.89	\$ 30.44
Medical	Direct Service Associate IV	\$ 16.11	\$ 26.06	24.00%	\$ 21.64	\$ 35.01
Medical	Health Care Compliance Specialist I	\$ 19.19	\$ 42.60	24.00%	\$ 25.78	\$ 57.24
Medical	Health Care Compliance Specialist II	\$ 28.15	\$ 33.80	24.00%	\$ 37.82	\$ 45.42
Medical	Health Care Compliance Manager	\$ 33.83	\$ 51.51	24.00%	\$ 45.46	\$ 69.21
Medical	Health Care Technician	\$ 21.32	\$ 32.21	24.00%	\$ 28.64	\$ 43.28

Oregon

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 19.06	\$ 27.23	24.00%	\$ 25.60	\$ 36.59
Medical	Health Care Technologist II	\$ 24.23	\$ 36.86	24.00%	\$ 32.56	\$ 49.52
Medical	Health Care Technologist III	\$ 36.88	\$ 46.54	24.00%	\$ 49.56	\$ 62.53
Medical	Health Care Manager	\$ 46.37	\$ 73.57	24.00%	\$ 62.31	\$ 98.85
Medical	Laboratory and Research Aide	\$ 13.93	\$ 24.08	24.00%	\$ 18.72	\$ 32.35
Medical	Laboratory and Research Technician	\$ 19.06	\$ 27.23	24.00%	\$ 25.60	\$ 36.59
Medical	Laboratory and Research Specialist I	\$ 17.26	\$ 24.22	24.00%	\$ 23.20	\$ 32.55
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 38.49	\$ 52.98	24.00%	\$ 51.72	\$ 71.19
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 53.05	\$ 58.58	24.00%	\$ 71.28	\$ 78.71
Medical	Laboratory and Research Manager	\$ 59.56	\$ 73.56	24.00%	\$ 80.03	\$ 98.83
Medical	Physical Therapist	\$ 62.97	\$ 76.96	24.00%	\$ 84.61	\$ 103.41
Medical	Psychologist I / Psychology Associate I	\$ 13.90	\$ 18.58	24.00%	\$ 18.68	\$ 24.97
Medical	Psychologist II / Psychology Associate II	\$ 34.92	\$ 45.42	24.00%	\$ 46.92	\$ 61.03
Medical	Psychologist III / Psychology Associate III	\$ 45.49	\$ 74.10	24.00%	\$ 61.12	\$ 99.57
Medical	Psychology Manager	\$ 51.19	\$ 74.10	24.00%	\$ 68.78	\$ 99.57
Medical	Therapist Assistant / Therapist I	\$ 23.56	\$ 25.56	24.00%	\$ 31.65	\$ 34.34
Medical	Therapist I	\$ 27.88	\$ 40.34	24.00%	\$ 37.46	\$ 54.20
Medical	Therapist II	\$ 40.38	\$ 43.85	24.00%	\$ 54.26	\$ 58.92
Medical	Therapist II (SLP/Aud)	\$ 36.83	\$ 53.86	24.00%	\$ 49.48	\$ 72.37
Medical	Therapist III	\$ 35.91	\$ 44.39	24.00%	\$ 48.24	\$ 59.64
Medical	Therapist Manager I	\$ 44.40	\$ 34.68	24.00%	\$ 59.66	\$ 46.59
Medical	Therapist Manager II	\$ 28.96	\$ 38.01	24.00%	\$ 38.91	\$ 51.07
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 38.02	\$ 44.17	24.00%	\$ 51.09	\$ 59.34
Medical	Dentist	\$ 65.09	\$ 104.98	24.00%	\$ 87.45	\$ 141.06
Medical	Dental Hygienist	\$ 31.00	\$ 53.36	24.00%	\$ 41.66	\$ 71.69
Medical	Dental Assistant	\$ 18.52	\$ 26.59	24.00%	\$ 24.89	\$ 35.73
Medical	Pharmacist	\$ 51.44	\$ 87.19	24.00%	\$ 69.12	\$ 117.15
Medical	Pharmacy Technician	\$ 29.05	\$ 43.03	24.00%	\$ 39.03	\$ 57.81
Medical	Medical Doctor	\$ 59.49	\$ 110.23	24.00%	\$ 79.93	\$ 148.11
Medical	Misc - Positions not listed elsewhere	TBD	\$ 111.00	24.00%	TBD	\$ 149.14

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Pennsylvania

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 27.63	\$ 31.62	24.00%	\$ 36.96	\$ 42.29
Medical	Licensed Practical Nurse II	\$ 29.95	\$ 38.87	24.00%	\$ 40.06	\$ 51.99
Medical	Registered Nurse I	\$ 31.53	\$ 38.69	24.00%	\$ 42.18	\$ 51.76
Medical	Registered Nurse II	\$ 38.77	\$ 49.00	24.00%	\$ 51.85	\$ 65.55
Medical	Registered Nurse III	\$ 40.91	\$ 52.75	24.00%	\$ 54.73	\$ 70.57
Medical	Registered Nurse Manager I	\$ 50.62	\$ 80.63	24.00%	\$ 67.71	\$ 107.86
Medical	Nurse Practitioner	\$ 33.87	\$ 40.84	24.00%	\$ 45.31	\$ 54.64
Medical	Nurse Practitioner II	\$ 40.91	\$ 57.79	24.00%	\$ 54.73	\$ 77.30
Medical	Physician Assistant	\$ 50.69	\$ 73.35	24.00%	\$ 67.80	\$ 98.12
Medical	Registered Nurse Manager II	\$ 35.01	\$ 54.34	24.00%	\$ 46.83	\$ 72.68
Medical	Certified Nurses Aide I	\$ 12.76	\$ 19.86	24.00%	\$ 17.07	\$ 26.56
Medical	Certified Nurses Aide II	\$ 19.53	\$ 23.11	24.00%	\$ 26.13	\$ 30.91
Medical	Counselor I	\$ 15.11	\$ 23.21	24.00%	\$ 20.21	\$ 31.05
Medical	Counselor II	\$ 23.28	\$ 28.46	24.00%	\$ 31.14	\$ 38.07
Medical	Counselor II - Lead Supervisory	\$ 31.78	\$ 40.07	24.00%	\$ 42.50	\$ 53.60
Medical	Counselor Manager	\$ 40.14	\$ 55.96	24.00%	\$ 53.70	\$ 74.85
Medical	Direct Service Associate I	\$ 21.01	\$ 33.82	24.00%	\$ 28.10	\$ 45.24
Medical	Direct Service Associate II	\$ 14.22	\$ 20.92	24.00%	\$ 19.02	\$ 27.98
Medical	Direct Service Associate III	\$ 21.01	\$ 33.82	24.00%	\$ 28.10	\$ 45.24
Medical	Direct Service Associate III (Supervisor)	\$ 14.50	\$ 22.18	24.00%	\$ 19.39	\$ 29.67
Medical	Direct Service Associate IV	\$ 15.77	\$ 25.52	24.00%	\$ 21.10	\$ 34.13
Medical	Health Care Compliance Specialist I	\$ 18.79	\$ 41.71	24.00%	\$ 25.13	\$ 55.79
Medical	Health Care Compliance Specialist II	\$ 27.56	\$ 33.10	24.00%	\$ 36.86	\$ 44.27
Medical	Health Care Compliance Manager	\$ 33.13	\$ 50.44	24.00%	\$ 44.31	\$ 67.47
Medical	Health Care Technician	\$ 21.41	\$ 32.35	24.00%	\$ 28.64	\$ 43.28

Pennsylvania

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 18.66	\$ 26.66	24.00%	\$ 24.96	\$ 35.66
Medical	Health Care Technologist II	\$ 24.34	\$ 37.02	24.00%	\$ 32.56	\$ 49.52
Medical	Health Care Technologist III	\$ 37.05	\$ 46.75	24.00%	\$ 49.56	\$ 62.53
Medical	Health Care Manager	\$ 46.58	\$ 73.90	24.00%	\$ 62.31	\$ 98.85
Medical	Laboratory and Research Aide	\$ 13.64	\$ 23.57	24.00%	\$ 18.25	\$ 31.53
Medical	Laboratory and Research Technician	\$ 18.66	\$ 26.66	24.00%	\$ 24.96	\$ 35.66
Medical	Laboratory and Research Specialist I	\$ 16.90	\$ 23.72	24.00%	\$ 22.61	\$ 31.73
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 38.67	\$ 53.22	24.00%	\$ 51.72	\$ 71.19
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 53.29	\$ 58.84	24.00%	\$ 71.28	\$ 78.71
Medical	Laboratory and Research Manager	\$ 59.83	\$ 73.89	24.00%	\$ 80.03	\$ 98.83
Medical	Physical Therapist	\$ 61.65	\$ 75.35	24.00%	\$ 82.47	\$ 100.80
Medical	Psychologist I / Psychology Associate I	\$ 13.61	\$ 18.19	24.00%	\$ 18.21	\$ 24.34
Medical	Psychologist II / Psychology Associate II	\$ 35.08	\$ 45.62	24.00%	\$ 46.92	\$ 61.03
Medical	Psychologist III / Psychology Associate III	\$ 45.70	\$ 74.43	24.00%	\$ 61.12	\$ 99.57
Medical	Psychology Manager	\$ 51.42	\$ 74.43	24.00%	\$ 68.78	\$ 99.57
Medical	Therapist Assistant / Therapist I	\$ 23.07	\$ 25.02	24.00%	\$ 30.85	\$ 33.47
Medical	Therapist I	\$ 28.01	\$ 40.52	24.00%	\$ 37.46	\$ 54.20
Medical	Therapist II	\$ 40.56	\$ 44.05	24.00%	\$ 54.26	\$ 58.92
Medical	Therapist II (SLP/Aud)	\$ 36.99	\$ 54.10	24.00%	\$ 49.48	\$ 72.37
Medical	Therapist III	\$ 35.16	\$ 43.46	24.00%	\$ 47.03	\$ 58.14
Medical	Therapist Manager I	\$ 43.48	\$ 33.95	24.00%	\$ 58.16	\$ 45.42
Medical	Therapist Manager II	\$ 28.36	\$ 37.21	24.00%	\$ 37.93	\$ 49.78
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 37.23	\$ 43.25	24.00%	\$ 49.80	\$ 57.85
Medical	Dentist	\$ 65.38	\$ 105.45	24.00%	\$ 87.45	\$ 141.06
Medical	Dental Hygienist	\$ 31.14	\$ 53.60	24.00%	\$ 41.66	\$ 71.69
Medical	Dental Assistant	\$ 18.14	\$ 26.04	24.00%	\$ 24.26	\$ 34.83
Medical	Pharmacist	\$ 51.67	\$ 87.58	24.00%	\$ 69.12	\$ 117.15
Medical	Pharmacy Technician	\$ 28.44	\$ 42.13	24.00%	\$ 38.05	\$ 56.35
Medical	Medical Doctor	\$ 59.76	\$ 110.72	24.00%	\$ 79.93	\$ 148.11
Medical	Misc - Positions not listed elsewhere	TBD	\$ 111.00	24.00%	TBD	\$ 148.48

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Rhode Island

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 30.41	\$ 34.79	24.00%	\$ 39.92	\$ 45.68
Medical	Licensed Practical Nurse II	\$ 32.95	\$ 42.77	24.00%	\$ 43.26	\$ 56.15
Medical	Registered Nurse I	\$ 34.70	\$ 42.58	24.00%	\$ 45.55	\$ 55.90
Medical	Registered Nurse II	\$ 42.66	\$ 53.92	24.00%	\$ 56.00	\$ 70.79
Medical	Registered Nurse III	\$ 45.22	\$ 58.30	24.00%	\$ 59.36	\$ 76.54
Medical	Registered Nurse Manager I	\$ 55.94	\$ 89.11	24.00%	\$ 73.44	\$ 116.99
Medical	Nurse Practitioner	\$ 37.43	\$ 45.14	24.00%	\$ 49.14	\$ 59.26
Medical	Nurse Practitioner II	\$ 45.22	\$ 63.86	24.00%	\$ 59.36	\$ 83.84
Medical	Physician Assistant	\$ 56.02	\$ 81.07	24.00%	\$ 73.54	\$ 106.42
Medical	Registered Nurse Manager II	\$ 38.53	\$ 59.79	24.00%	\$ 50.58	\$ 78.49
Medical	Certified Nurses Aide I	\$ 14.04	\$ 21.85	24.00%	\$ 18.43	\$ 28.68
Medical	Certified Nurses Aide II	\$ 21.49	\$ 25.43	24.00%	\$ 28.21	\$ 33.39
Medical	Counselor I	\$ 16.62	\$ 25.54	24.00%	\$ 21.82	\$ 33.53
Medical	Counselor II	\$ 25.62	\$ 31.32	24.00%	\$ 33.63	\$ 41.11
Medical	Counselor II - Lead Supervisory	\$ 35.12	\$ 44.29	24.00%	\$ 46.10	\$ 58.14
Medical	Counselor Manager	\$ 44.36	\$ 61.84	24.00%	\$ 58.24	\$ 81.19
Medical	Direct Service Associate I	\$ 23.12	\$ 37.22	24.00%	\$ 30.35	\$ 48.86
Medical	Direct Service Associate II	\$ 15.65	\$ 23.02	24.00%	\$ 20.55	\$ 30.22
Medical	Direct Service Associate III	\$ 23.12	\$ 37.22	24.00%	\$ 30.35	\$ 48.86
Medical	Direct Service Associate III (Supervisor)	\$ 15.95	\$ 24.41	24.00%	\$ 20.94	\$ 32.04
Medical	Direct Service Associate IV	\$ 17.36	\$ 28.08	24.00%	\$ 22.79	\$ 36.86
Medical	Health Care Compliance Specialist I	\$ 20.67	\$ 45.90	24.00%	\$ 27.14	\$ 60.25
Medical	Health Care Compliance Specialist II	\$ 30.33	\$ 36.42	24.00%	\$ 39.81	\$ 47.81
Medical	Health Care Compliance Manager	\$ 36.45	\$ 55.50	24.00%	\$ 47.86	\$ 72.86
Medical	Health Care Technician	\$ 23.67	\$ 35.75	24.00%	\$ 31.07	\$ 46.94

Rhode Island

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 20.53	\$ 29.34	24.00%	\$ 26.95	\$ 38.51
Medical	Health Care Technologist II	\$ 26.90	\$ 40.91	24.00%	\$ 35.31	\$ 53.71
Medical	Health Care Technologist III	\$ 40.94	\$ 51.67	24.00%	\$ 53.75	\$ 67.83
Medical	Health Care Manager	\$ 51.48	\$ 81.67	24.00%	\$ 67.58	\$ 107.22
Medical	Laboratory and Research Aide	\$ 15.01	\$ 25.94	24.00%	\$ 19.71	\$ 34.05
Medical	Laboratory and Research Technician	\$ 20.53	\$ 29.34	24.00%	\$ 26.95	\$ 38.51
Medical	Laboratory and Research Specialist I	\$ 18.60	\$ 26.10	24.00%	\$ 24.42	\$ 34.26
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 42.73	\$ 58.81	24.00%	\$ 56.10	\$ 77.21
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 58.89	\$ 65.03	24.00%	\$ 77.31	\$ 85.37
Medical	Laboratory and Research Manager	\$ 66.12	\$ 81.66	24.00%	\$ 86.80	\$ 107.20
Medical	Physical Therapist	\$ 67.84	\$ 82.92	24.00%	\$ 89.07	\$ 108.86
Medical	Psychologist I / Psychology Associate I	\$ 14.98	\$ 20.02	24.00%	\$ 19.67	\$ 26.28
Medical	Psychologist II / Psychology Associate II	\$ 38.77	\$ 50.42	24.00%	\$ 50.90	\$ 66.20
Medical	Psychologist III / Psychology Associate III	\$ 50.50	\$ 82.26	24.00%	\$ 66.30	\$ 108.00
Medical	Psychology Manager	\$ 56.83	\$ 82.26	24.00%	\$ 74.60	\$ 108.00
Medical	Therapist Assistant / Therapist I	\$ 25.38	\$ 27.53	24.00%	\$ 33.32	\$ 36.15
Medical	Therapist I	\$ 30.95	\$ 44.78	24.00%	\$ 40.64	\$ 58.79
Medical	Therapist II	\$ 44.83	\$ 48.68	24.00%	\$ 58.85	\$ 63.91
Medical	Therapist II (SLP/Aud)	\$ 40.88	\$ 59.79	24.00%	\$ 53.67	\$ 78.50
Medical	Therapist III	\$ 38.69	\$ 47.83	24.00%	\$ 50.79	\$ 62.79
Medical	Therapist Manager I	\$ 47.84	\$ 37.36	24.00%	\$ 62.81	\$ 49.05
Medical	Therapist Manager II	\$ 31.20	\$ 40.95	24.00%	\$ 40.96	\$ 53.76
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 40.97	\$ 47.59	24.00%	\$ 53.78	\$ 62.47
Medical	Dentist	\$ 72.26	\$ 116.54	24.00%	\$ 94.86	\$ 153.00
Medical	Dental Hygienist	\$ 34.42	\$ 59.23	24.00%	\$ 45.19	\$ 77.76
Medical	Dental Assistant	\$ 19.96	\$ 28.65	24.00%	\$ 26.20	\$ 37.61
Medical	Pharmacist	\$ 57.10	\$ 96.79	24.00%	\$ 74.97	\$ 127.07
Medical	Pharmacy Technician	\$ 31.30	\$ 46.36	24.00%	\$ 41.09	\$ 60.86
Medical	Medical Doctor	\$ 66.04	\$ 122.37	24.00%	\$ 86.70	\$ 160.65
Medical	Misc - Positions not listed elsewhere	TBD	\$ 123.00	24.00%	TBD	\$ 161.48

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South Carolina

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 23.47	\$ 26.86	24.00%	\$ 31.99	\$ 36.60
Medical	Licensed Practical Nurse II	\$ 25.44	\$ 33.01	24.00%	\$ 34.67	\$ 44.99
Medical	Registered Nurse I	\$ 26.78	\$ 32.87	24.00%	\$ 36.50	\$ 44.79
Medical	Registered Nurse II	\$ 32.93	\$ 41.62	24.00%	\$ 44.87	\$ 56.72
Medical	Registered Nurse III	\$ 39.10	\$ 50.41	24.00%	\$ 53.28	\$ 68.70
Medical	Registered Nurse Manager I	\$ 48.37	\$ 77.06	24.00%	\$ 65.92	\$ 105.01
Medical	Nurse Practitioner	\$ 32.37	\$ 39.03	24.00%	\$ 44.11	\$ 53.19
Medical	Nurse Practitioner II	\$ 39.10	\$ 55.22	24.00%	\$ 53.28	\$ 75.25
Medical	Physician Assistant	\$ 48.44	\$ 70.10	24.00%	\$ 66.01	\$ 95.52
Medical	Registered Nurse Manager II	\$ 29.74	\$ 46.15	24.00%	\$ 40.53	\$ 62.90
Medical	Certified Nurses Aide I	\$ 10.84	\$ 16.87	24.00%	\$ 14.77	\$ 22.98
Medical	Certified Nurses Aide II	\$ 16.59	\$ 19.63	24.00%	\$ 22.61	\$ 26.75
Medical	Counselor I	\$ 12.83	\$ 19.72	24.00%	\$ 17.49	\$ 26.87
Medical	Counselor II	\$ 19.78	\$ 24.17	24.00%	\$ 26.95	\$ 32.94
Medical	Counselor II - Lead Supervisory	\$ 30.37	\$ 38.29	24.00%	\$ 41.38	\$ 52.18
Medical	Counselor Manager	\$ 38.36	\$ 53.48	24.00%	\$ 52.27	\$ 72.87
Medical	Direct Service Associate I	\$ 17.84	\$ 28.73	24.00%	\$ 24.32	\$ 39.15
Medical	Direct Service Associate II	\$ 12.08	\$ 17.77	24.00%	\$ 16.46	\$ 24.22
Medical	Direct Service Associate III	\$ 17.84	\$ 28.73	24.00%	\$ 24.32	\$ 39.15
Medical	Direct Service Associate III (Supervisor)	\$ 12.31	\$ 18.84	24.00%	\$ 16.78	\$ 25.68
Medical	Direct Service Associate IV	\$ 13.40	\$ 21.67	24.00%	\$ 18.26	\$ 29.54
Medical	Health Care Compliance Specialist I	\$ 15.96	\$ 35.43	24.00%	\$ 21.75	\$ 48.28
Medical	Health Care Compliance Specialist II	\$ 23.41	\$ 28.11	24.00%	\$ 31.90	\$ 38.31
Medical	Health Care Compliance Manager	\$ 28.14	\$ 42.84	24.00%	\$ 38.35	\$ 58.38
Medical	Health Care Technician	\$ 20.46	\$ 30.92	24.00%	\$ 27.89	\$ 42.13

South Carolina

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 15.85	\$ 22.65	24.00%	\$ 21.60	\$ 30.86
Medical	Health Care Technologist II	\$ 23.26	\$ 35.38	24.00%	\$ 31.69	\$ 48.21
Medical	Health Care Technologist III	\$ 35.40	\$ 44.67	24.00%	\$ 48.25	\$ 60.88
Medical	Health Care Manager	\$ 44.51	\$ 70.62	24.00%	\$ 60.66	\$ 96.24
Medical	Laboratory and Research Aide	\$ 11.59	\$ 20.02	24.00%	\$ 15.79	\$ 27.29
Medical	Laboratory and Research Technician	\$ 15.85	\$ 22.65	24.00%	\$ 21.60	\$ 30.86
Medical	Laboratory and Research Specialist I	\$ 14.36	\$ 20.15	24.00%	\$ 19.57	\$ 27.45
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 36.95	\$ 50.86	24.00%	\$ 50.35	\$ 69.30
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 50.92	\$ 56.23	24.00%	\$ 69.39	\$ 76.63
Medical	Laboratory and Research Manager	\$ 57.17	\$ 70.61	24.00%	\$ 77.91	\$ 96.22
Medical	Physical Therapist	\$ 52.37	\$ 64.01	24.00%	\$ 71.37	\$ 87.23
Medical	Psychologist I / Psychology Associate I	\$ 11.56	\$ 15.45	24.00%	\$ 15.76	\$ 21.06
Medical	Psychologist II / Psychology Associate II	\$ 33.52	\$ 43.60	24.00%	\$ 45.68	\$ 59.42
Medical	Psychologist III / Psychology Associate III	\$ 43.67	\$ 71.13	24.00%	\$ 59.51	\$ 96.93
Medical	Psychology Manager	\$ 49.14	\$ 71.13	24.00%	\$ 66.96	\$ 96.93
Medical	Therapist Assistant / Therapist I	\$ 19.59	\$ 21.25	24.00%	\$ 26.70	\$ 28.96
Medical	Therapist I	\$ 26.76	\$ 38.72	24.00%	\$ 36.47	\$ 52.77
Medical	Therapist II	\$ 38.76	\$ 42.10	24.00%	\$ 52.82	\$ 57.36
Medical	Therapist II (SLP/Aud)	\$ 35.35	\$ 51.70	24.00%	\$ 48.17	\$ 70.46
Medical	Therapist III	\$ 29.86	\$ 36.92	24.00%	\$ 40.69	\$ 50.31
Medical	Therapist Manager I	\$ 36.93	\$ 28.84	24.00%	\$ 50.33	\$ 39.30
Medical	Therapist Manager II	\$ 24.09	\$ 31.61	24.00%	\$ 32.82	\$ 43.08
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 31.62	\$ 36.73	24.00%	\$ 43.09	\$ 50.06
Medical	Dentist	\$ 62.48	\$ 100.77	24.00%	\$ 85.14	\$ 137.32
Medical	Dental Hygienist	\$ 29.76	\$ 51.22	24.00%	\$ 40.56	\$ 69.80
Medical	Dental Assistant	\$ 15.41	\$ 22.12	24.00%	\$ 20.99	\$ 30.14
Medical	Pharmacist	\$ 49.38	\$ 83.69	24.00%	\$ 67.29	\$ 114.05
Medical	Pharmacy Technician	\$ 24.16	\$ 35.79	24.00%	\$ 32.92	\$ 48.77
Medical	Medical Doctor	\$ 57.10	\$ 105.81	24.00%	\$ 77.82	\$ 144.19
Medical	Misc - Positions not listed elsewhere	TBD	\$ 106.00	24.00%	TBD	\$ 144.45

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

South Dakota

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 24.53	\$ 28.07	24.00%	\$ 31.47	\$ 36.02
Medical	Licensed Practical Nurse II	\$ 26.59	\$ 34.50	24.00%	\$ 34.11	\$ 44.27
Medical	Registered Nurse I	\$ 27.99	\$ 34.35	24.00%	\$ 35.92	\$ 44.07
Medical	Registered Nurse II	\$ 34.41	\$ 43.50	24.00%	\$ 44.16	\$ 55.82
Medical	Registered Nurse III	\$ 40.85	\$ 52.67	24.00%	\$ 52.41	\$ 67.58
Medical	Registered Nurse Manager I	\$ 50.53	\$ 80.50	24.00%	\$ 64.84	\$ 103.29
Medical	Nurse Practitioner	\$ 33.82	\$ 40.78	24.00%	\$ 43.39	\$ 52.32
Medical	Nurse Practitioner II	\$ 40.85	\$ 57.69	24.00%	\$ 52.41	\$ 74.03
Medical	Physician Assistant	\$ 50.60	\$ 73.23	24.00%	\$ 64.93	\$ 93.97
Medical	Registered Nurse Manager II	\$ 31.08	\$ 48.24	24.00%	\$ 39.88	\$ 61.89
Medical	Certified Nurses Aide I	\$ 12.54	\$ 17.63	24.00%	\$ 16.09	\$ 22.62
Medical	Certified Nurses Aide II	\$ 17.34	\$ 20.52	24.00%	\$ 22.25	\$ 26.33
Medical	Counselor I	\$ 13.41	\$ 20.60	24.00%	\$ 17.21	\$ 26.44
Medical	Counselor II	\$ 20.67	\$ 25.26	24.00%	\$ 26.52	\$ 32.42
Medical	Counselor II - Lead Supervisory	\$ 31.72	\$ 40.01	24.00%	\$ 40.71	\$ 51.33
Medical	Counselor Manager	\$ 40.08	\$ 55.87	24.00%	\$ 51.42	\$ 71.69
Medical	Direct Service Associate I	\$ 18.65	\$ 30.03	24.00%	\$ 23.93	\$ 38.53
Medical	Direct Service Associate II	\$ 12.63	\$ 18.57	24.00%	\$ 16.20	\$ 23.83
Medical	Direct Service Associate III	\$ 18.65	\$ 30.03	24.00%	\$ 23.93	\$ 38.53
Medical	Direct Service Associate III (Supervisor)	\$ 12.87	\$ 19.69	24.00%	\$ 16.51	\$ 25.27
Medical	Direct Service Associate IV	\$ 14.00	\$ 22.65	24.00%	\$ 17.97	\$ 29.06
Medical	Health Care Compliance Specialist I	\$ 16.68	\$ 37.03	24.00%	\$ 21.40	\$ 47.51
Medical	Health Care Compliance Specialist II	\$ 24.47	\$ 29.38	24.00%	\$ 31.39	\$ 37.70
Medical	Health Care Compliance Manager	\$ 29.41	\$ 44.77	24.00%	\$ 37.73	\$ 57.45
Medical	Health Care Technician	\$ 21.38	\$ 32.30	24.00%	\$ 27.43	\$ 41.44

South Dakota

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 16.56	\$ 23.67	24.00%	\$ 21.25	\$ 30.37
Medical	Health Care Technologist II	\$ 24.30	\$ 36.96	24.00%	\$ 31.18	\$ 47.42
Medical	Health Care Technologist III	\$ 36.99	\$ 46.67	24.00%	\$ 47.46	\$ 59.89
Medical	Health Care Manager	\$ 46.51	\$ 73.78	24.00%	\$ 59.67	\$ 94.67
Medical	Laboratory and Research Aide	\$ 12.11	\$ 20.93	24.00%	\$ 15.54	\$ 26.85
Medical	Laboratory and Research Technician	\$ 16.56	\$ 23.67	24.00%	\$ 21.25	\$ 30.37
Medical	Laboratory and Research Specialist I	\$ 15.01	\$ 21.06	24.00%	\$ 19.25	\$ 27.02
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 38.60	\$ 53.13	24.00%	\$ 49.53	\$ 68.17
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 53.20	\$ 58.75	24.00%	\$ 68.26	\$ 75.38
Medical	Laboratory and Research Manager	\$ 59.73	\$ 73.77	24.00%	\$ 76.64	\$ 94.65
Medical	Physical Therapist	\$ 54.73	\$ 66.90	24.00%	\$ 70.23	\$ 85.83
Medical	Psychologist I / Psychology Associate I	\$ 12.08	\$ 16.15	24.00%	\$ 15.51	\$ 20.72
Medical	Psychologist II / Psychology Associate II	\$ 35.02	\$ 45.55	24.00%	\$ 44.94	\$ 58.45
Medical	Psychologist III / Psychology Associate III	\$ 45.62	\$ 74.31	24.00%	\$ 58.54	\$ 95.35
Medical	Psychology Manager	\$ 51.33	\$ 74.31	24.00%	\$ 65.87	\$ 95.35
Medical	Therapist Assistant / Therapist I	\$ 20.48	\$ 22.21	24.00%	\$ 26.27	\$ 28.50
Medical	Therapist I	\$ 27.96	\$ 40.46	24.00%	\$ 35.88	\$ 51.91
Medical	Therapist II	\$ 40.50	\$ 43.98	24.00%	\$ 51.96	\$ 56.43
Medical	Therapist II (SLP/Aud)	\$ 36.93	\$ 54.02	24.00%	\$ 47.39	\$ 69.31
Medical	Therapist III	\$ 31.21	\$ 38.58	24.00%	\$ 40.05	\$ 49.51
Medical	Therapist Manager I	\$ 38.60	\$ 30.14	24.00%	\$ 49.52	\$ 38.67
Medical	Therapist Manager II	\$ 25.17	\$ 33.04	24.00%	\$ 32.30	\$ 42.39
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 33.05	\$ 38.39	24.00%	\$ 42.41	\$ 49.26
Medical	Dentist	\$ 65.27	\$ 105.28	24.00%	\$ 83.75	\$ 135.08
Medical	Dental Hygienist	\$ 31.09	\$ 53.51	24.00%	\$ 39.90	\$ 68.66
Medical	Dental Assistant	\$ 16.10	\$ 23.11	24.00%	\$ 20.66	\$ 29.66
Medical	Pharmacist	\$ 51.59	\$ 87.44	24.00%	\$ 66.19	\$ 112.19
Medical	Pharmacy Technician	\$ 25.25	\$ 37.40	24.00%	\$ 32.40	\$ 47.99
Medical	Medical Doctor	\$ 59.66	\$ 110.54	24.00%	\$ 76.55	\$ 141.84
Medical	Misc - Positions not listed elsewhere	TBD	\$ 111.00	24.00%	TBD	\$ 142.43

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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Tennessee

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 23.93	\$ 27.39	24.00%	\$ 32.54	\$ 37.23
Medical	Licensed Practical Nurse II	\$ 25.94	\$ 33.67	24.00%	\$ 35.26	\$ 45.77
Medical	Registered Nurse I	\$ 27.31	\$ 33.52	24.00%	\$ 37.13	\$ 45.56
Medical	Registered Nurse II	\$ 33.58	\$ 42.44	24.00%	\$ 45.65	\$ 57.70
Medical	Registered Nurse III	\$ 40.47	\$ 52.18	24.00%	\$ 55.02	\$ 70.94
Medical	Registered Nurse Manager I	\$ 50.07	\$ 79.76	24.00%	\$ 68.06	\$ 108.43
Medical	Nurse Practitioner	\$ 33.50	\$ 40.40	24.00%	\$ 45.55	\$ 54.92
Medical	Nurse Practitioner II	\$ 40.47	\$ 57.16	24.00%	\$ 55.02	\$ 77.71
Medical	Physician Assistant	\$ 50.14	\$ 72.56	24.00%	\$ 68.16	\$ 98.64
Medical	Registered Nurse Manager II	\$ 30.33	\$ 47.07	24.00%	\$ 41.23	\$ 63.98
Medical	Certified Nurses Aide I	\$ 11.05	\$ 17.20	24.00%	\$ 15.03	\$ 23.38
Medical	Certified Nurses Aide II	\$ 16.92	\$ 20.02	24.00%	\$ 23.00	\$ 27.21
Medical	Counselor I	\$ 13.08	\$ 20.10	24.00%	\$ 17.79	\$ 27.33
Medical	Counselor II	\$ 20.17	\$ 24.65	24.00%	\$ 27.42	\$ 33.51
Medical	Counselor II - Lead Supervisory	\$ 31.43	\$ 39.64	24.00%	\$ 42.73	\$ 53.88
Medical	Counselor Manager	\$ 39.71	\$ 55.35	24.00%	\$ 53.98	\$ 75.25
Medical	Direct Service Associate I	\$ 18.20	\$ 29.30	24.00%	\$ 24.74	\$ 39.83
Medical	Direct Service Associate II	\$ 12.32	\$ 18.12	24.00%	\$ 16.75	\$ 24.63
Medical	Direct Service Associate III	\$ 18.20	\$ 29.30	24.00%	\$ 24.74	\$ 39.83
Medical	Direct Service Associate III (Supervisor)	\$ 12.56	\$ 19.21	24.00%	\$ 17.07	\$ 26.12
Medical	Direct Service Associate IV	\$ 13.66	\$ 22.10	24.00%	\$ 18.57	\$ 30.05
Medical	Health Care Compliance Specialist I	\$ 16.27	\$ 36.13	24.00%	\$ 22.12	\$ 49.11
Medical	Health Care Compliance Specialist II	\$ 23.87	\$ 28.67	24.00%	\$ 32.45	\$ 38.97
Medical	Health Care Compliance Manager	\$ 28.69	\$ 43.69	24.00%	\$ 39.01	\$ 59.39
Medical	Health Care Technician	\$ 21.18	\$ 32.00	24.00%	\$ 28.80	\$ 43.50

Tennessee

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 16.16	\$ 23.09	24.00%	\$ 21.97	\$ 31.39
Medical	Health Care Technologist II	\$ 24.07	\$ 36.62	24.00%	\$ 32.73	\$ 49.78
Medical	Health Care Technologist III	\$ 36.65	\$ 46.24	24.00%	\$ 49.82	\$ 62.87
Medical	Health Care Manager	\$ 46.08	\$ 73.10	24.00%	\$ 62.64	\$ 99.37
Medical	Laboratory and Research Aide	\$ 11.82	\$ 20.42	24.00%	\$ 16.06	\$ 27.76
Medical	Laboratory and Research Technician	\$ 16.16	\$ 23.09	24.00%	\$ 21.97	\$ 31.39
Medical	Laboratory and Research Specialist I	\$ 14.64	\$ 20.54	24.00%	\$ 19.91	\$ 27.93
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 38.25	\$ 52.64	24.00%	\$ 51.99	\$ 71.56
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 52.71	\$ 58.20	24.00%	\$ 71.66	\$ 79.13
Medical	Laboratory and Research Manager	\$ 59.18	\$ 73.09	24.00%	\$ 80.45	\$ 99.36
Medical	Physical Therapist	\$ 53.40	\$ 65.27	24.00%	\$ 72.60	\$ 88.73
Medical	Psychologist I / Psychology Associate I	\$ 11.79	\$ 15.76	24.00%	\$ 16.03	\$ 21.42
Medical	Psychologist II / Psychology Associate II	\$ 34.70	\$ 45.13	24.00%	\$ 47.17	\$ 61.35
Medical	Psychologist III / Psychology Associate III	\$ 45.20	\$ 73.63	24.00%	\$ 61.45	\$ 100.09
Medical	Psychology Manager	\$ 50.86	\$ 73.63	24.00%	\$ 69.14	\$ 100.09
Medical	Therapist Assistant / Therapist I	\$ 19.98	\$ 21.67	24.00%	\$ 27.16	\$ 29.47
Medical	Therapist I	\$ 27.70	\$ 40.08	24.00%	\$ 37.66	\$ 54.49
Medical	Therapist II	\$ 40.12	\$ 43.57	24.00%	\$ 54.55	\$ 59.24
Medical	Therapist II (SLP/Aud)	\$ 36.59	\$ 53.52	24.00%	\$ 49.74	\$ 72.75
Medical	Therapist III	\$ 30.45	\$ 37.65	24.00%	\$ 41.40	\$ 51.18
Medical	Therapist Manager I	\$ 37.66	\$ 29.41	24.00%	\$ 51.20	\$ 39.98
Medical	Therapist Manager II	\$ 24.56	\$ 32.24	24.00%	\$ 33.39	\$ 43.82
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 32.25	\$ 37.46	24.00%	\$ 43.84	\$ 50.92
Medical	Dentist	\$ 64.67	\$ 104.31	24.00%	\$ 87.92	\$ 141.80
Medical	Dental Hygienist	\$ 30.81	\$ 53.02	24.00%	\$ 41.88	\$ 72.07
Medical	Dental Assistant	\$ 15.71	\$ 22.55	24.00%	\$ 21.36	\$ 30.66
Medical	Pharmacist	\$ 51.11	\$ 86.63	24.00%	\$ 69.48	\$ 117.77
Medical	Pharmacy Technician	\$ 24.64	\$ 36.49	24.00%	\$ 33.49	\$ 49.61
Medical	Medical Doctor	\$ 59.11	\$ 109.52	24.00%	\$ 80.35	\$ 148.89
Medical	Misc - Positions not listed elsewhere	TBD	\$ 110.00	24.00%	TBD	\$ 149.54

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Texas

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 27.09	\$ 31.00	24.00%	\$ 35.32	\$ 40.42
Medical	Licensed Practical Nurse II	\$ 29.36	\$ 38.10	24.00%	\$ 38.28	\$ 49.69
Medical	Registered Nurse I	\$ 30.91	\$ 37.93	24.00%	\$ 40.31	\$ 49.46
Medical	Registered Nurse II	\$ 38.00	\$ 48.04	24.00%	\$ 49.56	\$ 62.64
Medical	Registered Nurse III	\$ 47.29	\$ 69.73	24.00%	\$ 61.67	\$ 90.92
Medical	Registered Nurse Manager I	\$ 56.32	\$ 89.72	24.00%	\$ 73.44	\$ 116.99
Medical	Nurse Practitioner	\$ 58.92	\$ 83.54	24.00%	\$ 76.82	\$ 108.93
Medical	Nurse Practitioner II	\$ 63.23	\$ 89.53	24.00%	\$ 82.45	\$ 116.75
Medical	Physician Assistant	\$ 56.40	\$ 81.61	24.00%	\$ 73.54	\$ 106.42
Medical	Registered Nurse Manager II	\$ 34.32	\$ 53.27	24.00%	\$ 44.76	\$ 69.46
Medical	Certified Nurses Aide I	\$ 12.51	\$ 19.47	24.00%	\$ 16.31	\$ 25.38
Medical	Certified Nurses Aide II	\$ 19.15	\$ 22.66	24.00%	\$ 24.97	\$ 29.55
Medical	Counselor I	\$ 14.81	\$ 22.75	24.00%	\$ 19.31	\$ 29.67
Medical	Counselor II	\$ 22.83	\$ 27.90	24.00%	\$ 29.76	\$ 36.38
Medical	Counselor II - Lead Supervisory	\$ 38.22	\$ 54.19	24.00%	\$ 49.84	\$ 70.66
Medical	Counselor Manager	\$ 44.66	\$ 62.26	24.00%	\$ 58.24	\$ 81.19
Medical	Direct Service Associate I	\$ 20.59	\$ 33.16	24.00%	\$ 26.85	\$ 43.24
Medical	Direct Service Associate II	\$ 13.94	\$ 20.51	24.00%	\$ 18.18	\$ 26.74
Medical	Direct Service Associate III	\$ 20.59	\$ 33.16	24.00%	\$ 26.85	\$ 43.24
Medical	Direct Service Associate III (Supervisor)	\$ 14.21	\$ 21.75	24.00%	\$ 18.53	\$ 28.36
Medical	Direct Service Associate IV	\$ 15.46	\$ 25.01	24.00%	\$ 20.16	\$ 32.62
Medical	Health Care Compliance Specialist I	\$ 18.42	\$ 40.89	24.00%	\$ 24.02	\$ 53.32
Medical	Health Care Compliance Specialist II	\$ 27.02	\$ 32.45	24.00%	\$ 35.23	\$ 42.31
Medical	Health Care Compliance Manager	\$ 32.48	\$ 49.45	24.00%	\$ 42.35	\$ 64.48
Medical	Health Care Technician	\$ 23.83	\$ 36.00	24.00%	\$ 31.07	\$ 46.94

Texas

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 18.29	\$ 26.14	24.00%	\$ 23.85	\$ 34.08
Medical	Health Care Technologist II	\$ 27.08	\$ 41.19	24.00%	\$ 35.31	\$ 53.71
Medical	Health Care Technologist III	\$ 29.21	\$ 44.93	24.00%	\$ 38.09	\$ 58.59
Medical	Health Care Manager	\$ 51.83	\$ 82.23	24.00%	\$ 67.58	\$ 107.22
Medical	Laboratory and Research Aide	\$ 13.37	\$ 23.11	24.00%	\$ 17.44	\$ 30.13
Medical	Laboratory and Research Technician	\$ 18.29	\$ 26.14	24.00%	\$ 23.85	\$ 34.08
Medical	Laboratory and Research Specialist I	\$ 16.57	\$ 23.25	24.00%	\$ 21.61	\$ 30.32
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 29.21	\$ 40.20	24.00%	\$ 38.09	\$ 52.42
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 45.85	\$ 50.63	24.00%	\$ 59.79	\$ 66.02
Medical	Laboratory and Research Manager	\$ 51.83	\$ 64.01	24.00%	\$ 67.58	\$ 83.47
Medical	Physical Therapist	\$ 60.44	\$ 73.88	24.00%	\$ 78.82	\$ 96.33
Medical	Psychologist I / Psychology Associate I	\$ 13.35	\$ 17.84	24.00%	\$ 17.40	\$ 23.26
Medical	Psychologist II / Psychology Associate II	\$ 49.94	\$ 64.95	24.00%	\$ 65.12	\$ 84.69
Medical	Psychologist III / Psychology Associate III	\$ 54.89	\$ 89.42	24.00%	\$ 71.58	\$ 116.60
Medical	Psychology Manager	\$ 57.21	\$ 86.97	24.00%	\$ 74.60	\$ 113.40
Medical	Therapist Assistant / Therapist I	\$ 22.61	\$ 24.53	24.00%	\$ 29.49	\$ 31.99
Medical	Therapist I	\$ 31.16	\$ 45.09	24.00%	\$ 40.64	\$ 58.79
Medical	Therapist II	\$ 49.01	\$ 49.01	24.00%	\$ 63.91	\$ 63.91
Medical	Therapist II (SLP/Aud)	\$ 41.16	\$ 60.20	24.00%	\$ 53.67	\$ 78.50
Medical	Therapist III	\$ 34.47	\$ 42.61	24.00%	\$ 44.94	\$ 55.56
Medical	Therapist Manager I	\$ 42.62	\$ 33.29	24.00%	\$ 55.58	\$ 43.40
Medical	Therapist Manager II	\$ 27.80	\$ 36.48	24.00%	\$ 36.25	\$ 47.57
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 36.50	\$ 42.40	24.00%	\$ 47.59	\$ 55.28
Medical	Dentist	\$ 81.24	\$ 88.84	24.00%	\$ 105.93	\$ 115.85
Medical	Dental Hygienist	\$ 43.90	\$ 63.91	24.00%	\$ 57.24	\$ 83.33
Medical	Dental Assistant	\$ 17.78	\$ 25.53	24.00%	\$ 23.18	\$ 33.29
Medical	Pharmacist	\$ 72.09	\$ 110.88	24.00%	\$ 94.00	\$ 144.59
Medical	Pharmacy Technician	\$ 27.89	\$ 41.30	24.00%	\$ 36.36	\$ 53.86
Medical	Medical Doctor	\$ 66.49	\$ 123.20	24.00%	\$ 86.70	\$ 160.65
Medical	Misc - Positions not listed elsewhere	TBD	\$ 124.00	24.00%	TBD	\$ 161.69

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Serial 16111-RFP: Staffing Services and Related Services and Solutions
16111 EXHIBIT A-2
Pricing Sheet
Medical

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Utah

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 25.63	\$ 29.33	24.00%	\$ 34.75	\$ 39.76
Medical	Licensed Practical Nurse II	\$ 27.78	\$ 36.05	24.00%	\$ 37.66	\$ 48.88
Medical	Registered Nurse I	\$ 29.25	\$ 35.89	24.00%	\$ 39.65	\$ 48.66
Medical	Registered Nurse II	\$ 35.96	\$ 45.45	24.00%	\$ 48.75	\$ 61.62
Medical	Registered Nurse III	\$ 40.15	\$ 51.77	24.00%	\$ 54.44	\$ 70.19
Medical	Registered Nurse Manager I	\$ 49.67	\$ 79.13	24.00%	\$ 67.35	\$ 107.29
Medical	Nurse Practitioner	\$ 33.24	\$ 40.08	24.00%	\$ 45.07	\$ 54.35
Medical	Nurse Practitioner II	\$ 40.15	\$ 56.71	24.00%	\$ 54.44	\$ 76.89
Medical	Physician Assistant	\$ 49.74	\$ 71.98	24.00%	\$ 67.44	\$ 97.60
Medical	Registered Nurse Manager II	\$ 32.47	\$ 50.40	24.00%	\$ 44.03	\$ 68.33
Medical	Certified Nurses Aide I	\$ 11.84	\$ 18.42	24.00%	\$ 16.05	\$ 24.97
Medical	Certified Nurses Aide II	\$ 18.12	\$ 21.44	24.00%	\$ 24.56	\$ 29.06
Medical	Counselor I	\$ 14.01	\$ 21.53	24.00%	\$ 19.00	\$ 29.19
Medical	Counselor II	\$ 21.59	\$ 26.40	24.00%	\$ 29.28	\$ 35.79
Medical	Counselor II - Lead Supervisory	\$ 31.18	\$ 39.32	24.00%	\$ 42.28	\$ 53.32
Medical	Counselor Manager	\$ 39.39	\$ 54.91	24.00%	\$ 53.41	\$ 74.46
Medical	Direct Service Associate I	\$ 19.48	\$ 31.37	24.00%	\$ 26.42	\$ 42.53
Medical	Direct Service Associate II	\$ 13.19	\$ 19.40	24.00%	\$ 17.89	\$ 26.31
Medical	Direct Service Associate III	\$ 19.48	\$ 31.37	24.00%	\$ 26.42	\$ 42.53
Medical	Direct Service Associate III (Supervisor)	\$ 13.45	\$ 20.57	24.00%	\$ 18.23	\$ 27.89
Medical	Direct Service Associate IV	\$ 14.63	\$ 23.67	24.00%	\$ 19.84	\$ 32.09
Medical	Health Care Compliance Specialist I	\$ 17.43	\$ 38.69	24.00%	\$ 23.63	\$ 52.45
Medical	Health Care Compliance Specialist II	\$ 25.56	\$ 30.70	24.00%	\$ 34.66	\$ 41.62
Medical	Health Care Compliance Manager	\$ 30.73	\$ 46.78	24.00%	\$ 41.66	\$ 63.43
Medical	Health Care Technician	\$ 21.01	\$ 31.75	24.00%	\$ 28.49	\$ 43.05

Utah

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 17.31	\$ 24.73	24.00%	\$ 23.46	\$ 33.53
Medical	Health Care Technologist II	\$ 23.88	\$ 36.33	24.00%	\$ 32.38	\$ 49.26
Medical	Health Care Technologist III	\$ 36.36	\$ 45.88	24.00%	\$ 49.30	\$ 62.20
Medical	Health Care Manager	\$ 45.71	\$ 72.52	24.00%	\$ 61.98	\$ 98.33
Medical	Laboratory and Research Aide	\$ 12.65	\$ 21.86	24.00%	\$ 17.16	\$ 29.64
Medical	Laboratory and Research Technician	\$ 17.31	\$ 24.73	24.00%	\$ 23.46	\$ 33.53
Medical	Laboratory and Research Specialist I	\$ 15.68	\$ 22.00	24.00%	\$ 21.26	\$ 29.83
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 37.94	\$ 52.22	24.00%	\$ 51.45	\$ 70.81
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 52.29	\$ 57.74	24.00%	\$ 70.90	\$ 78.29
Medical	Laboratory and Research Manager	\$ 58.71	\$ 72.51	24.00%	\$ 79.60	\$ 98.31
Medical	Physical Therapist	\$ 57.18	\$ 69.89	24.00%	\$ 77.54	\$ 94.77
Medical	Psychologist I / Psychology Associate I	\$ 12.63	\$ 16.88	24.00%	\$ 17.12	\$ 22.88
Medical	Psychologist II / Psychology Associate II	\$ 34.42	\$ 44.77	24.00%	\$ 46.68	\$ 60.71
Medical	Psychologist III / Psychology Associate III	\$ 44.84	\$ 73.04	24.00%	\$ 60.80	\$ 99.04
Medical	Psychology Manager	\$ 50.46	\$ 73.04	24.00%	\$ 68.41	\$ 99.04
Medical	Therapist Assistant / Therapist I	\$ 21.39	\$ 23.21	24.00%	\$ 29.01	\$ 31.47
Medical	Therapist I	\$ 27.48	\$ 39.76	24.00%	\$ 37.27	\$ 53.92
Medical	Therapist II	\$ 39.81	\$ 43.23	24.00%	\$ 53.97	\$ 58.61
Medical	Therapist II (SLP/Aud)	\$ 36.30	\$ 53.09	24.00%	\$ 49.22	\$ 71.99
Medical	Therapist III	\$ 32.61	\$ 40.31	24.00%	\$ 44.21	\$ 54.66
Medical	Therapist Manager I	\$ 40.33	\$ 31.49	24.00%	\$ 54.68	\$ 42.70
Medical	Therapist Manager II	\$ 26.30	\$ 34.52	24.00%	\$ 35.66	\$ 46.80
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 34.53	\$ 40.11	24.00%	\$ 46.82	\$ 54.39
Medical	Dentist	\$ 64.16	\$ 103.48	24.00%	\$ 86.99	\$ 140.31
Medical	Dental Hygienist	\$ 30.56	\$ 52.60	24.00%	\$ 41.44	\$ 71.31
Medical	Dental Assistant	\$ 16.82	\$ 24.15	24.00%	\$ 22.81	\$ 32.74
Medical	Pharmacist	\$ 50.71	\$ 85.95	24.00%	\$ 68.75	\$ 116.53
Medical	Pharmacy Technician	\$ 26.38	\$ 39.08	24.00%	\$ 35.77	\$ 52.98
Medical	Medical Doctor	\$ 58.64	\$ 108.66	24.00%	\$ 79.51	\$ 147.32
Medical	Misc - Positions not listed elsewhere	TBD	\$ 109.00	24.00%	TBD	\$ 147.79

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

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Vermont

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 28.98	\$ 33.16	24.00%	\$ 37.88	\$ 43.34
Medical	Licensed Practical Nurse II	\$ 31.41	\$ 40.76	24.00%	\$ 41.05	\$ 53.28
Medical	Registered Nurse I	\$ 33.07	\$ 40.58	24.00%	\$ 43.22	\$ 53.04
Medical	Registered Nurse II	\$ 40.65	\$ 51.39	24.00%	\$ 53.14	\$ 67.17
Medical	Registered Nurse III	\$ 46.49	\$ 68.54	24.00%	\$ 60.77	\$ 89.59
Medical	Registered Nurse Manager I	\$ 55.36	\$ 88.19	24.00%	\$ 72.36	\$ 115.28
Medical	Nurse Practitioner	\$ 57.91	\$ 82.12	24.00%	\$ 75.70	\$ 107.34
Medical	Nurse Practitioner II	\$ 62.16	\$ 88.01	24.00%	\$ 81.25	\$ 115.04
Medical	Physician Assistant	\$ 55.44	\$ 80.23	24.00%	\$ 72.46	\$ 104.87
Medical	Registered Nurse Manager II	\$ 36.72	\$ 56.98	24.00%	\$ 47.99	\$ 74.48
Medical	Certified Nurses Aide I	\$ 14.23	\$ 20.82	24.00%	\$ 18.60	\$ 27.22
Medical	Certified Nurses Aide II	\$ 20.48	\$ 24.24	24.00%	\$ 26.77	\$ 31.68
Medical	Counselor I	\$ 15.84	\$ 24.34	24.00%	\$ 20.71	\$ 31.82
Medical	Counselor II	\$ 24.42	\$ 29.84	24.00%	\$ 31.91	\$ 39.01
Medical	Counselor II - Lead Supervisory	\$ 37.57	\$ 53.27	24.00%	\$ 49.11	\$ 69.63
Medical	Counselor Manager	\$ 43.91	\$ 61.21	24.00%	\$ 57.39	\$ 80.00
Medical	Direct Service Associate I	\$ 22.03	\$ 35.47	24.00%	\$ 28.79	\$ 46.36
Medical	Direct Service Associate II	\$ 14.91	\$ 21.94	24.00%	\$ 19.49	\$ 28.68
Medical	Direct Service Associate III	\$ 22.03	\$ 35.47	24.00%	\$ 28.79	\$ 46.36
Medical	Direct Service Associate III (Supervisor)	\$ 15.20	\$ 23.26	24.00%	\$ 19.87	\$ 30.40
Medical	Direct Service Associate IV	\$ 16.54	\$ 26.76	24.00%	\$ 21.62	\$ 34.97
Medical	Health Care Compliance Specialist I	\$ 19.70	\$ 43.74	24.00%	\$ 25.75	\$ 57.17
Medical	Health Care Compliance Specialist II	\$ 28.90	\$ 34.71	24.00%	\$ 37.78	\$ 45.37
Medical	Health Care Compliance Manager	\$ 34.74	\$ 52.89	24.00%	\$ 45.41	\$ 69.13
Medical	Health Care Technician	\$ 23.42	\$ 35.39	24.00%	\$ 30.61	\$ 46.25

Vermont

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 19.57	\$ 27.96	24.00%	\$ 25.58	\$ 36.54
Medical	Health Care Technologist II	\$ 26.62	\$ 40.49	24.00%	\$ 34.79	\$ 52.93
Medical	Health Care Technologist III	\$ 28.71	\$ 44.17	24.00%	\$ 37.53	\$ 57.73
Medical	Health Care Manager	\$ 50.95	\$ 80.83	24.00%	\$ 66.59	\$ 105.65
Medical	Laboratory and Research Aide	\$ 14.31	\$ 24.72	24.00%	\$ 18.70	\$ 32.31
Medical	Laboratory and Research Technician	\$ 19.57	\$ 27.96	24.00%	\$ 25.58	\$ 36.54
Medical	Laboratory and Research Specialist I	\$ 17.73	\$ 24.87	24.00%	\$ 23.17	\$ 32.51
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 28.71	\$ 39.52	24.00%	\$ 37.53	\$ 51.65
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 45.07	\$ 49.77	24.00%	\$ 58.92	\$ 65.06
Medical	Laboratory and Research Manager	\$ 50.95	\$ 62.92	24.00%	\$ 66.59	\$ 82.25
Medical	Physical Therapist	\$ 64.66	\$ 79.02	24.00%	\$ 84.51	\$ 103.29
Medical	Psychologist I / Psychology Associate I	\$ 14.28	\$ 19.08	24.00%	\$ 18.66	\$ 24.94
Medical	Psychologist II / Psychology Associate II	\$ 49.09	\$ 63.84	24.00%	\$ 64.16	\$ 83.45
Medical	Psychologist III / Psychology Associate III	\$ 53.96	\$ 87.90	24.00%	\$ 70.53	\$ 114.90
Medical	Psychology Manager	\$ 56.24	\$ 85.49	24.00%	\$ 73.51	\$ 111.74
Medical	Therapist Assistant / Therapist I	\$ 24.19	\$ 26.24	24.00%	\$ 31.62	\$ 34.30
Medical	Therapist I	\$ 30.63	\$ 44.32	24.00%	\$ 40.04	\$ 57.93
Medical	Therapist II	\$ 48.18	\$ 48.18	24.00%	\$ 62.98	\$ 62.98
Medical	Therapist II (SLP/Aud)	\$ 40.46	\$ 59.18	24.00%	\$ 52.89	\$ 77.35
Medical	Therapist III	\$ 36.87	\$ 45.58	24.00%	\$ 48.19	\$ 59.58
Medical	Therapist Manager I	\$ 45.59	\$ 35.61	24.00%	\$ 59.60	\$ 46.54
Medical	Therapist Manager II	\$ 29.74	\$ 39.03	24.00%	\$ 38.87	\$ 51.01
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 39.04	\$ 45.35	24.00%	\$ 51.03	\$ 59.28
Medical	Dentist	\$ 79.86	\$ 87.33	24.00%	\$ 104.38	\$ 114.15
Medical	Dental Hygienist	\$ 43.15	\$ 62.82	24.00%	\$ 56.40	\$ 82.11
Medical	Dental Assistant	\$ 19.02	\$ 27.30	24.00%	\$ 24.86	\$ 35.69
Medical	Pharmacist	\$ 70.86	\$ 109.00	24.00%	\$ 92.63	\$ 142.48
Medical	Pharmacy Technician	\$ 29.83	\$ 44.18	24.00%	\$ 38.99	\$ 57.75
Medical	Medical Doctor	\$ 65.36	\$ 121.10	24.00%	\$ 85.43	\$ 158.30
Medical	Misc - Positions not listed elsewhere	TBD	\$ 122.00	24.00%	TBD	\$ 159.47

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Virginia

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 29.87	\$ 34.18	24.00%	\$ 39.05	\$ 44.68
Medical	Licensed Practical Nurse II	\$ 32.38	\$ 42.02	24.00%	\$ 42.32	\$ 54.92
Medical	Registered Nurse I	\$ 34.09	\$ 41.83	24.00%	\$ 44.56	\$ 54.68
Medical	Registered Nurse II	\$ 41.91	\$ 52.97	24.00%	\$ 54.78	\$ 69.24
Medical	Registered Nurse III	\$ 44.00	\$ 56.73	24.00%	\$ 59.65	\$ 76.91
Medical	Registered Nurse Manager I	\$ 54.43	\$ 86.72	24.00%	\$ 73.80	\$ 117.56
Medical	Nurse Practitioner	\$ 36.43	\$ 43.93	24.00%	\$ 49.38	\$ 59.55
Medical	Nurse Practitioner II	\$ 44.00	\$ 62.15	24.00%	\$ 59.65	\$ 84.25
Medical	Physician Assistant	\$ 54.51	\$ 78.89	24.00%	\$ 73.90	\$ 106.94
Medical	Registered Nurse Manager II	\$ 37.85	\$ 58.74	24.00%	\$ 49.47	\$ 76.78
Medical	Certified Nurses Aide I	\$ 13.79	\$ 21.47	24.00%	\$ 18.03	\$ 28.06
Medical	Certified Nurses Aide II	\$ 21.11	\$ 24.99	24.00%	\$ 27.60	\$ 32.66
Medical	Counselor I	\$ 16.33	\$ 25.09	24.00%	\$ 21.35	\$ 32.80
Medical	Counselor II	\$ 25.17	\$ 30.77	24.00%	\$ 32.90	\$ 40.21
Medical	Counselor II - Lead Supervisory	\$ 34.17	\$ 43.09	24.00%	\$ 46.33	\$ 58.42
Medical	Counselor Manager	\$ 43.17	\$ 60.18	24.00%	\$ 58.52	\$ 81.59
Medical	Direct Service Associate I	\$ 22.71	\$ 36.56	24.00%	\$ 29.68	\$ 47.79
Medical	Direct Service Associate II	\$ 15.37	\$ 22.62	24.00%	\$ 20.10	\$ 29.56
Medical	Direct Service Associate III	\$ 22.71	\$ 36.56	24.00%	\$ 29.68	\$ 47.79
Medical	Direct Service Associate III (Supervisor)	\$ 15.67	\$ 23.98	24.00%	\$ 20.49	\$ 31.34
Medical	Direct Service Associate IV	\$ 17.05	\$ 27.58	24.00%	\$ 22.29	\$ 36.05
Medical	Health Care Compliance Specialist I	\$ 20.31	\$ 45.09	24.00%	\$ 26.55	\$ 58.94
Medical	Health Care Compliance Specialist II	\$ 29.79	\$ 35.78	24.00%	\$ 38.94	\$ 46.77
Medical	Health Care Compliance Manager	\$ 35.81	\$ 54.53	24.00%	\$ 46.81	\$ 71.27
Medical	Health Care Technician	\$ 23.03	\$ 34.79	24.00%	\$ 31.22	\$ 47.17

Virginia

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 20.17	\$ 28.82	24.00%	\$ 26.37	\$ 37.67
Medical	Health Care Technologist II	\$ 26.17	\$ 39.81	24.00%	\$ 35.48	\$ 53.97
Medical	Health Care Technologist III	\$ 39.84	\$ 50.28	24.00%	\$ 54.02	\$ 68.16
Medical	Health Care Manager	\$ 50.10	\$ 79.47	24.00%	\$ 67.91	\$ 107.74
Medical	Laboratory and Research Aide	\$ 14.75	\$ 25.48	24.00%	\$ 19.28	\$ 33.31
Medical	Laboratory and Research Technician	\$ 20.17	\$ 28.82	24.00%	\$ 26.37	\$ 37.67
Medical	Laboratory and Research Specialist I	\$ 18.27	\$ 25.64	24.00%	\$ 23.89	\$ 33.51
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 41.58	\$ 57.23	24.00%	\$ 56.37	\$ 77.59
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 57.31	\$ 63.28	24.00%	\$ 77.69	\$ 85.79
Medical	Laboratory and Research Manager	\$ 64.34	\$ 79.46	24.00%	\$ 87.22	\$ 107.72
Medical	Physical Therapist	\$ 66.65	\$ 81.46	24.00%	\$ 87.12	\$ 106.48
Medical	Psychologist I / Psychology Associate I	\$ 14.72	\$ 19.67	24.00%	\$ 19.24	\$ 25.71
Medical	Psychologist II / Psychology Associate II	\$ 37.73	\$ 49.07	24.00%	\$ 51.15	\$ 66.52
Medical	Psychologist III / Psychology Associate III	\$ 49.14	\$ 80.05	24.00%	\$ 66.62	\$ 108.52
Medical	Psychology Manager	\$ 55.30	\$ 80.05	24.00%	\$ 74.97	\$ 108.52
Medical	Therapist Assistant / Therapist I	\$ 24.94	\$ 27.05	24.00%	\$ 32.59	\$ 35.36
Medical	Therapist I	\$ 30.12	\$ 43.58	24.00%	\$ 40.83	\$ 59.08
Medical	Therapist II	\$ 43.62	\$ 47.37	24.00%	\$ 59.14	\$ 64.22
Medical	Therapist II (SLP/Aud)	\$ 39.78	\$ 58.18	24.00%	\$ 53.93	\$ 78.88
Medical	Therapist III	\$ 38.01	\$ 46.99	24.00%	\$ 49.68	\$ 61.42
Medical	Therapist Manager I	\$ 47.00	\$ 36.71	24.00%	\$ 61.44	\$ 47.98
Medical	Therapist Manager II	\$ 30.66	\$ 40.23	24.00%	\$ 40.07	\$ 52.59
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 40.25	\$ 46.75	24.00%	\$ 52.61	\$ 61.11
Medical	Dentist	\$ 70.31	\$ 113.41	24.00%	\$ 95.32	\$ 153.74
Medical	Dental Hygienist	\$ 33.49	\$ 57.64	24.00%	\$ 45.41	\$ 78.14
Medical	Dental Assistant	\$ 19.61	\$ 28.15	24.00%	\$ 25.63	\$ 36.79
Medical	Pharmacist	\$ 55.57	\$ 94.19	24.00%	\$ 75.33	\$ 127.69
Medical	Pharmacy Technician	\$ 30.75	\$ 45.54	24.00%	\$ 40.19	\$ 59.53
Medical	Medical Doctor	\$ 64.26	\$ 119.08	24.00%	\$ 87.12	\$ 161.43
Medical	Misc - Positions not listed elsewhere	TBD	\$ 120.00	24.00%	TBD	\$ 162.68

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Washington

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 33.10	\$ 37.88	24.00%	\$ 43.13	\$ 49.35
Medical	Licensed Practical Nurse II	\$ 35.87	\$ 46.56	24.00%	\$ 46.74	\$ 60.66
Medical	Registered Nurse I	\$ 37.77	\$ 46.35	24.00%	\$ 49.22	\$ 60.39
Medical	Registered Nurse II	\$ 46.44	\$ 58.70	24.00%	\$ 60.51	\$ 76.48
Medical	Registered Nurse III	\$ 43.56	\$ 56.16	24.00%	\$ 56.76	\$ 73.18
Medical	Registered Nurse Manager I	\$ 53.89	\$ 85.85	24.00%	\$ 70.21	\$ 111.86
Medical	Nurse Practitioner	\$ 36.06	\$ 43.48	24.00%	\$ 46.99	\$ 56.66
Medical	Nurse Practitioner II	\$ 43.56	\$ 61.52	24.00%	\$ 56.76	\$ 80.16
Medical	Physician Assistant	\$ 53.96	\$ 78.09	24.00%	\$ 70.31	\$ 101.75
Medical	Registered Nurse Manager II	\$ 41.94	\$ 65.09	24.00%	\$ 54.65	\$ 84.81
Medical	Certified Nurses Aide I	\$ 15.70	\$ 23.79	24.00%	\$ 20.46	\$ 30.99
Medical	Certified Nurses Aide II	\$ 23.40	\$ 27.69	24.00%	\$ 30.48	\$ 36.07
Medical	Counselor I	\$ 18.10	\$ 27.80	24.00%	\$ 23.58	\$ 36.23
Medical	Counselor II	\$ 27.89	\$ 34.09	24.00%	\$ 36.34	\$ 44.42
Medical	Counselor II - Lead Supervisory	\$ 33.83	\$ 42.66	24.00%	\$ 44.08	\$ 55.59
Medical	Counselor Manager	\$ 42.74	\$ 59.58	24.00%	\$ 55.68	\$ 77.63
Medical	Direct Service Associate I	\$ 25.16	\$ 40.52	24.00%	\$ 32.79	\$ 52.79
Medical	Direct Service Associate II	\$ 17.04	\$ 25.06	24.00%	\$ 22.20	\$ 32.65
Medical	Direct Service Associate III	\$ 25.16	\$ 40.52	24.00%	\$ 32.79	\$ 52.79
Medical	Direct Service Associate III (Supervisor)	\$ 17.37	\$ 26.57	24.00%	\$ 22.63	\$ 34.62
Medical	Direct Service Associate IV	\$ 18.89	\$ 30.56	24.00%	\$ 24.62	\$ 39.83
Medical	Health Care Compliance Specialist I	\$ 22.51	\$ 49.96	24.00%	\$ 29.33	\$ 65.10
Medical	Health Care Compliance Specialist II	\$ 33.01	\$ 39.65	24.00%	\$ 43.02	\$ 51.66
Medical	Health Care Compliance Manager	\$ 39.68	\$ 60.42	24.00%	\$ 51.70	\$ 78.72
Medical	Health Care Technician	\$ 22.80	\$ 34.44	24.00%	\$ 29.70	\$ 44.88

Washington

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 22.35	\$ 31.94	24.00%	\$ 29.12	\$ 41.61
Medical	Health Care Technologist II	\$ 25.91	\$ 39.41	24.00%	\$ 33.76	\$ 51.35
Medical	Health Care Technologist III	\$ 39.44	\$ 49.77	24.00%	\$ 51.39	\$ 64.85
Medical	Health Care Manager	\$ 49.59	\$ 78.68	24.00%	\$ 64.62	\$ 102.51
Medical	Laboratory and Research Aide	\$ 16.34	\$ 28.24	24.00%	\$ 21.29	\$ 36.79
Medical	Laboratory and Research Technician	\$ 22.35	\$ 31.94	24.00%	\$ 29.12	\$ 41.61
Medical	Laboratory and Research Specialist I	\$ 20.25	\$ 28.41	24.00%	\$ 26.38	\$ 37.02
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 41.16	\$ 56.66	24.00%	\$ 53.64	\$ 73.82
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 56.73	\$ 62.64	24.00%	\$ 73.92	\$ 81.62
Medical	Laboratory and Research Manager	\$ 63.69	\$ 78.66	24.00%	\$ 82.99	\$ 102.49
Medical	Physical Therapist	\$ 73.86	\$ 90.27	24.00%	\$ 96.23	\$ 117.62
Medical	Psychologist I / Psychology Associate I	\$ 16.31	\$ 21.79	24.00%	\$ 21.25	\$ 28.40
Medical	Psychologist II / Psychology Associate II	\$ 37.35	\$ 48.57	24.00%	\$ 48.66	\$ 63.29
Medical	Psychologist III / Psychology Associate III	\$ 48.65	\$ 79.24	24.00%	\$ 63.39	\$ 103.25
Medical	Psychology Manager	\$ 54.74	\$ 79.24	24.00%	\$ 71.33	\$ 103.25
Medical	Therapist Assistant / Therapist I	\$ 27.63	\$ 29.97	24.00%	\$ 36.00	\$ 39.06
Medical	Therapist I	\$ 29.82	\$ 43.14	24.00%	\$ 38.85	\$ 56.21
Medical	Therapist II	\$ 43.18	\$ 46.90	24.00%	\$ 56.27	\$ 61.11
Medical	Therapist II (SLP/Aud)	\$ 39.38	\$ 57.60	24.00%	\$ 51.31	\$ 75.05
Medical	Therapist III	\$ 42.11	\$ 52.06	24.00%	\$ 54.87	\$ 67.84
Medical	Therapist Manager I	\$ 52.08	\$ 40.67	24.00%	\$ 67.86	\$ 52.99
Medical	Therapist Manager II	\$ 33.97	\$ 44.58	24.00%	\$ 44.26	\$ 58.09
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 44.60	\$ 51.80	24.00%	\$ 58.11	\$ 67.50
Medical	Dentist	\$ 69.60	\$ 112.27	24.00%	\$ 90.69	\$ 146.28
Medical	Dental Hygienist	\$ 33.16	\$ 57.06	24.00%	\$ 43.20	\$ 74.35
Medical	Dental Assistant	\$ 21.73	\$ 31.19	24.00%	\$ 28.31	\$ 40.64
Medical	Pharmacist	\$ 55.01	\$ 93.24	24.00%	\$ 71.68	\$ 121.49
Medical	Pharmacy Technician	\$ 34.07	\$ 50.47	24.00%	\$ 44.40	\$ 65.76
Medical	Medical Doctor	\$ 63.62	\$ 117.88	24.00%	\$ 82.89	\$ 153.59
Medical	Misc - Positions not listed elsewhere	TBD	\$ 118.00	24.00%	TBD	\$ 153.75

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

West Virginia

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 24.18	\$ 27.67	24.00%	\$ 30.92	\$ 35.38
Medical	Licensed Practical Nurse II	\$ 26.20	\$ 34.01	24.00%	\$ 33.51	\$ 43.49
Medical	Registered Nurse I	\$ 27.59	\$ 33.86	24.00%	\$ 35.29	\$ 43.30
Medical	Registered Nurse II	\$ 33.92	\$ 42.88	24.00%	\$ 43.38	\$ 54.84
Medical	Registered Nurse III	\$ 42.57	\$ 54.89	24.00%	\$ 54.44	\$ 70.19
Medical	Registered Nurse Manager I	\$ 52.66	\$ 83.89	24.00%	\$ 67.35	\$ 107.29
Medical	Nurse Practitioner	\$ 35.24	\$ 42.50	24.00%	\$ 45.07	\$ 54.35
Medical	Nurse Practitioner II	\$ 42.57	\$ 60.12	24.00%	\$ 54.44	\$ 76.89
Medical	Physician Assistant	\$ 52.74	\$ 76.32	24.00%	\$ 67.44	\$ 97.60
Medical	Registered Nurse Manager II	\$ 30.64	\$ 47.55	24.00%	\$ 39.18	\$ 60.81
Medical	Certified Nurses Aide I	\$ 12.73	\$ 17.37	24.00%	\$ 16.28	\$ 22.22
Medical	Certified Nurses Aide II	\$ 17.09	\$ 20.22	24.00%	\$ 21.86	\$ 25.86
Medical	Counselor I	\$ 13.22	\$ 20.31	24.00%	\$ 16.90	\$ 25.97
Medical	Counselor II	\$ 20.37	\$ 24.90	24.00%	\$ 26.05	\$ 31.85
Medical	Counselor II - Lead Supervisory	\$ 33.06	\$ 41.69	24.00%	\$ 42.28	\$ 53.32
Medical	Counselor Manager	\$ 41.76	\$ 58.22	24.00%	\$ 53.41	\$ 74.46
Medical	Direct Service Associate I	\$ 18.38	\$ 29.60	24.00%	\$ 23.51	\$ 37.85
Medical	Direct Service Associate II	\$ 12.44	\$ 18.31	24.00%	\$ 15.92	\$ 23.41
Medical	Direct Service Associate III	\$ 18.38	\$ 29.60	24.00%	\$ 23.51	\$ 37.85
Medical	Direct Service Associate III (Supervisor)	\$ 12.69	\$ 19.41	24.00%	\$ 16.22	\$ 24.82
Medical	Direct Service Associate IV	\$ 13.80	\$ 22.33	24.00%	\$ 17.65	\$ 28.55
Medical	Health Care Compliance Specialist I	\$ 16.44	\$ 36.50	24.00%	\$ 21.03	\$ 46.67
Medical	Health Care Compliance Specialist II	\$ 24.12	\$ 28.96	24.00%	\$ 30.84	\$ 37.04
Medical	Health Care Compliance Manager	\$ 28.99	\$ 44.13	24.00%	\$ 37.07	\$ 56.44
Medical	Health Care Technician	\$ 22.28	\$ 33.66	24.00%	\$ 28.49	\$ 43.05

West Virginia

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 16.33	\$ 23.33	24.00%	\$ 20.88	\$ 29.83
Medical	Health Care Technologist II	\$ 25.32	\$ 38.52	24.00%	\$ 32.38	\$ 49.26
Medical	Health Care Technologist III	\$ 38.55	\$ 48.64	24.00%	\$ 49.30	\$ 62.20
Medical	Health Care Manager	\$ 48.46	\$ 76.89	24.00%	\$ 61.98	\$ 98.33
Medical	Laboratory and Research Aide	\$ 11.94	\$ 20.63	24.00%	\$ 15.27	\$ 26.38
Medical	Laboratory and Research Technician	\$ 16.33	\$ 23.33	24.00%	\$ 20.88	\$ 29.83
Medical	Laboratory and Research Specialist I	\$ 14.79	\$ 20.75	24.00%	\$ 18.92	\$ 26.54
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 40.23	\$ 55.37	24.00%	\$ 51.45	\$ 70.81
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 55.44	\$ 61.22	24.00%	\$ 70.90	\$ 78.29
Medical	Laboratory and Research Manager	\$ 62.24	\$ 76.87	24.00%	\$ 79.60	\$ 98.31
Medical	Physical Therapist	\$ 53.95	\$ 65.94	24.00%	\$ 68.99	\$ 84.33
Medical	Psychologist I / Psychology Associate I	\$ 11.91	\$ 15.92	24.00%	\$ 15.23	\$ 20.36
Medical	Psychologist II / Psychology Associate II	\$ 36.50	\$ 47.47	24.00%	\$ 46.68	\$ 60.71
Medical	Psychologist III / Psychology Associate III	\$ 47.54	\$ 77.44	24.00%	\$ 60.80	\$ 99.04
Medical	Psychology Manager	\$ 53.50	\$ 77.44	24.00%	\$ 68.41	\$ 99.04
Medical	Therapist Assistant / Therapist I	\$ 20.18	\$ 21.90	24.00%	\$ 25.81	\$ 28.00
Medical	Therapist I	\$ 29.14	\$ 42.16	24.00%	\$ 37.27	\$ 53.92
Medical	Therapist II	\$ 42.20	\$ 45.83	24.00%	\$ 53.97	\$ 58.61
Medical	Therapist II (SLP/Aud)	\$ 38.49	\$ 56.29	24.00%	\$ 49.22	\$ 71.99
Medical	Therapist III	\$ 30.76	\$ 38.03	24.00%	\$ 39.34	\$ 48.64
Medical	Therapist Manager I	\$ 38.04	\$ 29.71	24.00%	\$ 48.65	\$ 38.00
Medical	Therapist Manager II	\$ 24.81	\$ 32.56	24.00%	\$ 31.73	\$ 41.65
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 32.58	\$ 37.84	24.00%	\$ 41.66	\$ 48.39
Medical	Dentist	\$ 68.02	\$ 109.71	24.00%	\$ 86.99	\$ 140.31
Medical	Dental Hygienist	\$ 32.40	\$ 55.76	24.00%	\$ 41.44	\$ 71.31
Medical	Dental Assistant	\$ 15.87	\$ 22.78	24.00%	\$ 20.30	\$ 29.14
Medical	Pharmacist	\$ 53.76	\$ 91.12	24.00%	\$ 68.75	\$ 116.53
Medical	Pharmacy Technician	\$ 24.89	\$ 36.86	24.00%	\$ 31.83	\$ 47.15
Medical	Medical Doctor	\$ 62.17	\$ 115.20	24.00%	\$ 79.51	\$ 147.32
Medical	Misc - Positions not listed elsewhere	TBD	\$ 116.00	24.00%	TBD	\$ 148.35

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Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

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Wisconsin

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 27.45	\$ 31.41	24.00%	\$ 35.90	\$ 41.08
Medical	Licensed Practical Nurse II	\$ 29.75	\$ 38.61	24.00%	\$ 38.91	\$ 50.49
Medical	Registered Nurse I	\$ 31.32	\$ 38.44	24.00%	\$ 40.96	\$ 50.27
Medical	Registered Nurse II	\$ 38.51	\$ 48.68	24.00%	\$ 50.36	\$ 63.66
Medical	Registered Nurse III	\$ 41.64	\$ 61.39	24.00%	\$ 54.45	\$ 80.28
Medical	Registered Nurse Manager I	\$ 49.58	\$ 78.99	24.00%	\$ 64.84	\$ 103.29
Medical	Nurse Practitioner	\$ 51.87	\$ 73.55	24.00%	\$ 67.83	\$ 96.18
Medical	Nurse Practitioner II	\$ 55.67	\$ 78.82	24.00%	\$ 72.80	\$ 103.08
Medical	Physician Assistant	\$ 49.65	\$ 71.85	24.00%	\$ 64.93	\$ 93.97
Medical	Registered Nurse Manager II	\$ 34.78	\$ 53.98	24.00%	\$ 45.48	\$ 70.59
Medical	Certified Nurses Aide I	\$ 12.68	\$ 19.73	24.00%	\$ 16.58	\$ 25.80
Medical	Certified Nurses Aide II	\$ 19.40	\$ 22.96	24.00%	\$ 25.37	\$ 30.03
Medical	Counselor I	\$ 15.01	\$ 23.06	24.00%	\$ 19.63	\$ 30.15
Medical	Counselor II	\$ 23.13	\$ 28.27	24.00%	\$ 30.25	\$ 36.97
Medical	Counselor II - Lead Supervisory	\$ 33.65	\$ 47.71	24.00%	\$ 44.00	\$ 62.39
Medical	Counselor Manager	\$ 39.32	\$ 54.82	24.00%	\$ 51.42	\$ 71.69
Medical	Direct Service Associate I	\$ 20.87	\$ 33.60	24.00%	\$ 27.29	\$ 43.94
Medical	Direct Service Associate II	\$ 14.13	\$ 20.78	24.00%	\$ 18.48	\$ 27.18
Medical	Direct Service Associate III	\$ 20.87	\$ 33.60	24.00%	\$ 27.29	\$ 43.94
Medical	Direct Service Associate III (Supervisor)	\$ 14.40	\$ 22.04	24.00%	\$ 18.83	\$ 28.82
Medical	Direct Service Associate IV	\$ 15.67	\$ 25.35	24.00%	\$ 20.49	\$ 33.15
Medical	Health Care Compliance Specialist I	\$ 18.67	\$ 41.44	24.00%	\$ 24.41	\$ 54.19
Medical	Health Care Compliance Specialist II	\$ 27.38	\$ 32.88	24.00%	\$ 35.80	\$ 43.00
Medical	Health Care Compliance Manager	\$ 32.91	\$ 50.11	24.00%	\$ 43.04	\$ 65.52
Medical	Health Care Technician	\$ 20.98	\$ 31.69	24.00%	\$ 27.43	\$ 41.44

Wisconsin

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 18.54	\$ 26.49	24.00%	\$ 24.24	\$ 34.64
Medical	Health Care Technologist II	\$ 23.84	\$ 36.26	24.00%	\$ 31.18	\$ 47.42
Medical	Health Care Technologist III	\$ 25.71	\$ 39.56	24.00%	\$ 33.63	\$ 51.73
Medical	Health Care Manager	\$ 45.63	\$ 72.39	24.00%	\$ 59.67	\$ 94.67
Medical	Laboratory and Research Aide	\$ 13.55	\$ 23.42	24.00%	\$ 17.72	\$ 30.62
Medical	Laboratory and Research Technician	\$ 18.54	\$ 26.49	24.00%	\$ 24.24	\$ 34.64
Medical	Laboratory and Research Specialist I	\$ 16.79	\$ 23.56	24.00%	\$ 21.96	\$ 30.81
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 25.71	\$ 35.39	24.00%	\$ 33.63	\$ 46.28
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 40.37	\$ 44.58	24.00%	\$ 52.79	\$ 58.29
Medical	Laboratory and Research Manager	\$ 45.63	\$ 56.35	24.00%	\$ 59.67	\$ 73.70
Medical	Physical Therapist	\$ 61.25	\$ 74.86	24.00%	\$ 80.10	\$ 97.90
Medical	Psychologist I / Psychology Associate I	\$ 13.52	\$ 18.07	24.00%	\$ 17.69	\$ 23.64
Medical	Psychologist II / Psychology Associate II	\$ 43.96	\$ 57.18	24.00%	\$ 57.49	\$ 74.77
Medical	Psychologist III / Psychology Associate III	\$ 48.33	\$ 78.72	24.00%	\$ 63.20	\$ 102.95
Medical	Psychology Manager	\$ 50.37	\$ 76.56	24.00%	\$ 65.87	\$ 100.12
Medical	Therapist Assistant / Therapist I	\$ 22.91	\$ 24.86	24.00%	\$ 29.97	\$ 32.51
Medical	Therapist I	\$ 27.44	\$ 39.69	24.00%	\$ 35.88	\$ 51.91
Medical	Therapist II	\$ 43.15	\$ 43.15	24.00%	\$ 56.43	\$ 56.43
Medical	Therapist II (SLP/Aud)	\$ 36.24	\$ 53.00	24.00%	\$ 47.39	\$ 69.31
Medical	Therapist III	\$ 34.93	\$ 43.18	24.00%	\$ 45.67	\$ 56.47
Medical	Therapist Manager I	\$ 43.19	\$ 33.73	24.00%	\$ 56.48	\$ 44.11
Medical	Therapist Manager II	\$ 28.17	\$ 36.97	24.00%	\$ 36.84	\$ 48.35
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 36.98	\$ 42.96	24.00%	\$ 48.37	\$ 56.18
Medical	Dentist	\$ 71.52	\$ 78.22	24.00%	\$ 93.53	\$ 102.29
Medical	Dental Hygienist	\$ 38.65	\$ 56.26	24.00%	\$ 50.54	\$ 73.58
Medical	Dental Assistant	\$ 18.02	\$ 25.87	24.00%	\$ 23.56	\$ 33.83
Medical	Pharmacist	\$ 63.47	\$ 97.62	24.00%	\$ 83.00	\$ 127.66
Medical	Pharmacy Technician	\$ 28.26	\$ 41.85	24.00%	\$ 36.95	\$ 54.73
Medical	Medical Doctor	\$ 58.53	\$ 108.46	24.00%	\$ 76.55	\$ 141.84
Medical	Misc - Positions not listed elsewhere	TBD	\$ 109.00	24.00%	TBD	\$ 142.54

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Wyoming

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 29.63	\$ 33.90	24.00%	\$ 39.15	\$ 44.80
Medical	Licensed Practical Nurse II	\$ 32.11	\$ 41.67	24.00%	\$ 42.43	\$ 55.07
Medical	Registered Nurse I	\$ 33.81	\$ 41.48	24.00%	\$ 44.68	\$ 54.83
Medical	Registered Nurse II	\$ 41.56	\$ 52.54	24.00%	\$ 54.93	\$ 69.43
Medical	Registered Nurse III	\$ 42.51	\$ 54.81	24.00%	\$ 56.18	\$ 72.43
Medical	Registered Nurse Manager I	\$ 52.59	\$ 83.77	24.00%	\$ 69.50	\$ 110.71
Medical	Nurse Practitioner	\$ 35.19	\$ 42.43	24.00%	\$ 46.51	\$ 56.08
Medical	Nurse Practitioner II	\$ 42.51	\$ 60.04	24.00%	\$ 56.18	\$ 79.34
Medical	Physician Assistant	\$ 52.66	\$ 76.21	24.00%	\$ 69.59	\$ 100.71
Medical	Registered Nurse Manager II	\$ 37.54	\$ 58.26	24.00%	\$ 49.61	\$ 76.99
Medical	Certified Nurses Aide I	\$ 13.68	\$ 21.29	24.00%	\$ 18.08	\$ 28.13
Medical	Certified Nurses Aide II	\$ 20.94	\$ 24.78	24.00%	\$ 27.67	\$ 32.75
Medical	Counselor I	\$ 16.20	\$ 24.88	24.00%	\$ 21.40	\$ 32.89
Medical	Counselor II	\$ 24.96	\$ 30.51	24.00%	\$ 32.99	\$ 40.32
Medical	Counselor II - Lead Supervisory	\$ 33.01	\$ 41.63	24.00%	\$ 43.63	\$ 55.02
Medical	Counselor Manager	\$ 41.70	\$ 58.14	24.00%	\$ 55.12	\$ 76.83
Medical	Direct Service Associate I	\$ 22.52	\$ 36.26	24.00%	\$ 29.76	\$ 47.92
Medical	Direct Service Associate II	\$ 15.25	\$ 22.43	24.00%	\$ 20.15	\$ 29.64
Medical	Direct Service Associate III	\$ 22.52	\$ 36.26	24.00%	\$ 29.76	\$ 47.92
Medical	Direct Service Associate III (Supervisor)	\$ 15.54	\$ 23.78	24.00%	\$ 20.54	\$ 31.43
Medical	Direct Service Associate IV	\$ 16.91	\$ 27.36	24.00%	\$ 22.35	\$ 36.15
Medical	Health Care Compliance Specialist I	\$ 20.14	\$ 44.72	24.00%	\$ 26.62	\$ 59.10
Medical	Health Care Compliance Specialist II	\$ 29.55	\$ 35.48	24.00%	\$ 39.05	\$ 46.90
Medical	Health Care Compliance Manager	\$ 35.52	\$ 54.07	24.00%	\$ 46.94	\$ 71.46
Medical	Health Care Technician	\$ 22.25	\$ 33.61	24.00%	\$ 29.40	\$ 44.42

Wyoming

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Health Care Technologist I	\$ 20.00	\$ 28.58	24.00%	\$ 26.44	\$ 37.78
Medical	Health Care Technologist II	\$ 25.29	\$ 38.46	24.00%	\$ 33.42	\$ 50.83
Medical	Health Care Technologist III	\$ 38.49	\$ 48.57	24.00%	\$ 50.87	\$ 64.19
Medical	Health Care Manager	\$ 48.39	\$ 76.78	24.00%	\$ 63.96	\$ 101.47
Medical	Laboratory and Research Aide	\$ 14.63	\$ 25.27	24.00%	\$ 19.33	\$ 33.40
Medical	Laboratory and Research Technician	\$ 20.00	\$ 28.58	24.00%	\$ 26.44	\$ 37.78
Medical	Laboratory and Research Specialist I	\$ 18.12	\$ 25.43	24.00%	\$ 23.95	\$ 33.61
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 40.17	\$ 55.29	24.00%	\$ 53.09	\$ 73.07
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 55.36	\$ 61.13	24.00%	\$ 73.17	\$ 80.79
Medical	Laboratory and Research Manager	\$ 62.15	\$ 76.76	24.00%	\$ 82.14	\$ 101.45
Medical	Physical Therapist	\$ 66.10	\$ 80.79	24.00%	\$ 87.36	\$ 106.77
Medical	Psychologist I / Psychology Associate I	\$ 14.59	\$ 19.51	24.00%	\$ 19.29	\$ 25.78
Medical	Psychologist II / Psychology Associate II	\$ 36.45	\$ 47.40	24.00%	\$ 48.17	\$ 62.64
Medical	Psychologist III / Psychology Associate III	\$ 47.47	\$ 77.33	24.00%	\$ 62.74	\$ 102.20
Medical	Psychology Manager	\$ 53.42	\$ 77.33	24.00%	\$ 70.60	\$ 102.20
Medical	Therapist Assistant / Therapist I	\$ 24.73	\$ 26.83	24.00%	\$ 32.68	\$ 35.45
Medical	Therapist I	\$ 29.10	\$ 42.10	24.00%	\$ 38.46	\$ 55.64
Medical	Therapist II	\$ 42.14	\$ 45.76	24.00%	\$ 55.69	\$ 60.48
Medical	Therapist II (SLP/Aud)	\$ 38.43	\$ 56.21	24.00%	\$ 50.79	\$ 74.29
Medical	Therapist III	\$ 37.69	\$ 46.60	24.00%	\$ 49.81	\$ 61.58
Medical	Therapist Manager I	\$ 46.61	\$ 36.40	24.00%	\$ 61.60	\$ 48.11
Medical	Therapist Manager II	\$ 30.40	\$ 39.90	24.00%	\$ 40.18	\$ 52.73
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 39.91	\$ 46.36	24.00%	\$ 52.75	\$ 61.28
Medical	Dentist	\$ 67.92	\$ 109.56	24.00%	\$ 89.77	\$ 144.79
Medical	Dental Hygienist	\$ 32.36	\$ 55.68	24.00%	\$ 42.76	\$ 73.59
Medical	Dental Assistant	\$ 19.44	\$ 27.92	24.00%	\$ 25.70	\$ 36.89
Medical	Pharmacist	\$ 53.68	\$ 90.99	24.00%	\$ 70.95	\$ 120.25
Medical	Pharmacy Technician	\$ 30.50	\$ 45.17	24.00%	\$ 40.30	\$ 59.69
Medical	Medical Doctor	\$ 62.08	\$ 115.03	24.00%	\$ 82.05	\$ 152.03
Medical	Misc - Positions not listed elsewhere	TBD	\$ 116.00	24.00%	TBD	\$ 153.30

* Overtime wage rates will fluctuate with pay rates and will be equal to 150% of straight-time pay rates for non-exempt employees. Overtime bill rates for non-exempt employees will apply a 24% markup to the overtime wage rates. For example, a non-exempt employee earning a straight-time wage of \$15 per hour will earn \$22.50 per hour when working overtime (\$22.50 = \$15.00 x 150%). The overtime bill rate for this employee will be \$27.90 (\$27.90 = \$22.50 x 124%).

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Exhibit B
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc

Service	Level / Description	Days to Receive Test results	Unit Cost (\$) / each
Criminal Check	State	1 to 3	\$9.25/per county + fees
	National	1 to 3	Federal check \$8.75 per fed district + fees
DMV	State	1 to 3	\$5.50 + fees
	National	n/a	\$5.50 + fees
Credit Check	Trans-Union/TRW/Equifax	24 hrs	\$10.75
Employment History Verification	Past 5 years	1 to 3	\$9.75 per employer
Education Verification	College, Trade & High School	1 to 3	\$9.25 per check
Sexual Offender Registry	State	24 hrs	\$6.10
	National	24 hrs	\$6.10
Alcohol Test	Qed A150	not offered (1)	\$8.50 + cost of collection
Drug Testing - 5 Panel	Instant Technology Insta-Check 5	not offered (2)	
Drug Testing - 10 Panel	Instant Technology Insta-Check 10	do offer not offer Insta-Check (3)	cost of collection
Tuberculosis Test	Skin Test	not offered (4)	
Please add any other testing services offered by your company such as personality testing, etc. Use more spaces as necessary.			
Kenexa Assessment	No Charge		

Key:

1. This is a saliva test. We do not offer these to our contract staff due to lack of Acro personnel present to administer
2. Our standard test is not a rapid test or 5 panel
3. We offer 10 panel, non rapid tests using a chain of custody system
4. Employees are required to have test completed before hiring and bear all costs.

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Exhibit B
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc

Please provide a volume based incremental discount rate to the bill rate you provided in each state tab. Discounts are to apply for each Participating Public Agency.

For example, if the Bill Rate is \$10 per hour and volume discount for \$1 MM is 5%. Then the discounted Bill Rate will be \$9.5 per hour.

Estimated Annual Total Spend (\$ Millions)		Incremental Discount to the Bill Rate
From	To	
\$0.251	\$0.500	%
\$0.501	\$1.000	%
\$1.001	\$1.500	%
\$1.501	\$2.000	%
\$2.001	\$2.500	%
\$2.501	\$3.000	%
\$3.001	\$3.500	%
\$3.501	\$4.000	%
\$4.001	\$4.500	%
\$4.501	\$5.000	%
\$5.001 and over		%

Please provide a volume based incremental discount rate to the Screening Fees you provided in the Screening Fees tab.

For example, if the Screening Fee is \$10 each and volume discount for \$1 MM is 5%. Then the discounted Screening Fee will be \$9.5 each.

Estimated Annual Total Spend (\$ Millions)		Incremental Discount to the Screening Fees
From	To	
\$0.251	\$0.500	%
\$0.501	\$1.000	%
\$1.001	\$1.500	%
\$1.501	\$2.000	%
\$2.001	\$2.500	%
\$2.501	\$3.000	%
\$3.001	\$3.500	%
\$3.501	\$4.000	%
\$4.001	\$4.500	%
\$4.501	\$5.000	%
\$5.001 and over		%

Maricopa County

Bid Serial 11143-RFP: Temporary Staffing and Related Services AMENDED

Exhibit B

Pricing Sheet

Administrative/Professional/Labor/Technical/Misc.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

New Jersey (2017 HOURLY MINIMUM WAGE = \$8.44)

Position Category	Job Position	Pay Rate -	Pay Rate -		Regular Markup	Regular Bill Rate -	Regular Bill Rate -	Overtime Markup	Overtime Bill Rate -	Overtime Bill Rate -
Accounting / Finance	Accountant	\$ 15.48	\$ 21.98		32.88%	\$ 20.57	\$ 29.21	24.00%	\$ 28.79	\$ 40.89
Accounting / Finance	Account Consultant	\$ 48.71	\$ 54.81		32.88%	\$ 64.73	\$ 72.83	24.00%	\$ 90.60	\$ 101.95
Accounting / Finance	Accountant JR	\$ 8.44	\$ 13.50		32.88%	\$ 11.22	\$ 17.94	24.00%	\$ 15.70	\$ 25.11
Accounting / Finance	Accountant Senior	\$ 21.99	\$ 30.53		32.88%	\$ 29.23	\$ 40.57	24.00%	\$ 40.91	\$ 56.79
Accounting / Finance	Accountant, Client Financial Services	\$ 20.00	\$ 25.00		32.88%	\$ 26.58	\$ 33.22	24.00%	\$ 37.20	\$ 46.50
Accounting / Finance	Accounting Assistant	\$ 15.00	\$ 19.25		32.88%	\$ 19.93	\$ 25.58	24.00%	\$ 27.90	\$ 35.81
Accounting / Finance	Accounting Clerk	\$ 9.50	\$ 12.00		32.88%	\$ 12.62	\$ 15.95	24.00%	\$ 17.67	\$ 22.32
Accounting / Finance	Accounting Manager A	\$ 20.16	\$ 23.06		32.88%	\$ 26.78	\$ 30.64	24.00%	\$ 37.49	\$ 42.89
Accounting / Finance	Accounting Manager B	\$ 23.01	\$ 28.22		32.88%	\$ 30.57	\$ 37.50	24.00%	\$ 42.79	\$ 52.49
Accounting / Finance	Accounting Manager C	\$ 28.27	\$ 35.74		32.88%	\$ 37.57	\$ 47.50	24.00%	\$ 52.59	\$ 66.48
Accounting / Finance	Auditing - External Auditor	\$ 19.89	\$ 25.16		32.88%	\$ 26.43	\$ 33.43	24.00%	\$ 36.99	\$ 46.79
Accounting / Finance	Auditing - External Auditor Senior	\$ 25.18	\$ 35.74		32.88%	\$ 33.45	\$ 47.50	24.00%	\$ 46.83	\$ 66.48

Accounting / Finance	Auditing - Internal Auditor	\$ 19.89	\$ 25.16		32.88%	\$ 26.43	\$ 33.43	24.00%	\$ 36.99	\$ 46.79
Accounting / Finance	Auditing - Internal Auditor Senior	\$ 25.21	\$ 35.74		32.88%	\$ 33.50	\$ 47.50	24.00%	\$ 46.89	\$ 66.48
Accounting / Finance	Bookkeeper	\$ 9.25	\$ 14.00		32.88%	\$ 12.29	\$ 18.60	24.00%	\$ 17.21	\$ 26.04
Accounting / Finance	Bookkeeping II	\$ 17.25	\$ 25.00		32.88%	\$ 22.92	\$ 33.22	24.00%	\$ 32.09	\$ 46.50
Accounting / Finance	Budget Analyst	\$ 19.51	\$ 25.53		32.88%	\$ 25.93	\$ 33.93	24.00%	\$ 36.29	\$ 47.49
Accounting / Finance	Budget Analyst Senior	\$ 25.54	\$ 39.64		32.88%	\$ 33.94	\$ 52.67	24.00%	\$ 47.51	\$ 73.72
Accounting / Finance	Buyer	\$ 31.50	\$ 38.50		32.88%	\$ 41.85	\$ 51.16	24.00%	\$ 58.59	\$ 71.61
Accounting / Finance	Closure/Disbursement Specialists	\$ 28.75	\$ 32.00		32.88%	\$ 38.20	\$ 42.52	24.00%	\$ 53.48	\$ 59.52
Accounting / Finance	Compliance Officer Sr.	\$ 34.45	\$ 42.10		32.88%	\$ 45.78	\$ 55.95	24.00%	\$ 64.07	\$ 78.31
Accounting / Finance	Compliance Officer, Duplication of Benefits HSR	\$ 27.00	\$ 35.00		32.88%	\$ 35.88	\$ 46.51	24.00%	\$ 50.22	\$ 65.10
Accounting / Finance	Contract Manager	\$ 25.20	\$ 30.80		32.88%	\$ 33.49	\$ 40.93	24.00%	\$ 46.88	\$ 57.29
Accounting / Finance	CPA	\$ 28.00	\$ 37.00		32.88%	\$ 37.21	\$ 49.17	24.00%	\$ 52.08	\$ 68.82
Accounting / Finance	Financial Advocate	\$ 21.57	\$ 25.57		32.88%	\$ 28.66	\$ 33.98	24.00%	\$ 40.12	\$ 47.56
Accounting / Finance	Fiscal/Compliance Manager	\$ 43.20	\$ 50.00		32.88%	\$ 57.40	\$ 66.44	24.00%	\$ 80.35	\$ 93.00
Accounting / Finance	Fiscal Analyst	\$ 22.50	\$ 27.50		32.88%	\$ 29.90	\$ 36.55	24.00%	\$ 41.86	\$ 51.16
Accounting / Finance	Fiscal Assistant	\$ 11.02	\$ 16.93		32.88%	\$ 14.64	\$ 22.50	24.00%	\$ 20.49	\$ 31.49
Accounting / Finance	Fiscal Technical Senior	\$ 14.77	\$ 21.06		32.88%	\$ 19.63	\$ 27.98	24.00%	\$ 27.47	\$ 39.17

Accounting / Finance	Fiscal Technician	\$ 16.99	\$ 20.77		32.88%	\$ 22.57	\$ 27.60	24.00%	\$ 31.59	\$ 38.63
Accounting / Finance	Housing Chief Financial Officer	\$ 45.00	\$ 55.00		32.88%	\$ 59.80	\$ 73.08	24.00%	\$ 83.70	\$ 102.30
Accounting / Finance	Loan Closer	\$ 25.71	\$ 31.43		32.88%	\$ 34.17	\$ 41.76	24.00%	\$ 47.82	\$ 58.45
Accounting / Finance	Loan Officer	\$ 32.50	\$ 33.75		32.88%	\$ 43.19	\$ 44.85	24.00%	\$ 60.45	\$ 62.78
Accounting / Finance	Medicaid Specialist	\$ 16.00	\$ 18.76		32.88%	\$ 21.26	\$ 24.93	24.00%	\$ 29.76	\$ 34.89
Accounting / Finance	Payment Clerk	\$ 12.60	\$ 15.40		32.88%	\$ 16.74	\$ 20.46	24.00%	\$ 23.43	\$ 28.64
Accounting / Finance	Payroll Assistant	\$ 14.25	\$ 18.00		32.88%	\$ 18.94	\$ 23.92	24.00%	\$ 26.51	\$ 33.48
Accounting / Finance	Payroll Clerk	\$ 9.08	\$ 11.10		32.88%	\$ 12.07	\$ 14.75	24.00%	\$ 16.89	\$ 20.65
Accounting / Finance	Procurement Specialist Sr.	\$ 39.36	\$ 44.74		32.88%	\$ 52.30	\$ 59.45	24.00%	\$ 73.21	\$ 83.22
Accounting / Finance	Purchasing / Procurement	\$ 18.00	\$ 26.75		32.88%	\$ 23.92	\$ 35.55	24.00%	\$ 33.48	\$ 49.76
Accounting / Finance	Sr. Compliance Officer	\$ 34.75	\$ 39.50		32.88%	\$ 46.18	\$ 52.49	24.00%	\$ 64.64	\$ 73.47
Accounting / Finance	Supervising Auditor	\$ 34.75	\$ 40.00		32.88%	\$ 46.18	\$ 53.15	24.00%	\$ 64.64	\$ 74.40
Accounting / Finance	Supervising Contract Manager	\$ 40.19	\$ 49.13		32.88%	\$ 53.41	\$ 65.28	24.00%	\$ 74.76	\$ 91.37
Accounting / Finance	Underwriter	\$ 27.89	\$ 34.09		32.88%	\$ 37.07	\$ 45.30	24.00%	\$ 51.88	\$ 63.41
Call Center/Customer Service	Customer Service Inbound I	\$ 10.37	\$ 15.27		34.15%	\$ 13.92	\$ 20.48	24.00%	\$ 19.30	\$ 28.39
Call Center/Customer Service	Customer Service Inbound II	\$ 15.32	\$ 24.67		34.15%	\$ 20.55	\$ 33.10	24.00%	\$ 28.49	\$ 45.89
Call Center/Customer Service	Customer Service Outbound I	\$ 10.37	\$ 15.27		34.15%	\$ 13.92	\$ 20.48	24.00%	\$ 19.30	\$ 28.39

Call Center/Customer Service	Customer Service Outbound II	\$ 15.32	\$ 24.67		34.15%	\$ 20.55	\$ 33.10	24.00%	\$ 28.49	\$ 45.89
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.00	\$ 15.25		34.15%	\$ 12.07	\$ 20.46	24.00%	\$ 16.74	\$ 28.37
Call Center/Customer Service	Data Analyst/Processor	\$ 18.75	\$ 25.00		34.15%	\$ 25.15	\$ 33.54	24.00%	\$ 34.88	\$ 46.50
Call Center/Customer Service	Detailing Representative I	\$ 10.58	\$ 16.18		34.15%	\$ 14.19	\$ 21.70	24.00%	\$ 19.68	\$ 30.09
Call Center/Customer Service	Detailing Representative II	\$ 11.50	\$ 18.62		34.15%	\$ 15.43	\$ 24.98	24.00%	\$ 21.39	\$ 34.63
Call Center/Customer Service	Help Desk Analyst	\$ 13.71	\$ 30.42		34.15%	\$ 18.39	\$ 40.81	24.00%	\$ 25.49	\$ 56.59
Call Center/Customer Service	Market Research Inbound	\$ 20.10	\$ 24.14		34.15%	\$ 26.97	\$ 32.39	24.00%	\$ 37.39	\$ 44.91
Call Center/Customer Service	Market Research Outbound	\$ 24.16	\$ 36.79		34.15%	\$ 32.40	\$ 49.35	24.00%	\$ 44.93	\$ 68.42
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 9.41	\$ 13.44		34.15%	\$ 12.62	\$ 18.03	24.00%	\$ 17.50	\$ 24.99
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 13.61	\$ 19.45		34.15%	\$ 18.26	\$ 26.09	24.00%	\$ 25.31	\$ 36.17
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 9.41	\$ 13.44		34.15%	\$ 12.62	\$ 18.03	24.00%	\$ 17.50	\$ 24.99
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 13.61	\$ 19.45		34.15%	\$ 18.26	\$ 26.09	24.00%	\$ 25.31	\$ 36.17
Call Center/Customer Service	Sales & Promotion Sampler	\$ 9.41	\$ 13.17		34.15%	\$ 12.62	\$ 17.67	24.00%	\$ 17.50	\$ 24.49
Call Center/Customer Service	Sales Inbound I	\$ 9.94	\$ 17.20		34.15%	\$ 13.34	\$ 23.07	24.00%	\$ 18.50	\$ 31.99
Call Center/Customer Service	Sales Inbound II	\$ 13.61	\$ 19.45		34.15%	\$ 18.26	\$ 26.09	24.00%	\$ 25.31	\$ 36.17
Call Center/Customer Service	Sales Outbound I	\$ 12.33	\$ 17.30		34.15%	\$ 16.54	\$ 23.20	24.00%	\$ 22.93	\$ 32.17
Call Center/Customer Service	Sales Outbound II	\$ 13.61	\$ 19.45		34.15%	\$ 18.26	\$ 26.09	24.00%	\$ 25.31	\$ 36.17

Call Center/Customer Service	Tradeshow Booth Attendant I	\$ 8.44	\$ 13.48		34.15%	\$ 11.32	\$ 18.08	24.00%	\$ 15.70	\$ 25.07
Call Center/Customer Service	Tradeshow Booth Attendant II	\$ 13.49	\$ 17.47		34.15%	\$ 18.10	\$ 23.43	24.00%	\$ 25.09	\$ 32.49
Call Center/Customer Service	Tradeshow Host/Hostess I	\$ 9.93	\$ 13.28		34.15%	\$ 13.33	\$ 17.81	24.00%	\$ 18.48	\$ 24.69
Call Center/Customer Service	Tradeshow Host/Hostess II	\$ 13.33	\$ 23.46		34.15%	\$ 17.88	\$ 31.47	24.00%	\$ 24.79	\$ 43.63
Food Related Services	Food Operations Assistant	\$ 10.48	\$ 15.33		38.20%	\$ 14.49	\$ 21.19	24.00%	\$ 19.50	\$ 28.51
Food Related Services	Food Operations Manager Assistant	\$ 15.37	\$ 18.01		38.20%	\$ 21.24	\$ 24.88	24.00%	\$ 28.59	\$ 33.49
Food Related Services	Food Production Worker	\$ 8.44	\$ 13.81		38.20%	\$ 11.66	\$ 19.09	24.00%	\$ 15.70	\$ 25.69
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05		38.20%	\$ 19.28	\$ 23.56	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20		38.20%	\$ 14.93	\$ 18.24	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40		38.20%	\$ 17.41	\$ 21.28	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 8.44	\$ 13.55		38.20%	\$ 11.66	\$ 18.72	24.00%	\$ 15.70	\$ 25.19
Food Related Services	Second Cook Senior	\$ 13.44	\$ 17.68		38.20%	\$ 18.57	\$ 24.44	24.00%	\$ 24.99	\$ 32.89
Food Related Services	Server	\$ 8.44	\$ 11.02		38.20%	\$ 11.66	\$ 15.23	24.00%	\$ 15.70	\$ 20.49
General Administrative	Administrative Assistant I	\$ 11.56	\$ 15.53		34.15%	\$ 15.50	\$ 20.84	24.00%	\$ 21.49	\$ 28.89
General Administrative	Administrative Assistant II	\$ 15.54	\$ 16.81		34.15%	\$ 20.85	\$ 22.55	24.00%	\$ 28.91	\$ 31.27
General Administrative	Administrative Assistant III	\$ 16.82	\$ 18.25		34.15%	\$ 22.57	\$ 24.49	24.00%	\$ 31.29	\$ 33.95
General Administrative	Administrative Assistant IV	\$ 18.26	\$ 20.21		34.15%	\$ 24.50	\$ 27.11	24.00%	\$ 33.97	\$ 37.59

General Administrative	Administrative Assistant V	\$ 20.23	\$ 22.79		34.15%	\$ 27.14	\$ 30.57	24.00%	\$ 37.63	\$ 42.39
General Administrative	Administrative Staff Assistant	\$ 22.41	\$ 25.63		34.15%	\$ 30.07	\$ 34.38	24.00%	\$ 41.69	\$ 47.67
General Administrative	Administrative Staff Specialist	\$ 25.64	\$ 31.70		34.15%	\$ 34.39	\$ 42.53	24.00%	\$ 47.69	\$ 58.97
General Administrative	Administrative Staff Specialist Senior	\$ 31.71	\$ 37.81		34.15%	\$ 42.54	\$ 50.72	24.00%	\$ 58.99	\$ 70.33
General Administrative	Agency Management Analyst	\$ 20.68	\$ 27.14		34.15%	\$ 27.75	\$ 36.41	24.00%	\$ 38.47	\$ 50.49
General Administrative	Agency Management Analyst Lead	\$ 27.15	\$ 31.55		34.15%	\$ 36.43	\$ 42.33	24.00%	\$ 50.51	\$ 58.69
General Administrative	Agency Management Analyst Senior	\$ 31.61	\$ 49.19		34.15%	\$ 42.40	\$ 65.99	24.00%	\$ 58.79	\$ 91.50
General Administrative	Assistant Instructor	\$ 22.00	\$ 24.50		34.15%	\$ 29.51	\$ 32.87	24.00%	\$ 40.92	\$ 45.57
General Administrative	Bag Check Person	\$ 9.02	\$ 11.02		34.15%	\$ 12.09	\$ 14.78	24.00%	\$ 16.77	\$ 20.50
General Administrative	Cashier	\$ 9.02	\$ 11.02		34.15%	\$ 12.09	\$ 14.78	24.00%	\$ 16.77	\$ 20.50
General Administrative	Clerk	\$ 9.30	\$ 10.75		34.15%	\$ 12.48	\$ 14.42	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.44	\$ 9.25		34.15%	\$ 11.32	\$ 12.41	24.00%	\$ 15.70	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50		34.15%	\$ 14.49	\$ 16.77	24.00%	\$ 20.09	\$ 23.25
General Administrative	Confidential Assistant	\$ 23.07	\$ 26.85		34.15%	\$ 30.95	\$ 36.02	24.00%	\$ 42.91	\$ 49.94
General Administrative	Contract Manager HSR	\$ 21.64	\$ 26.45		34.15%	\$ 29.03	\$ 35.48	24.00%	\$ 40.25	\$ 49.20
General Administrative	Data Entry Operator	\$ 9.41	\$ 13.19		34.15%	\$ 12.62	\$ 17.69	24.00%	\$ 17.50	\$ 24.53
General Administrative	Data Entry Operator Senior	\$ 13.22	\$ 18.98		34.15%	\$ 17.74	\$ 25.47	24.00%	\$ 24.59	\$ 35.31

General Administrative	Document Control Clerk	\$ 13.52	\$ 16.53		34.15%	\$ 18.14	\$ 22.17	24.00%	\$ 25.15	\$ 30.74
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00		34.15%	\$ 13.75	\$ 20.12	24.00%	\$ 19.07	\$ 27.90
General Administrative	Door Greeter	\$ 9.02	\$ 11.02		34.15%	\$ 12.09	\$ 14.78	24.00%	\$ 16.77	\$ 20.50
General Administrative	Executive Secretary	\$ 16.66	\$ 20.72		34.15%	\$ 22.35	\$ 27.79	24.00%	\$ 30.99	\$ 38.53
General Administrative	Executive Secretary Senior	\$ 20.75	\$ 30.73		34.15%	\$ 27.83	\$ 41.23	24.00%	\$ 38.59	\$ 57.17
General Administrative	Floor Clerk	\$ 9.02	\$ 11.02		34.15%	\$ 12.09	\$ 14.78	24.00%	\$ 16.77	\$ 20.50
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75		34.15%	\$ 23.48	\$ 27.84	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00		34.15%	\$ 20.12	\$ 24.15	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 13.17	\$ 15.45		34.15%	\$ 17.67	\$ 20.72	24.00%	\$ 24.49	\$ 28.73
General Administrative	Legal Assistant Senior	\$ 15.48	\$ 39.03		34.15%	\$ 20.77	\$ 52.36	24.00%	\$ 28.79	\$ 72.60
General Administrative	Library Assistant	\$ 9.41	\$ 18.51		34.15%	\$ 12.62	\$ 24.83	24.00%	\$ 17.50	\$ 34.43
General Administrative	Medical Assistant I	\$ 12.63	\$ 14.73		34.15%	\$ 16.94	\$ 19.76	24.00%	\$ 23.49	\$ 27.39
General Administrative	Medical Assistant II	\$ 14.78	\$ 21.01		34.15%	\$ 19.83	\$ 28.18	24.00%	\$ 27.49	\$ 39.07
General Administrative	Medical Biller I	\$ 11.01	\$ 13.51		34.15%	\$ 14.77	\$ 18.13	24.00%	\$ 20.47	\$ 25.13
General Administrative	Medical Biller II	\$ 13.55	\$ 21.05		34.15%	\$ 18.17	\$ 28.24	24.00%	\$ 25.19	\$ 39.15
General Administrative	Medical Records Clerk I	\$ 13.23	\$ 19.27		34.15%	\$ 17.75	\$ 25.86	24.00%	\$ 24.61	\$ 35.85
General Administrative	Medical Records Clerk II	\$ 14.29	\$ 20.66		34.15%	\$ 19.17	\$ 27.72	24.00%	\$ 26.57	\$ 38.43

General Administrative	Office Manager	\$ 22.26	\$ 33.88		34.15%	\$ 29.87	\$ 45.46	24.00%	\$ 41.41	\$ 63.02
General Administrative	Office Services Aide	\$ 12.32	\$ 16.97		34.15%	\$ 16.53	\$ 22.77	24.00%	\$ 22.91	\$ 31.57
General Administrative	Office Services Assistant	\$ 13.20	\$ 17.92		34.15%	\$ 17.71	\$ 24.04	24.00%	\$ 24.55	\$ 33.33
General Administrative	Office Services Specialist	\$ 13.92	\$ 18.76		34.15%	\$ 18.68	\$ 25.16	24.00%	\$ 25.89	\$ 34.89
General Administrative	Office Services Supervisor	\$ 14.57	\$ 19.17		34.15%	\$ 19.54	\$ 25.71	24.00%	\$ 27.09	\$ 35.65
General Administrative	Office Services Supervisor Senior	\$ 16.89	\$ 21.51		34.15%	\$ 22.66	\$ 28.86	24.00%	\$ 31.41	\$ 40.01
General Administrative	Online Clerk	\$ 9.02	\$ 11.02		34.15%	\$ 12.09	\$ 14.78	24.00%	\$ 16.77	\$ 20.50
General Administrative	Operator I	\$ 9.14	\$ 13.16		34.15%	\$ 12.26	\$ 17.65	24.00%	\$ 17.00	\$ 24.47
General Administrative	Operator II	\$ 13.17	\$ 15.37		34.15%	\$ 17.67	\$ 20.62	24.00%	\$ 24.49	\$ 28.59
General Administrative	Operator III (Key Disc Operator)	\$ 15.43	\$ 17.46		34.15%	\$ 20.69	\$ 23.42	24.00%	\$ 28.69	\$ 32.47
General Administrative	Operator IV (Key Disc Operator)	\$ 17.47	\$ 20.24		34.15%	\$ 23.43	\$ 27.15	24.00%	\$ 32.49	\$ 37.65
General Administrative	Paralegal	\$ 14.00	\$ 23.50		34.15%	\$ 18.78	\$ 31.53	24.00%	\$ 26.04	\$ 43.71
General Administrative	Paralegal Sr.	\$ 18.90	\$ 23.10		34.15%	\$ 25.35	\$ 30.99	24.00%	\$ 35.15	\$ 42.97
General Administrative	Personal Assistant	\$ 11.72	\$ 15.70		34.15%	\$ 15.72	\$ 21.05	24.00%	\$ 21.79	\$ 29.19
General Administrative	Personal Assistant Senior	\$ 15.71	\$ 16.74		34.15%	\$ 21.07	\$ 22.45	24.00%	\$ 29.21	\$ 31.13
General Administrative	Photocopy Supervisor	\$ 12.69	\$ 17.61		34.15%	\$ 17.02	\$ 23.62	24.00%	\$ 23.59	\$ 32.75
General Administrative	Photocopy Technician	\$ 11.45	\$ 16.19		34.15%	\$ 15.36	\$ 21.72	24.00%	\$ 21.29	\$ 30.11

General Administrative	Photo-Typesetting Specialist	\$ 14.91	\$ 21.47		34.15%	\$ 20.00	\$ 28.80	24.00%	\$ 27.73	\$ 39.93
General Administrative	Photo-Typesetting Supervisor	\$ 15.92	\$ 23.31		34.15%	\$ 21.36	\$ 31.26	24.00%	\$ 29.61	\$ 43.35
General Administrative	Paralegal Program Specialist	\$ 28.00	\$ 32.41		34.15%	\$ 37.56	\$ 43.48	24.00%	\$ 52.08	\$ 60.28
General Administrative	Planning Grants Administrator	\$ 34.50	\$ 41.02		34.15%	\$ 46.28	\$ 55.03	24.00%	\$ 64.17	\$ 76.30
General Administrative	Postal Aide	\$ 8.44	\$ 11.45		34.15%	\$ 11.32	\$ 15.36	24.00%	\$ 15.70	\$ 21.29
General Administrative	Postal Aide Senior	\$ 11.50	\$ 18.10		34.15%	\$ 15.43	\$ 24.29	24.00%	\$ 21.39	\$ 33.67
General Administrative	Postal Assistant	\$ 18.17	\$ 20.19		34.15%	\$ 24.37	\$ 27.08	24.00%	\$ 33.79	\$ 37.55
General Administrative	Program Manager	\$ 30.00	\$ 45.00		34.15%	\$ 40.25	\$ 60.37	24.00%	\$ 55.80	\$ 83.70
General Administrative	Program Specialist	\$ 19.84	\$ 24.25		34.15%	\$ 26.62	\$ 32.53	24.00%	\$ 36.90	\$ 45.10
General Administrative	Project Assistant	\$ 19.84	\$ 24.25		34.15%	\$ 26.62	\$ 32.53	24.00%	\$ 36.90	\$ 45.10
General Administrative	Public Relations Coordinator	\$ 13.44	\$ 17.74		34.15%	\$ 18.03	\$ 23.79	24.00%	\$ 24.99	\$ 32.99
General Administrative	Public Relations Specialist	\$ 18.67	\$ 31.94		34.15%	\$ 25.05	\$ 42.85	24.00%	\$ 34.73	\$ 59.41
General Administrative	Public Relations Specialist Assistant	\$ 13.44	\$ 18.65		34.15%	\$ 18.03	\$ 25.02	24.00%	\$ 24.99	\$ 34.69
General Administrative	Receptionist	\$ 9.40	\$ 12.08		34.15%	\$ 12.60	\$ 16.21	24.00%	\$ 17.48	\$ 22.47
General Administrative	Receptionist Senior	\$ 12.09	\$ 19.08		34.15%	\$ 16.22	\$ 25.60	24.00%	\$ 22.49	\$ 35.49
General Administrative	Secretary	\$ 9.93	\$ 13.28		34.15%	\$ 13.33	\$ 17.81	24.00%	\$ 18.48	\$ 24.69
General Administrative	Secretary Senior	\$ 13.33	\$ 23.51		34.15%	\$ 17.88	\$ 31.54	24.00%	\$ 24.79	\$ 43.73

General Administrative	Stockroom Clerk	\$ 9.02	\$ 11.02		34.15%	\$ 12.09	\$ 14.78	24.00%	\$ 16.77	\$ 20.50
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00		34.15%	\$ 20.46	\$ 24.15	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 11.56	\$ 28.21		34.15%	\$ 15.50	\$ 37.84	24.00%	\$ 21.49	\$ 52.47
Human Resources	Classification / Compensation Analyst	\$ 20.69	\$ 25.53		32.96%	\$ 27.51	\$ 33.95	24.00%	\$ 38.49	\$ 47.49
Human Resources	Classification / Compensation Analyst Senior	\$ 25.59	\$ 33.88		32.96%	\$ 34.02	\$ 45.05	24.00%	\$ 47.59	\$ 63.02
Human Resources	Classification / Compensation Consultant	\$ 33.91	\$ 45.41		32.96%	\$ 45.08	\$ 60.37	24.00%	\$ 63.06	\$ 84.46
Human Resources	EEO Program Analyst	\$ 19.98	\$ 31.91		32.96%	\$ 26.57	\$ 42.42	24.00%	\$ 37.17	\$ 59.35
Human Resources	EEO Program Specialist	\$ 22.04	\$ 34.81		32.96%	\$ 29.30	\$ 46.28	24.00%	\$ 40.99	\$ 64.74
Human Resources	EEO Officer	\$ 36.25	\$ 43.00		32.96%	\$ 48.20	\$ 57.17	24.00%	\$ 67.43	\$ 79.98
Human Resources	Employee Relations Analyst	\$ 18.01	\$ 22.79		32.96%	\$ 23.94	\$ 30.30	24.00%	\$ 33.49	\$ 42.39
Human Resources	Employee Relations Analyst Senior	\$ 22.84	\$ 40.31		32.96%	\$ 30.37	\$ 53.60	24.00%	\$ 42.49	\$ 74.98
Human Resources	Human Resources Assistant	\$ 13.81	\$ 19.89		32.96%	\$ 18.37	\$ 26.44	24.00%	\$ 25.69	\$ 36.99
Human Resources	Human Resources Generalist	\$ 16.01	\$ 20.37		32.96%	\$ 21.28	\$ 27.09	24.00%	\$ 29.77	\$ 37.89
Human Resources	Human Resources Generalist Senior	\$ 20.48	\$ 35.78		32.96%	\$ 27.23	\$ 47.57	24.00%	\$ 38.09	\$ 66.54
Human Resources	Personnel Analyst	\$ 15.86	\$ 20.16		32.96%	\$ 21.08	\$ 26.80	24.00%	\$ 29.49	\$ 37.49
Human Resources	Personnel Analyst Senior	\$ 20.21	\$ 24.46		32.96%	\$ 26.87	\$ 32.52	24.00%	\$ 37.59	\$ 45.49
Human Resources	Personnel Practices Analyst	\$ 24.51	\$ 28.86		32.96%	\$ 32.59	\$ 38.38	24.00%	\$ 45.59	\$ 53.69

Human Resources	Personnel Practices Analyst Senior	\$ 28.92	\$ 36.82		32.96%	\$ 38.45	\$ 48.95	24.00%	\$ 53.79	\$ 68.48
Human Resources	Personnel Practices Manager	\$ 36.24	\$ 45.07		32.96%	\$ 48.18	\$ 59.93	24.00%	\$ 67.40	\$ 83.84
Human Resources	Recruiter	\$ 30.00	\$ 35.00		32.96%	\$ 39.89	\$ 46.54	24.00%	\$ 55.80	\$ 65.10
Human Resources	Claims Representative	\$ 20.00	\$ 26.49		32.96%	\$ 26.59	\$ 35.22	24.00%	\$ 37.20	\$ 49.27
Human Services	Health Insurance Enrollment Project	\$ 27.00	\$ 31.50		32.96%	\$ 35.90	\$ 41.88	24.00%	\$ 50.22	\$ 58.59
Human Services	Social Worker	\$ 17.65	\$ 29.90		32.96%	\$ 23.47	\$ 39.75	24.00%	\$ 32.83	\$ 55.61
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00		32.96%	\$ 29.92	\$ 41.22	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 13.38	\$ 18.49		32.96%	\$ 17.80	\$ 24.58	24.00%	\$ 24.89	\$ 34.39
Human Services	Support Enforcement Specialist Senior	\$ 18.54	\$ 21.89		32.96%	\$ 24.66	\$ 29.10	24.00%	\$ 34.49	\$ 40.71
Human Services	Utilization Review Analyst	\$ 18.54	\$ 26.61		32.96%	\$ 24.66	\$ 35.38	24.00%	\$ 34.49	\$ 49.49
Human Services	Utilization Review Analyst Senior	\$ 26.66	\$ 42.76		32.96%	\$ 35.45	\$ 56.86	24.00%	\$ 49.59	\$ 79.54
Human Services	Medical Social Work	\$ 30.60	\$ 37.39		32.96%	\$ 40.68	\$ 49.72	24.00%	\$ 56.91	\$ 69.55
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 27.00	\$ 33.00		32.96%	\$ 35.90	\$ 43.88	24.00%	\$ 50.22	\$ 61.38
Human Services	Teachers Aid / Classroom Helper	\$ 11.69	\$ 14.29		32.96%	\$ 15.55	\$ 19.00	24.00%	\$ 21.75	\$ 26.58
Human Services	Trainer	\$ 30.00	\$ 33.50		32.96%	\$ 39.89	\$ 44.54	24.00%	\$ 55.80	\$ 62.31
Human Services	Training Assistant	\$ 35.00	\$ 45.00		32.96%	\$ 46.54	\$ 59.83	24.00%	\$ 65.10	\$ 83.70
Human Services	Training Supervisor	\$ 45.00	\$ 50.25		32.96%	\$ 59.83	\$ 66.81	24.00%	\$ 83.70	\$ 93.47

Insurance	Claims Adjuster I	\$ 15.32	\$ 18.54		32.96%	\$ 20.37	\$ 24.66	24.00%	\$ 28.49	\$ 34.49
Insurance	Claims Adjuster II	\$ 18.60	\$ 26.61		32.96%	\$ 24.73	\$ 35.38	24.00%	\$ 34.59	\$ 49.49
Insurance	Claims Specialist	\$ 26.66	\$ 33.59		32.96%	\$ 35.45	\$ 44.67	24.00%	\$ 49.59	\$ 62.48
Insurance	Worker's Compensation Specialist	\$ 25.19	\$ 37.68		32.96%	\$ 33.49	\$ 50.10	24.00%	\$ 46.85	\$ 70.08
Laborer/Industrial	Subcode Official - Building	\$ 24.45	\$ 32.00		38.20%	\$ 33.79	\$ 44.22	24.00%	\$ 45.48	\$ 59.52
Laborer/Industrial	Subcode Official - Electrical	\$ 24.45	\$ 29.50		38.20%	\$ 33.79	\$ 40.77	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	Subcode Official - Plumbing	\$ 24.45	\$ 29.50		38.20%	\$ 33.79	\$ 40.77	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	Animal Health Laboratory Worker	\$ 13.00	\$ 17.50		38.20%	\$ 17.97	\$ 24.19	24.00%	\$ 24.18	\$ 32.55
Laborer/Industrial	Asbestos Inspector	\$ 28.00	\$ 33.50		38.20%	\$ 38.70	\$ 46.30	24.00%	\$ 52.08	\$ 62.31
Laborer/Industrial	CDL Driver	\$ 13.44	\$ 19.30		38.20%	\$ 18.57	\$ 26.67	24.00%	\$ 24.99	\$ 35.89
Laborer/Industrial	Codes - Amusement Ride Inspector	\$ 21.50	\$ 28.22		38.20%	\$ 29.71	\$ 39.00	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	Codes - Construction Codes	\$ 27.95	\$ 33.21		38.20%	\$ 38.63	\$ 45.90	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	Codes - Elevator Code Inspector	\$ 30.25	\$ 35.00		38.20%	\$ 41.81	\$ 48.37	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	Codes - Housing Inspector	\$ 24.75	\$ 30.00		38.20%	\$ 34.20	\$ 41.46	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	Codes - Multi Dwelling Inspector	\$ 24.75	\$ 29.50		38.20%	\$ 34.20	\$ 40.77	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	Codes - Plan Reviewer	\$ 31.50	\$ 37.75		38.20%	\$ 43.53	\$ 52.17	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	Codes - Sub Code Official	\$ 26.50	\$ 33.55		38.20%	\$ 36.62	\$ 46.37	24.00%	\$ 49.29	\$ 62.40

Laborer/Industrial	Flagger / Laborer	\$ 15.70	\$ 22.84		38.20%	\$ 21.69	\$ 31.57	24.00%	\$ 29.19	\$ 42.49
Laborer/Industrial	Forklift Operator	\$ 14.43	\$ 20.67		38.20%	\$ 19.94	\$ 28.57	24.00%	\$ 26.83	\$ 38.45
Laborer/Industrial	Forklift Operator Senior	\$ 11.23	\$ 15.66		38.20%	\$ 15.53	\$ 21.65	24.00%	\$ 20.89	\$ 29.13
Laborer/Industrial	Grounds Worker	\$ 9.08	\$ 12.63		38.20%	\$ 12.55	\$ 17.46	24.00%	\$ 16.90	\$ 23.49
Laborer/Industrial	Grounds Worker Lead	\$ 12.69	\$ 16.93		38.20%	\$ 17.53	\$ 23.40	24.00%	\$ 23.59	\$ 31.49
Laborer/Industrial	Grounds Worker Senior	\$ 13.53	\$ 16.82		38.20%	\$ 18.70	\$ 23.25	24.00%	\$ 25.17	\$ 31.29
Laborer/Industrial	Groundskeeper / Landscaper	\$ 9.41	\$ 13.17		38.20%	\$ 13.00	\$ 18.20	24.00%	\$ 17.50	\$ 24.49
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 13.18	\$ 16.82		38.20%	\$ 18.21	\$ 23.25	24.00%	\$ 24.51	\$ 31.29
Laborer/Industrial	Heavy Industrial Materials Handler	\$ 8.44	\$ 12.66		38.20%	\$ 11.66	\$ 17.50	24.00%	\$ 15.70	\$ 23.55
Laborer/Industrial	Heavy Industrial Materials Handler,	\$ 8.44	\$ 12.66		38.20%	\$ 11.66	\$ 17.50	24.00%	\$ 15.70	\$ 23.55
Laborer/Industrial	Heavy Industrial Worker (General	\$ 8.44	\$ 12.66		38.20%	\$ 11.66	\$ 17.50	24.00%	\$ 15.70	\$ 23.55
Laborer/Industrial	Housekeeping Supervisor	\$ 11.23	\$ 15.61		38.20%	\$ 15.53	\$ 21.57	24.00%	\$ 20.89	\$ 29.03
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 15.64	\$ 24.19		38.20%	\$ 21.62	\$ 33.43	24.00%	\$ 29.09	\$ 44.99
Laborer/Industrial	Housekeeping Worker	\$ 8.44	\$ 12.74		38.20%	\$ 11.66	\$ 17.60	24.00%	\$ 15.70	\$ 23.69
Laborer/Industrial	Housekeeping Worker Senior	\$ 12.79	\$ 16.34		38.20%	\$ 17.68	\$ 22.58	24.00%	\$ 23.79	\$ 30.39
Laborer/Industrial	Housing Inspectors II	\$ 22.67	\$ 29.75		38.20%	\$ 31.33	\$ 41.11	24.00%	\$ 42.17	\$ 55.34
Laborer/Industrial	Housing Inspectors III	\$ 33.25	\$ 38.00		38.20%	\$ 45.95	\$ 52.52	24.00%	\$ 61.85	\$ 70.68

Laborer/Industrial	Inventory Worker Light	\$ 9.94	\$ 15.59		38.20%	\$ 13.74	\$ 21.54	24.00%	\$ 18.50	\$ 28.99
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.44	\$ 14.24		38.20%	\$ 11.66	\$ 19.68	24.00%	\$ 15.70	\$ 26.49
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.87	\$ 12.09		38.20%	\$ 12.26	\$ 16.71	24.00%	\$ 16.50	\$ 22.49
Laborer/Industrial	Motor Vehicle Operator B	\$ 12.15	\$ 19.62		38.20%	\$ 16.79	\$ 27.11	24.00%	\$ 22.59	\$ 36.49
Laborer/Industrial	Packer	\$ 8.44	\$ 12.66		38.20%	\$ 11.66	\$ 17.50	24.00%	\$ 15.70	\$ 23.55
Laborer/Industrial	Printing Press Operator Sr.	\$ 27.00	\$ 31.35		38.20%	\$ 37.31	\$ 43.33	24.00%	\$ 50.22	\$ 58.31
Laborer/Industrial	Roll Fed Printer Operator - Midnight Shift	\$ 18.02	\$ 22.02		38.20%	\$ 24.90	\$ 30.43	24.00%	\$ 33.51	\$ 40.96
Laborer/Industrial	Technician Water Monitoring	\$ 17.99	\$ 23.50		38.20%	\$ 24.86	\$ 32.48	24.00%	\$ 33.46	\$ 43.71
Laborer/Industrial	Warehouse Specialist I	\$ 8.44	\$ 12.66		38.20%	\$ 11.66	\$ 17.50	24.00%	\$ 15.70	\$ 23.55
Laborer/Industrial	Warehouse Specialist II	\$ 12.69	\$ 15.86		38.20%	\$ 17.53	\$ 21.91	24.00%	\$ 23.59	\$ 29.49
Laborer/Industrial	Warehouse Specialist III	\$ 15.91	\$ 20.26		38.20%	\$ 21.99	\$ 28.00	24.00%	\$ 29.59	\$ 37.69
Laborer/Industrial	Warehouse worker (included)	\$ 9.00	\$ 11.00		38.20%	\$ 12.44	\$ 15.20	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 8.44	\$ 12.66		38.20%	\$ 11.66	\$ 17.50	24.00%	\$ 15.70	\$ 23.55
Laborer/Industrial	Warehouse Worker II	\$ 12.69	\$ 15.86		38.20%	\$ 17.53	\$ 21.91	24.00%	\$ 23.59	\$ 29.49
Media	Audio Visual Technician	\$ 12.09	\$ 15.61		32.96%	\$ 16.08	\$ 20.75	24.00%	\$ 22.49	\$ 29.03
Media	Audio Visual Technician Senior	\$ 15.64	\$ 25.93		32.96%	\$ 20.80	\$ 34.48	24.00%	\$ 29.09	\$ 48.23
Media	Graphic Artist	\$ 14.24	\$ 17.01		32.96%	\$ 18.94	\$ 22.61	24.00%	\$ 26.49	\$ 31.63

Media	Graphic Artist Senior	\$ 17.01	\$ 23.92		32.96%	\$ 22.61	\$ 31.80	24.00%	\$ 31.63	\$ 44.49
Media	Graphic Designer	\$ 14.24	\$ 17.01		32.96%	\$ 18.94	\$ 22.61	24.00%	\$ 26.49	\$ 31.63
Media	Graphic Designer Senior	\$ 17.04	\$ 23.92		32.96%	\$ 22.65	\$ 31.80	24.00%	\$ 31.69	\$ 44.49
Media	Photographer	\$ 9.41	\$ 12.45		32.96%	\$ 12.51	\$ 16.55	24.00%	\$ 17.50	\$ 23.15
Media	Photographer Senior	\$ 12.47	\$ 19.95		32.96%	\$ 16.58	\$ 26.53	24.00%	\$ 23.19	\$ 37.11
Media	TV / Video Production Specialist	\$ 18.81	\$ 24.21		32.96%	\$ 25.01	\$ 32.19	24.00%	\$ 34.99	\$ 45.03
Media	TV / Video Production Technician	\$ 24.24	\$ 32.79		32.96%	\$ 32.23	\$ 43.59	24.00%	\$ 45.09	\$ 60.98
Tax	Data Entry Clerk	\$ 9.41	\$ 12.09		34.15%	\$ 12.62	\$ 16.22	24.00%	\$ 17.50	\$ 22.49
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 12.15	\$ 19.08		34.15%	\$ 16.30	\$ 25.60	24.00%	\$ 22.59	\$ 35.49
Tax	Error Resolution and Document Processor	\$ 15.80	\$ 21.96		34.15%	\$ 21.20	\$ 29.46	24.00%	\$ 29.39	\$ 40.85
Tax	General Clerical	\$ 9.14	\$ 13.52		34.15%	\$ 12.26	\$ 18.14	24.00%	\$ 17.00	\$ 25.15
Tax	On-Site Administrator (Day)	\$ 10.70	\$ 23.11		34.15%	\$ 14.35	\$ 31.01	24.00%	\$ 19.90	\$ 42.99
Tax	On-Site Administrator (Evening)	\$ 10.70	\$ 23.11		34.15%	\$ 14.35	\$ 31.01	24.00%	\$ 19.90	\$ 42.99
Tax	Remittance Processor	\$ 19.00	\$ 28.17		34.15%	\$ 25.48	\$ 37.78	24.00%	\$ 35.33	\$ 52.39
Tax	Taxpayer Information & Assistance Agent	\$ 16.83	\$ 24.18		34.15%	\$ 22.58	\$ 32.43	24.00%	\$ 31.31	\$ 44.97
Technical	Agricultural Technician	\$ 17.31	\$ 28.10		36.74%	\$ 23.67	\$ 38.42	24.00%	\$ 32.19	\$ 52.27
Technical	Agricultural Technician Lead	\$ 19.41	\$ 31.02		36.74%	\$ 26.55	\$ 42.42	24.00%	\$ 36.11	\$ 57.71

Technical	Agricultural Technician Supervisor	\$ 23.32	\$ 37.39		36.74%	\$ 31.88	\$ 51.13	24.00%	\$ 43.37	\$ 69.54
Technical	Analytical Chemist	\$ 18.34	\$ 31.02		36.74%	\$ 25.08	\$ 42.42	24.00%	\$ 34.11	\$ 57.71
Technical	Analytical Chemist Assistant	\$ 21.44	\$ 35.30		36.74%	\$ 29.31	\$ 48.27	24.00%	\$ 39.87	\$ 65.66
Technical	Analytical Chemist Senior	\$ 27.06	\$ 44.15		36.74%	\$ 37.00	\$ 60.37	24.00%	\$ 50.33	\$ 82.12
Technical	Archaeologist	\$ 18.50	\$ 29.00		36.74%	\$ 25.30	\$ 39.65	24.00%	\$ 34.41	\$ 53.94
Technical	Architectural Historian	\$ 27.00	\$ 35.00		36.74%	\$ 36.92	\$ 47.86	24.00%	\$ 50.22	\$ 65.10
Technical	Assets Manager	\$ 31.20	\$ 34.60		36.74%	\$ 42.66	\$ 47.31	24.00%	\$ 58.03	\$ 64.36
Technical	Bilingual Specialist Social Services Publications	\$ 34.81	\$ 42.54		36.74%	\$ 47.60	\$ 58.17	24.00%	\$ 64.74	\$ 79.13
Technical	Bridge Design Drafter	\$ 19.37	\$ 29.14		36.74%	\$ 26.49	\$ 39.85	24.00%	\$ 36.03	\$ 54.20
Technical	Bridge Design Drafter Senior	\$ 20.66	\$ 31.51		36.74%	\$ 28.25	\$ 43.09	24.00%	\$ 38.43	\$ 58.61
Technical	Caregiver Program	\$ 37.75	\$ 43.25		36.74%	\$ 51.62	\$ 59.14	24.00%	\$ 70.22	\$ 80.45
Technical	Cartographic Drafter	\$ 24.35	\$ 34.31		36.74%	\$ 33.30	\$ 46.92	24.00%	\$ 45.29	\$ 63.82
Technical	Cartographic Drafter Assistant	\$ 19.09	\$ 28.70		36.74%	\$ 26.10	\$ 39.24	24.00%	\$ 35.51	\$ 53.38
Technical	Cartographic Supervisor	\$ 33.22	\$ 44.68		36.74%	\$ 45.43	\$ 61.10	24.00%	\$ 61.79	\$ 83.10
Technical	Civil Engineer Trainee	\$ 26.30	\$ 29.32		36.74%	\$ 35.96	\$ 40.09	24.00%	\$ 48.92	\$ 54.54
Technical	Clergy	\$ 17.60	\$ 20.00		36.74%	\$ 24.07	\$ 27.35	24.00%	\$ 32.74	\$ 37.20
Technical	Communications Specialist	\$ 27.54	\$ 36.40		36.74%	\$ 37.66	\$ 49.77	24.00%	\$ 51.22	\$ 67.70

Technical	Communicatio n Specialist II	\$ 47.50	\$ 56.57		36.74%	\$ 64.95	\$ 77.35	24.00%	\$ 88.35	\$ 105.22
Technical	Computer Operator Assistant	\$ 16.00	\$ 19.50		36.74%	\$ 21.88	\$ 26.66	24.00%	\$ 29.76	\$ 36.27
Technical	Constituent Services Representative	\$ 21.50	\$ 25.00		36.74%	\$ 29.40	\$ 34.19	24.00%	\$ 39.99	\$ 46.50
Technical	Constituent Affairs Coordinator	\$ 26.25	\$ 29.35		36.74%	\$ 35.89	\$ 40.13	24.00%	\$ 48.83	\$ 54.59
Technical	Construction Inspector	\$ 17.48	\$ 21.37		36.74%	\$ 23.91	\$ 29.22	24.00%	\$ 32.52	\$ 39.75
Technical	Construction Management Specialist	\$ 29.37	\$ 35.89		36.74%	\$ 40.15	\$ 49.08	24.00%	\$ 54.62	\$ 66.76
Technical	Contract Analyst	\$ 25.13	\$ 30.72		36.74%	\$ 34.37	\$ 42.00	24.00%	\$ 46.75	\$ 57.13
Technical	Coordinator / MWOB	\$ 17.40	\$ 21.26		36.74%	\$ 23.79	\$ 29.08	24.00%	\$ 32.36	\$ 39.55
Technical	Direct Certification Coordinator	\$ 37.00	\$ 45.00		36.74%	\$ 50.59	\$ 61.53	24.00%	\$ 68.82	\$ 83.70
Technical	Director of Facilities HRC	\$ 50.00	\$ 56.75		36.74%	\$ 68.37	\$ 77.60	24.00%	\$ 93.00	\$ 105.56
Technical	Electrical Plan Reviewer	\$ 33.03	\$ 38.53		36.74%	\$ 45.17	\$ 52.69	24.00%	\$ 61.44	\$ 71.67
Technical	Engineering Design Drafting Specialist	\$ 29.29	\$ 41.46		36.74%	\$ 40.06	\$ 56.70	24.00%	\$ 54.49	\$ 77.12
Technical	Engineering Design Drafting Supervisor	\$ 34.08	\$ 47.52		36.74%	\$ 46.60	\$ 64.97	24.00%	\$ 63.38	\$ 88.38
Technical	Engineering Design Drafting Technician	\$ 16.46	\$ 21.78		36.74%	\$ 22.51	\$ 29.78	24.00%	\$ 30.61	\$ 40.51
Technical	Engineering Drafting Technician	\$ 16.49	\$ 21.78		36.74%	\$ 22.55	\$ 29.78	24.00%	\$ 30.67	\$ 40.51
Technical	Engineering Drafting Technician Senior	\$ 19.11	\$ 27.78		36.74%	\$ 26.14	\$ 37.98	24.00%	\$ 35.55	\$ 51.67
Technical	Engineering Sr. Technician	\$ 28.00	\$ 30.00		36.74%	\$ 38.29	\$ 41.02	24.00%	\$ 52.08	\$ 55.80

Technical	Environmental Engineer	\$ 27.07	\$ 42.75		36.74%	\$ 37.01	\$ 58.46	24.00%	\$ 50.35	\$ 79.52
Technical	Environmental Engineer Senior	\$ 29.15	\$ 46.78		36.74%	\$ 39.87	\$ 63.97	24.00%	\$ 54.23	\$ 87.02
Technical	Environmental Program Analyst	\$ 22.96	\$ 33.93		36.74%	\$ 31.40	\$ 46.39	24.00%	\$ 42.71	\$ 63.10
Technical	Environmental Program Planner	\$ 24.53	\$ 36.65		36.74%	\$ 33.54	\$ 50.11	24.00%	\$ 45.63	\$ 68.16
Technical	Environmental Program Specialist	\$ 26.38	\$ 33.12		36.74%	\$ 36.07	\$ 45.29	24.00%	\$ 49.07	\$ 61.60
Technical	Environmental Specialist - Field	\$ 24.53	\$ 35.80		36.74%	\$ 33.54	\$ 48.95	24.00%	\$ 45.63	\$ 66.58
Technical	Environmental Specialist Senior - Field	\$ 25.23	\$ 37.47		36.74%	\$ 34.50	\$ 51.24	24.00%	\$ 46.93	\$ 69.70
Technical	Environmental Technician	\$ 22.96	\$ 33.93		36.74%	\$ 31.40	\$ 46.39	24.00%	\$ 42.71	\$ 63.10
Technical	Environmental Technician Senior	\$ 24.53	\$ 36.65		36.74%	\$ 33.54	\$ 50.11	24.00%	\$ 45.63	\$ 68.16
Technical	Field Program Compliance Supervisor	\$ 31.60	\$ 40.00		36.74%	\$ 43.21	\$ 54.70	24.00%	\$ 58.78	\$ 74.40
Technical	Field Staff Technician	\$ 19.80	\$ 24.20		36.74%	\$ 27.08	\$ 33.09	24.00%	\$ 36.83	\$ 45.02
Technical	Financial Admin Analyst	\$ 33.00	\$ 37.80		36.74%	\$ 45.12	\$ 51.69	24.00%	\$ 61.38	\$ 70.31
Technical	GIS Analyst	\$ 17.00	\$ 25.80		36.74%	\$ 23.25	\$ 35.28	24.00%	\$ 31.62	\$ 47.99
Technical	GIS Specialist	\$ 31.04	\$ 37.94		36.74%	\$ 42.45	\$ 51.88	24.00%	\$ 57.74	\$ 70.57
Technical	Grant Administrator	\$ 24.37	\$ 29.78		36.74%	\$ 33.32	\$ 40.72	24.00%	\$ 45.32	\$ 55.39
Technical	Grants Administrator Senior	\$ 31.25	\$ 40.00		36.74%	\$ 42.73	\$ 54.70	24.00%	\$ 58.13	\$ 74.40
Technical	Grant Manager	\$ 35.00	\$ 46.75		36.74%	\$ 47.86	\$ 63.93	24.00%	\$ 65.10	\$ 86.96

Technical	Grant Manager II	\$ 47.00	\$ 51.05		36.74%	\$ 64.27	\$ 69.81	24.00%	\$ 87.42	\$ 94.95
Technical	Health Data Specialist	\$ 30.00	\$ 37.40		36.74%	\$ 41.02	\$ 51.14	24.00%	\$ 55.80	\$ 69.56
Technical	Health Data Specialist II	\$ 39.75	\$ 50.00		36.74%	\$ 54.35	\$ 68.37	24.00%	\$ 73.94	\$ 93.00
Technical	Help Desk Support	\$ 15.50	\$ 25.00		36.74%	\$ 21.19	\$ 34.19	24.00%	\$ 28.83	\$ 46.50
Technical	Historical Preservation Specialist	\$ 26.10	\$ 31.90		36.74%	\$ 35.69	\$ 43.63	24.00%	\$ 48.55	\$ 59.34
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00		36.74%	\$ 23.59	\$ 32.82	24.00%	\$ 32.09	\$ 44.64
Technical	Home Repair Coordinator II	\$ 21.76	\$ 26.59		36.74%	\$ 29.75	\$ 36.36	24.00%	\$ 40.47	\$ 49.46
Technical	Housing Monitor	\$ 28.40	\$ 34.71		36.74%	\$ 38.84	\$ 47.47	24.00%	\$ 52.83	\$ 64.57
Technical	Housing Recovery Advisor	\$ 18.00	\$ 22.00		36.74%	\$ 24.61	\$ 30.08	24.00%	\$ 33.48	\$ 40.92
Technical	Housing Advisor Senior	\$ 25.00	\$ 29.60		36.74%	\$ 34.19	\$ 40.48	24.00%	\$ 46.50	\$ 55.06
Technical	Housing Program Manager	\$ 33.00	\$ 37.80		36.74%	\$ 45.12	\$ 51.69	24.00%	\$ 61.38	\$ 70.31
Technical	Infection Control Specialist	\$ 43.50	\$ 58.00		36.74%	\$ 59.48	\$ 79.31	24.00%	\$ 80.91	\$ 107.88
Technical	Investigator	\$ 30.00	\$ 42.25		36.74%	\$ 41.02	\$ 57.77	24.00%	\$ 55.80	\$ 78.59
Technical	Laboratory Technician	\$ 17.52	\$ 26.25		36.74%	\$ 23.96	\$ 35.90	24.00%	\$ 32.59	\$ 48.83
Technical	Laboratory Technician Senior	\$ 18.61	\$ 28.30		36.74%	\$ 25.44	\$ 38.70	24.00%	\$ 34.61	\$ 52.65
Technical	Landlord Advisor	\$ 20.00	\$ 26.20		36.74%	\$ 27.35	\$ 35.83	24.00%	\$ 37.20	\$ 48.73
Technical	Lead Trainer	\$ 38.00	\$ 44.98		36.74%	\$ 51.96	\$ 61.51	24.00%	\$ 70.68	\$ 83.66

Technical	Licensed Clinician - LPC/LCAD	\$ 27.00	\$ 33.00		36.74%	\$ 36.92	\$ 45.13	24.00%	\$ 50.22	\$ 61.38
Technical	Management Officer	\$ 27.50	\$ 33.61		36.74%	\$ 37.60	\$ 45.95	24.00%	\$ 51.14	\$ 62.51
Technical	Manager	\$ 26.10	\$ 31.90		36.74%	\$ 35.69	\$ 43.63	24.00%	\$ 48.55	\$ 59.34
Technical	Maritime Archaeologist	\$ 30.00	\$ 38.34		36.74%	\$ 41.02	\$ 52.43	24.00%	\$ 55.80	\$ 71.31
Technical	Mobility Instructor	\$ 37.18	\$ 45.44		36.74%	\$ 50.84	\$ 62.14	24.00%	\$ 69.15	\$ 84.52
Technical	Mortgage Analyst Coordinator	\$ 24.00	\$ 29.65		36.74%	\$ 32.82	\$ 40.54	24.00%	\$ 44.64	\$ 55.15
Technical	One Call Staff Meter Tester	\$ 19.78	\$ 23.40		36.74%	\$ 27.05	\$ 32.00	24.00%	\$ 36.79	\$ 43.52
Technical	PASP Program Assistant	\$ 13.00	\$ 16.85		36.74%	\$ 17.78	\$ 23.04	24.00%	\$ 24.18	\$ 31.34
Technical	Policy and Planning	\$ 35.00	\$ 43.75		36.74%	\$ 47.86	\$ 59.82	24.00%	\$ 65.10	\$ 81.38
Technical	Principal Technical Assistant	\$ 23.00	\$ 27.20		36.74%	\$ 31.45	\$ 37.19	24.00%	\$ 42.78	\$ 50.59
Technical	Project Coordinator	\$ 26.10	\$ 31.90		36.74%	\$ 35.69	\$ 43.63	24.00%	\$ 48.55	\$ 59.34
Technical	Program Assistant	\$ 30.00	\$ 36.50		36.74%	\$ 41.02	\$ 49.91	24.00%	\$ 55.80	\$ 67.89
Technical	Program Compliance Specialist	\$ 37.10	\$ 40.00		36.74%	\$ 50.73	\$ 54.70	24.00%	\$ 69.01	\$ 74.40
Technical	Program Compliance Supervisor	\$ 40.25	\$ 42.46		36.74%	\$ 55.04	\$ 58.06	24.00%	\$ 74.87	\$ 78.98
Technical	Program Management Officer	\$ 35.00	\$ 46.80		36.74%	\$ 47.86	\$ 63.99	24.00%	\$ 65.10	\$ 87.05
Technical	Program Manager	\$ 27.00	\$ 33.00		36.74%	\$ 36.92	\$ 45.13	24.00%	\$ 50.22	\$ 61.38
Technical	Program Support Specialist	\$ 22.00	\$ 26.50		36.74%	\$ 30.08	\$ 36.24	24.00%	\$ 40.92	\$ 49.29

Technical	Quality Assurance	\$ 24.30	\$ 29.70		36.74%	\$ 33.23	\$ 40.61	24.00%	\$ 45.20	\$ 55.24
Technical	Regional Recovery Outreach Manager	\$ 24.00	\$ 32.00		36.74%	\$ 32.82	\$ 43.76	24.00%	\$ 44.64	\$ 59.52
Technical	Residential Plan Reviewer	\$ 20.34	\$ 31.77		36.74%	\$ 27.81	\$ 43.44	24.00%	\$ 37.83	\$ 59.09
Technical	Right of Way Technician	\$ 28.85	\$ 45.63		36.74%	\$ 39.45	\$ 62.40	24.00%	\$ 53.67	\$ 84.88
Technical	Right of Way Technician Supervisor	\$ 31.15	\$ 50.10		36.74%	\$ 42.60	\$ 68.50	24.00%	\$ 57.95	\$ 93.18
Technical	Safety Engineer	\$ 28.43	\$ 44.59		36.74%	\$ 38.88	\$ 60.97	24.00%	\$ 52.89	\$ 82.94
Technical	Safety Engineer Senior	\$ 32.33	\$ 51.02		36.74%	\$ 44.20	\$ 69.76	24.00%	\$ 60.12	\$ 94.90
Technical	Senior Legal Specialist	\$ 36.00	\$ 44.00		36.74%	\$ 49.22	\$ 60.16	24.00%	\$ 66.96	\$ 81.83
Technical	Special Paralegal Administrator	\$ 23.06	\$ 28.18		36.74%	\$ 31.53	\$ 38.54	24.00%	\$ 42.89	\$ 52.42
Technical	Technical Writer	\$ 28.80	\$ 35.20		36.74%	\$ 39.38	\$ 48.13	24.00%	\$ 53.56	\$ 65.47
Technical	Title Examiner	\$ 19.80	\$ 27.86		36.74%	\$ 27.08	\$ 38.10	24.00%	\$ 36.83	\$ 51.83
Technical	Traffic Controller	\$ 23.97	\$ 38.75		36.74%	\$ 32.78	\$ 52.99	24.00%	\$ 44.59	\$ 72.08
Technical	Traffic Controller Senior	\$ 28.85	\$ 45.63		36.74%	\$ 39.45	\$ 62.40	24.00%	\$ 53.67	\$ 84.88
Technical	Transportation Data Analyst	\$ 23.97	\$ 38.75		36.74%	\$ 32.78	\$ 52.99	24.00%	\$ 44.59	\$ 72.08
Technical	Transportation Data Analyst Senior	\$ 28.85	\$ 45.63		36.74%	\$ 39.45	\$ 62.40	24.00%	\$ 53.67	\$ 84.88
Technical	Transportation Data Analyst Supervisor	\$ 28.85	\$ 45.63		36.74%	\$ 39.45	\$ 62.40	24.00%	\$ 53.67	\$ 84.88
Technical	Transportation Data Technician	\$ 23.97	\$ 38.75		36.74%	\$ 32.78	\$ 52.99	24.00%	\$ 44.59	\$ 72.08

Technical	Transportation District Utilities Specialist	\$ 28.33	\$ 45.62		36.74%	\$ 38.73	\$ 62.38	24.00%	\$ 52.69	\$ 84.86
Technical	Transportation Engineering Technician - Survey	\$ 29.41	\$ 49.91		36.74%	\$ 40.22	\$ 68.25	24.00%	\$ 54.71	\$ 92.84
Technical	Transportation Engineering Technician - Survey Senior	\$ 32.47	\$ 52.23		36.74%	\$ 44.39	\$ 71.43	24.00%	\$ 60.38	\$ 97.16
Technical	Transportation Engineering Technician - Survey	\$ 34.27	\$ 55.80		36.74%	\$ 46.86	\$ 76.31	24.00%	\$ 63.74	\$ 103.79
Technical	Transportation Materials Technician	\$ 13.77	\$ 19.80		36.74%	\$ 18.83	\$ 27.08	24.00%	\$ 25.61	\$ 36.83
Technical	Transportation Materials Technician Senior	\$ 14.68	\$ 21.48		36.74%	\$ 20.08	\$ 29.37	24.00%	\$ 27.31	\$ 39.95
Technical	Transportation Materials Technician Specialist	\$ 29.41	\$ 48.84		36.74%	\$ 40.22	\$ 66.78	24.00%	\$ 54.71	\$ 90.84
Technical	Transportation Materials Technician Supervisor	\$ 34.27	\$ 55.80		36.74%	\$ 46.86	\$ 76.31	24.00%	\$ 63.74	\$ 103.79
Technical	Transportation Planning Specialist	\$ 28.33	\$ 45.62		36.74%	\$ 38.73	\$ 62.38	24.00%	\$ 52.69	\$ 84.86
Technical	Transportation Planning Specialist Senior	\$ 32.47	\$ 52.23		36.74%	\$ 44.39	\$ 71.43	24.00%	\$ 60.38	\$ 97.16
Technical	Transportation Technical Program Coordinator	\$ 28.33	\$ 45.62		36.74%	\$ 38.73	\$ 62.38	24.00%	\$ 52.69	\$ 84.86
Technical	Transportation Technical Support Coordinator	\$ 28.33	\$ 45.62		36.74%	\$ 38.73	\$ 62.38	24.00%	\$ 52.69	\$ 84.86
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00		36.74%	\$ 51.28	\$ 61.53	24.00%	\$ 69.75	\$ 83.70
Trades	Electronic Equipment Install & Repair Supervisor	\$ 22.70	\$ 33.73		44.76%	\$ 32.87	\$ 48.83	24.00%	\$ 42.23	\$ 62.74
Trades	Electronic Equipment Install & Repair Technician	\$ 18.02	\$ 22.58		44.76%	\$ 26.08	\$ 32.68	24.00%	\$ 33.51	\$ 41.99
Trades	Electronic Technician	\$ 13.71	\$ 17.42		44.76%	\$ 19.84	\$ 25.21	24.00%	\$ 25.49	\$ 32.39
Trades	Electronic Technician Senior	\$ 17.47	\$ 30.91		44.76%	\$ 25.29	\$ 44.74	24.00%	\$ 32.49	\$ 57.49

Trades	Laboratory Mechanic	\$ 13.72	\$ 18.60		44.76%	\$ 19.86	\$ 26.92	24.00%	\$ 25.51	\$ 34.59
Trades	Laboratory Mechanic Senior	\$ 18.61	\$ 28.30		44.76%	\$ 26.94	\$ 40.97	24.00%	\$ 34.61	\$ 52.65
Trades	Production Supervisor	\$ 26.60	\$ 40.73		44.76%	\$ 38.50	\$ 58.96	24.00%	\$ 49.47	\$ 75.76
Trades	Radio Specialist	\$ 15.86	\$ 20.32		44.76%	\$ 22.95	\$ 29.41	24.00%	\$ 29.49	\$ 37.79
Trades	Radio Specialist Senior	\$ 20.36	\$ 26.61		44.76%	\$ 29.47	\$ 38.52	24.00%	\$ 37.87	\$ 49.49
Trades	Shipping / Receiving Clerk	\$ 15.17	\$ 20.79		44.76%	\$ 21.96	\$ 30.10	24.00%	\$ 28.21	\$ 38.67
Trades	Storekeeper Assistant I	\$ 11.27	\$ 16.50		44.76%	\$ 16.31	\$ 23.89	24.00%	\$ 20.95	\$ 30.69
Trades	Storekeeper Assistant II	\$ 12.27	\$ 17.73		44.76%	\$ 17.76	\$ 25.66	24.00%	\$ 22.81	\$ 32.97
Trades	Storekeeper I	\$ 8.44	\$ 11.02		44.76%	\$ 12.22	\$ 15.95	24.00%	\$ 15.70	\$ 20.49
Trades	Storekeeper II	\$ 11.07	\$ 13.44		44.76%	\$ 16.03	\$ 19.45	24.00%	\$ 20.59	\$ 24.99
Trades	Storekeeper III	\$ 13.49	\$ 16.50		44.76%	\$ 19.53	\$ 23.89	24.00%	\$ 25.09	\$ 30.69
Trades	Storekeeper Senior	\$ 16.52	\$ 19.27		44.76%	\$ 23.92	\$ 27.90	24.00%	\$ 30.73	\$ 35.85
Trades	Tool Room Assistant	\$ 8.87	\$ 13.44		44.76%	\$ 12.84	\$ 19.45	24.00%	\$ 16.50	\$ 24.99
Trades	Tool Room Assistant Senior	\$ 13.44	\$ 18.76		44.76%	\$ 19.45	\$ 27.16	24.00%	\$ 24.99	\$ 34.89
Trades	Upholsterer	\$ 13.50	\$ 16.50		44.76%	\$ 19.54	\$ 23.89	24.00%	\$ 25.11	\$ 30.69
Trades	Work Zone Safety Officer	\$ 23.97	\$ 38.75		44.76%	\$ 34.70	\$ 56.10	24.00%	\$ 44.59	\$ 72.08

ATTACHMENT C

**Maricopa County
 Bid Serial 11143-RFP: Temporary Staffing and Related Services
 Exhibit C
 Pricing Sheet
 IT**

Service	Level / Description	Days to Receive Test results	Unit Cost (\$) / each
Criminal Check	State	1 to 3	county +
	National	1 to 3	Federal check \$8.75 per fed district + fees
DMV	State	1 to 3	\$5.50 + fees
	National	n/a	\$5.50 + fees
Credit Check	Trans-Union/TRW/Equifax	24 hrs	\$10.75
Employment History Verification	Past 5 years	1 to 3	\$9.75 per employer
Education Verification	College, Trade & High School	1 to 3	\$9.25 per check
Sexual Offender Registry	State	24 hrs	\$6.10
	National	24 hrs	\$6.10
Alcohol Test	Qed A150	not offered (1)	\$8.50 + cost of collection
Drug Testing - 5 Panel	Instant Technology Insta-Check 5	not offered (2)	
Drug Testing - 10 Panel	Instant Technology Insta-Check 10	offer not offer Insta-Check (3)	cost of collection
Tuberculosis Test	Skin Test	not offered (4)	
Please add any other testing services offered by your company such as personality testing, etc. Use more spaces as necessary.			
Kenexa Assessments	No Charge		

Key:

1. This is a saliva test and requires a supervisor or manager be present for the test. It is not practical to have an Acro manager present for these tests.
2. Our standard test is not a rapid test or 5 panel
3. We offer 10 panel, non rapid tests using a chain of custody system
4. Employees are required to have test completed before hiring and bear all costs.

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Exhibit C
Pricing Sheet
IT

Please provide a volume based incremental discount rate to the bill rate you provided in each state tab. Discounts are to apply for each Participating Public Agency.

For example, if the Bill Rate is \$10 per hour and volume discount for \$1 MM is 5%. Then the discounted Bill Rate will be \$9.5 per hour.

Estimated Annual Total Spend (\$ Millions)		Incremental Discount to the Bill Rate
From	To	
\$0.250	\$0.500	%
\$0.501	\$1.000	%
\$1.001	\$1.500	%
\$1.501	\$2.000	%
\$2.001	\$2.500	%
\$2.501	\$3.000	%
\$3.001	\$3.500	%
\$3.501	\$4.000	%
\$4.001	\$4.500	%
\$4.501	\$5.000	%
\$5.001 and over		%

Please provide a volume based incremental discount rate to the Screening Fees you provided in the Screening Fees tab.

For example, if the Screening Fee is \$10 each and volume discount for \$1 MM is 5%. Then the discounted Screening Fee will be \$9.5 each.

Estimated Annual Total Spend (\$ Millions)		Incremental Discount to the Screening Fees
From	To	
\$0.250	\$0.500	%
\$0.501	\$1.000	%
\$1.001	\$1.500	%
\$1.501	\$2.000	%
\$2.001	\$2.500	%
\$2.501	\$3.000	%
\$3.001	\$3.500	%
\$3.501	\$4.000	%
\$4.001	\$4.500	%
\$4.501	\$5.000	%
\$5.001 and over		%

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Exhibit C
Pricing Sheet
IT

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

New Jersey

Position Category	Job Position	NTE Straight Time Bill Rate	NTE Overtime Bill Rate
IT	Architect I*	\$ 81.21	\$ 113.69
IT	Architect II*	\$ 91.49	\$ 128.09
IT	Architect III*	\$ 104.06	\$ 145.68
IT	Business Analyst I	\$ 65.21	\$ 91.29
IT	Business Analyst II	\$ 78.29	\$ 109.61
IT	Business Analyst III	\$ 92.76	\$ 129.86
IT	Business Intelligence Developer I*	\$ 72.59	\$ 101.63
IT	Business Intelligence Developer II*	\$ 83.79	\$ 117.31
IT	Business Intelligence Developer III*	\$ 99.51	\$ 139.31
IT	C++ Programmer*	\$ 91.77	\$ 128.48
IT	CADD Technician I	\$ 48.74	\$ 68.24
IT	CADD Technician II	\$ 58.26	\$ 81.56
IT	CADD Technician III	\$ 67.98	\$ 95.17
IT	Client/Server Specialist*	\$ 114.29	\$ 160.01
IT	Computer Operator	\$ 50.01	\$ 70.01
IT	Data Communications Network Analyst*	\$ 102.69	\$ 143.76
IT	Data Processing Operations Control	\$ 64.13	\$ 89.78
IT	Data Processing Planning Analyst II	\$ 97.72	\$ 136.81
IT	Data Warehouse Developer*	\$ 81.37	\$ 113.92
IT	Database Administrator I	\$ 53.78	\$ 75.29
IT	Database Administrator II	\$ 65.22	\$ 91.31
IT	Database Administrator III	\$ 79.28	\$ 110.99
IT	Database Manager	\$ 87.22	\$ 122.11
IT	Database Specialist II	\$ 57.26	\$ 80.16
IT	Database Specialist III	\$ 75.58	\$ 105.82
IT	Database Modeler	\$ 87.22	\$ 122.11
IT	Development Manager	\$ 87.65	\$ 122.70
IT	Documentation Specialist	\$ 89.71	\$ 125.59
IT	E-Commerce Solutions Architect*	\$ 89.71	\$ 125.59
IT	EDP Planning Analyst*	\$ 98.49	\$ 137.88
IT	ETL Programmer I*	\$ 58.23	\$ 81.52
IT	ETL Programmer II*	\$ 67.22	\$ 94.11

IT	ETL Programmer III*	\$	86.21	\$	120.69
IT	GISs Specialist	\$	134.29	\$	188.01
IT	Internet Application Developer*	\$	83.77	\$	117.27
IT	Java Programmer I*	\$	65.82	\$	92.15
IT	Java Programmer II*	\$	83.59	\$	117.03
IT	Java Programmer III*	\$	97.29	\$	136.21
IT	LAN/WAN Administrator	\$	64.13	\$	89.78
IT	Mainframe Capacity Study	\$	98.49	\$	137.88
IT	Management Information Specialist*	\$	75.58	\$	105.82
IT	MS SQL Server Administrator	\$	69.63	\$	97.48
IT	Network Administrator I	\$	51.87	\$	72.62
IT	Network Administrator II	\$	61.89	\$	86.65
IT	Network Administrator III	\$	72.29	\$	101.21
IT	Oracle Server Administrator	\$	93.91	\$	131.47
IT	Other Database Server Administrator	\$	93.91	\$	131.47
IT	PC LAN Technician	\$	47.72	\$	66.80
IT	Programmer Analyst I*	\$	61.31	\$	85.83
IT	Programmer Analyst II*	\$	70.73	\$	99.02
IT	Programmer Analyst III*	\$	85.14	\$	119.20
IT	Project Administrator	\$	52.74	\$	73.84
IT	Project Manager I	\$	63.17	\$	88.44
IT	Project Manager II	\$	73.29	\$	102.61
IT	Project Manager III	\$	85.22	\$	119.31
IT	Project Manager IV	\$	110.47	\$	154.66
IT	Quality Assurance Engineer I	\$	57.84	\$	80.98
IT	Quality Assurance Engineer II	\$	68.22	\$	95.51
IT	Quality Assurance Engineer III	\$	81.37	\$	113.92
IT	Quality Assurance Manager	\$	94.26	\$	131.96
IT	Quality Assurance/systems Testing Analyst	\$	81.37	\$	113.92
IT	Security Engineer I	\$	69.22	\$	96.91
IT	Security Engineer II	\$	89.16	\$	124.82
IT	Security Engineer III	\$	125.73	\$	176.02
IT	Server Based Computing Engineer	\$	68.71	\$	96.20
IT	Sr. EDP Planning Analyst	\$	70.39	\$	98.55
IT	Storage and Retrieval System Design	\$	68.94	\$	96.52
IT	System Architect*	\$	88.94	\$	124.52
IT	Systems Project Manager	\$	75.66	\$	105.92
IT	Technical Support Specialist II	\$	35.50	\$	49.70
IT	Technical Support Specialist III	\$	56.11	\$	78.56
IT	Telecommunications Specialist II	\$	47.64	\$	66.70
IT	Telecommunications Specialist III	\$	57.64	\$	80.70
IT	UNIX System Administrator	\$	64.13	\$	89.78
IT	Visual Basic Developer I*	\$	53.06	\$	74.29
IT	Visual Basic Developer II*	\$	70.24	\$	98.33
IT	Visual Basic Developer III*	\$	92.24	\$	129.14
IT	Web Content/Communications Manager	\$	73.06	\$	102.29
IT	WEB Site Developer*	\$	73.06	\$	102.29
IT	WEWB Document Specialist*	\$	89.71	\$	125.59
IT	Misc IT Classification*	\$	184.65	\$	258.51

* This position may be eligible to be compensated their straight time pay rate for all hours worked based on the specific duties and responsibilities of the assignment.

Maricopa County

Bid Serial 11143-RFP: Temporary Staffing and Related Services

**Exhibit D
Pricing Sheet
Medical**

Service	Level / Description	Days to Receive Test results	Unit Cost (\$) / each
Criminal Check	State	1 to 3	\$9.25/per county + fees
	National	1 to 3	Federal check \$8.75 per fed district + fees
DMV	State	1 to 3	\$5.50 + fees
	National	n/a	\$5.50 + fees
Credit Check	Trans-Union/TRW/Equifax	24 hrs	\$10.75
Employment History Verification	Past 5 years	1 to 3	\$9.75 per employer
Education Verification	College, Trade & High School	1 to 3	\$9.25 per check
Sexual Offender Registry	State	24 hrs	\$6.10
	National	24 hrs	\$6.10
Alcohol Test	Qed A150	not offered (1)	\$8.50 + cost of collection for breath alcohol
Drug Testing - 5 Panel	Instant Technology Insta-Check 5	not offered (2)	
Drug Testing - 10 Panel	Instant Technology Insta-Check 10	3 to 5 days we do offer not offer Insta-Check (3)	\$35.00 incl. cost of collection
Tuberculosis Test	Skin Test	not offered (4)	
Please add any other testing services offered by your company such as personality			
Kenexa Assessments	No Charge		
Credentialing Services			Flat fee: \$1,500

Key:

1. This is a saliva test and requires a supervisor or manager be present for the test. It is not practical to have an Acro manager present for these tests.
2. Our standard test is not a rapid test or 5 panel
3. We offer 10 panel, non rapid tests using a chain of custody system
4. Employees are required to have test completed before hiring and bear all costs.

Maricopa County
Bid Serial 11143-RFP: Temporary Staffing and Related Services
Exhibit D
Pricing Sheet
Medical

Please provide a volume based incremental discount rate to the bill rate you provided in each state tab. Discounts are to apply for each Participating Public Agency.
For example, if the Bill Rate is \$10 per hour and volume discount for \$1 MM is 5%. Then the discounted Bill Rate will be \$9.5 per hour.

Estimated Annual Total Spend (\$ Millions)		Incremental Discount to the Bill Rate
From	To	
\$0.250	\$0.500	%
\$0.501	\$1.000	%
\$1.001	\$1.500	%
\$1.501	\$2.000	%
\$2.001	\$2.500	%
\$2.501	\$3.000	%
\$3.001	\$3.500	%
\$3.501	\$4.000	%
\$4.001	\$4.500	%
\$4.501	\$5.000	%
\$5.001 and over		%

Please provide a volume based incremental discount rate to the Screening Fees you provided in the Screening Fees tab.
For example, if the Screening Fee is \$10 each and volume discount for \$1 MM is 5%. Then the discounted Screening Fee will be \$9.5 each.

Estimated Annual Total Spend (\$ Millions)		Incremental Discount to the Screening Fees
From	To	
\$0.250	\$0.500	%
\$0.501	\$1.000	%
\$1.001	\$1.500	%
\$1.501	\$2.000	%
\$2.001	\$2.500	%
\$2.501	\$3.000	%
\$3.001	\$3.500	%
\$3.501	\$4.000	%
\$4.001	\$4.500	%
\$4.501	\$5.000	%
\$5.001 and over		%

Bid Serial 11143-RFP: Temporary Staffing and Related Services
Exhibit D
Pricing Sheet
Medical

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

New Jersey

Position Category	Job Position	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup *	Overtime Bill Rate - Low *	Overtime Bill Rate - High *
Medical	Licensed Practical Nurse I	\$ 31.31	\$ 35.82	24.00%	\$ 42.24	\$ 48.33
Medical	Licensed Practical Nurse II	\$ 33.93	\$ 44.03	24.00%	\$ 45.77	\$ 59.41
Medical	Registered Nurse I	\$ 35.73	\$ 43.84	24.00%	\$ 48.20	\$ 59.14
Medical	Registered Nurse II	\$ 43.92	\$ 55.52	24.00%	\$ 59.25	\$ 74.90
Medical	Registered Nurse III	\$ 46.15	\$ 59.50	24.00%	\$ 62.26	\$ 80.27
Medical	Registered Nurse Manager I	\$ 57.09	\$ 90.95	24.00%	\$ 77.02	\$ 122.70
Medical	Nurse Practitioner	\$ 38.20	\$ 46.07	24.00%	\$ 51.54	\$ 62.15
Medical	Nurse Practitioner II	\$ 46.15	\$ 65.18	24.00%	\$ 62.26	\$ 87.93
Medical	Physician Assistant	\$ 57.17	\$ 82.73	24.00%	\$ 77.13	\$ 111.62
Medical	Registered Nurse Manager II	\$ 39.67	\$ 61.56	24.00%	\$ 53.51	\$ 83.05
Medical	Certified Nurses Aide I	\$ 14.46	\$ 22.50	24.00%	\$ 19.50	\$ 30.35
Medical	Certified Nurses Aide II	\$ 22.13	\$ 26.18	24.00%	\$ 29.85	\$ 35.33
Medical	Counselor I	\$ 17.12	\$ 26.30	24.00%	\$ 23.09	\$ 35.48
Medical	Counselor II	\$ 26.38	\$ 32.24	24.00%	\$ 35.59	\$ 43.50
Medical	Counselor II - Lead Supervisory	\$ 35.84	\$ 45.20	24.00%	\$ 48.35	\$ 60.97
Medical	Counselor Manager	\$ 45.28	\$ 63.12	24.00%	\$ 61.08	\$ 85.15
Medical	Direct Service Associate I	\$ 23.80	\$ 38.32	24.00%	\$ 32.11	\$ 51.70
Medical	Direct Service Associate II	\$ 16.11	\$ 23.70	24.00%	\$ 21.74	\$ 31.98
Medical	Direct Service Associate III	\$ 23.80	\$ 38.32	24.00%	\$ 32.11	\$ 51.70
Medical	Direct Service Associate III (Supervisor)	\$ 16.43	\$ 25.13	24.00%	\$ 22.16	\$ 33.90
Medical	Direct Service Associate IV	\$ 17.87	\$ 28.91	24.00%	\$ 24.11	\$ 39.00
Medical	Health Care Compliance Specialist I	\$ 21.29	\$ 47.26	24.00%	\$ 28.72	\$ 63.75
Medical	Health Care Compliance Specialist II	\$ 31.22	\$ 37.50	24.00%	\$ 42.12	\$ 50.59
Medical	Health Care Compliance Manager	\$ 37.53	\$ 57.14	24.00%	\$ 50.63	\$ 77.09
Medical	Health Care Technician	\$ 24.15	\$ 36.49	24.00%	\$ 32.58	\$ 49.23
Medical	Health Care Technologist I	\$ 21.14	\$ 30.21	24.00%	\$ 28.52	\$ 40.75
Medical	Health Care Technologist II	\$ 27.45	\$ 41.76	24.00%	\$ 37.03	\$ 56.33
Medical	Health Care Technologist III	\$ 41.79	\$ 52.73	24.00%	\$ 56.37	\$ 71.14
Medical	Health Care Manager	\$ 52.54	\$ 83.35	24.00%	\$ 70.88	\$ 112.45
Medical	Laboratory and Research Aide	\$ 15.46	\$ 26.71	24.00%	\$ 20.85	\$ 36.03
Medical	Laboratory and Research Technician	\$ 21.14	\$ 30.21	24.00%	\$ 28.52	\$ 40.75
Medical	Laboratory and Research Specialist I	\$ 19.15	\$ 26.87	24.00%	\$ 25.84	\$ 36.25
Medical	Laboratory and Research Specialist II (Advance-Expert)	\$ 43.61	\$ 60.02	24.00%	\$ 58.84	\$ 80.98
Medical	Laboratory and Research Specialist II (Supervisor)	\$ 60.10	\$ 66.37	24.00%	\$ 81.09	\$ 89.54
Medical	Laboratory and Research Manager	\$ 67.48	\$ 83.34	24.00%	\$ 91.03	\$ 112.43
Medical	Physical Therapist	\$ 69.85	\$ 85.38	24.00%	\$ 94.24	\$ 115.18
Medical	Psychologist I / Psychology Associate I	\$ 15.42	\$ 20.61	24.00%	\$ 20.81	\$ 27.81
Medical	Psychologist II / Psychology Associate II	\$ 39.57	\$ 51.46	24.00%	\$ 53.38	\$ 69.43
Medical	Psychologist III / Psychology Associate III	\$ 51.54	\$ 83.95	24.00%	\$ 69.53	\$ 113.26
Medical	Psychology Manager	\$ 57.99	\$ 83.95	24.00%	\$ 78.24	\$ 113.26
Medical	Therapist Assistant / Therapist I	\$ 26.13	\$ 28.35	24.00%	\$ 35.26	\$ 38.25
Medical	Therapist I	\$ 31.59	\$ 45.70	24.00%	\$ 42.62	\$ 61.66

Medical	Therapist II	\$ 45.75	\$ 49.68	24.00%	\$ 61.72	\$ 67.03
Medical	Therapist II (SLP/Aud)	\$ 41.72	\$ 61.02	24.00%	\$ 56.29	\$ 82.33
Medical	Therapist III	\$ 39.83	\$ 49.24	24.00%	\$ 53.74	\$ 66.43
Medical	Therapist Manager I	\$ 49.26	\$ 38.47	24.00%	\$ 66.46	\$ 51.90
Medical	Therapist Manager II	\$ 32.13	\$ 42.16	24.00%	\$ 43.34	\$ 56.88
Medical	Program Administration Specialist I - Nutritionist & Dietitian	\$ 42.18	\$ 49.00	24.00%	\$ 56.91	\$ 66.10
Medical	Dentist	\$ 73.74	\$ 118.94	24.00%	\$ 99.49	\$ 160.46
Medical	Dental Hygienist	\$ 35.13	\$ 60.45	24.00%	\$ 47.39	\$ 81.56
Medical	Dental Assistant	\$ 20.55	\$ 29.50	24.00%	\$ 27.72	\$ 39.80
Medical	Pharmacist	\$ 58.28	\$ 98.78	24.00%	\$ 78.63	\$ 133.27
Medical	Pharmacy Technician	\$ 32.23	\$ 47.73	24.00%	\$ 43.48	\$ 64.40
Medical	Medical Doctor	\$ 67.40	\$ 124.89	24.00%	\$ 90.93	\$ 168.48
Medical	Misc - Positions not listed elsewhere	TBD	\$ 125.00	24.00%	TBD	\$ 168.64

**PROCUREMENT OFFICER CERTIFIES THAT THIS PROCUREMENT WAS CONDUCTED IN ACCORDANCE WITH THE
MARICOPA COUNTY PROCUREMENT CODE.**

ACTION:	Contract Change			
SERIAL NUMBER:	16111-RFP			
SERIAL TITLE:	STAFFING SRVICES AND RELATED SERVICES AND SOLUTIONS			
PROCUREMENT OFFICER:	STEVE DAHLE	DATE:	JANURY 12, 2017	
APPROVED BY:		DATE:		
REFERENCE	DOCUMENT	ACTION BY	DOC IN FILE *	
CONTRACT RENEWALS / EXTENSIONS ONLY			BUYER	VERIFY
MC1-308	Extension or Renewal (Determination)	Procurement Officer	▼	
Department Policy	Vendor Renewal Notification Letter(s)	Procurement Officer	▼	
Department Policy	Department Renewa/Extension Notification Letter(s)	Procurement Officer	▼	
Department Policy	Market Survey	Procurement Officer	▼	
Department Policy	Vendor Sheet from Advantage (VCUST 3X) to verify correct vendor registration	Procurement Officer	▼	
Department Policy	Verify Vendor Status on SAM and/or Google Search	Procurement Officer	▼	
Department Policy	Certificate of Insurance Included (Excluding Extension)	Procurement Officer	▼	
Department Policy	(HAL memo) Included in Extension or Renewal (Determination)	Procurement Officer	▼	
Department Policy	Renewal Recommendation	Support	▼	
Department Policy	Spend Report by Department/Email notification (Identified Multiple Dept.)	Procurement Officer	▼	
Department Policy	Recommendation Sheet is Correct (BOS or MM Dept Agenda)	Procurement Officer	▼	
CONTRACT DOLLAR INCREASES ONLY				
Department Policy	Department Request	Procurement Officer	▼	
Department Policy	Procurement Officer Concurrence	Procurement Officer	▼	
Department Policy	Previous Dollar Increases (If Applicable)	Procurement Officer	▼	
Department Policy	(HAL memo) Included in Contract Value Increase Memo	Procurement Officer	▼	
Department Policy	Increase Recommendation	Support	▼	
Department Policy	Recommendation Sheet is Correct (BOS or MM Dept Agenda)	Procurement Officer	▼	
CONTRACT CANCELLATIONS				
Department Policy	Department Request / Concurrence	Procurement Officer	▼	
Department Policy	Procurement Officer Concurrence	Procurement Officer	▼	
Department Policy	Letter to Contractor Cancelling Contract	Chief Proc. Officer	▼	
Department Policy	(HAL memo) Included in Contract Change Memo	Chief Proc. Officer	▼	
Department Policy	Forms/Summary-Department Contract Cancellation.doc	Support	▼	
Department Policy	Recommendation Sheet is Correct (BOS or MM Dept Agenda)	Procurement Officer	▼	
CONTRACT CHANGES / AMENDMENT ETC.				
Department Policy	Vendor Request	Procurement Officer	YES ▼	
Department Policy	Department Request	Procurement Officer	N/A ▼	
Department Policy	Department Approval	Procurement Officer	N/A ▼	
Department Policy	Procurement Officer Concurrence/Sign by both parties Amendment	Procurement Officer	YES ▼	
Department Policy	Revised Pricing Pages and Requested Contract Changes	Procurement Officer	YES ▼	
Department Policy	Certificate of Insurance Included	Procurement Officer	N/A ▼	
Department Policy	Vendor Sheet from Advantage (VCUST 3X) to verify correct vendor registration	Procurement Officer	N/A ▼	
Department Policy	Verify Vendor Status on SAM and/or Google Search	Procurement Officer	N/A ▼	
Department Policy	(HAL memo) Included in Procurement Summary	Procurement Officer	N/A ▼	
<p align="center">* PROCUREMENT OFFICER MUST INDICATE "N/A" IF PROVISION DOES NOT APPLY, "NO" IF NOT SUPPLYING THAT INFORMATION, "YES" IF THE DOCUMENTATION IS INCLUDED.</p> <p align="center">ALL DOCUMENTS ARE TO BE ATTACHED, IN CHRONOLOGICAL ORDER, TO THIS CHECKLIST.</p>				



Steven Dahle
 Maricopa County Procurement Officer
 BS, MBA, CPPB, CPPO, CPM
 320 West Lincoln Street
 Phoenix AZ. 85003

SENT VIA EMAIL

RE: Rate correction request for contract - 16111

Dear Steve,

Thank you for the time to discuss the issue with the A – 1 pricing sheet to contract 16111. We are requesting that the pricing attachment A-1 be amended to correct clerical errors made when we submitted the additional 60+ positions that have been amended to our existing contract. In doing so, mistakes in adding the data to the spreadsheet were made by the operator, affecting rates already in the spreadsheet template and input errors or inaccurate information affected many of the new rates added.

For example, one such error was the CPA in row 29: The operator copied the data from the row below to copy the formula, however they copied the entire row with rates and formula, pasted it in the row above, but failed to enter the new pay rates, this was the case with a number of the errors, this is just one example.

Accounting/Finance	CPA	\$ 9.32	\$ 11.39	31.05%
Accounting/Finance	Fiscal Assistant	\$ 9.32	\$ 11.39	31.05%

The rate for CPA in our 2015 Contract is:

Accounting/Finance	CPA	\$ 28.00	\$ 37.00
--------------------	-----	----------	----------

So we corrected that rate to reflect the proper rates from the existing contract.

In other cells the incorrect rate was input from the existing contract, which was the case in the food service section which has been added to our present contract by addendum from our Texas program, for example:

Food Related Services	Dishwasher	\$ 38.81	\$46.58
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A number of the rates added in other classifications with similar errors and we have corrected them with the correct rates..

The correct rates for the dishwasher are \$10.00 to \$13.00/hour.

Food Related Services	<u>Dishwasher</u>	\$ 10.00	\$ 13.00
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This was the case with many positions where the incorrect data was input, some just clerical error and some the incorrect data was provided.

Finally, in the trades section, the Veterinary Pathologist in our 2015 contract was the last entry for Technical.

Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00
-----------	------------------------	----------	----------

As an example, the rate for the Veterinary Pathologist was input, but during the process of adding the job title it was cut and pasted (Position Category and Job Position) in the Trades Section and when they inserted the cut cells, they selected the option to shift cells up. Therefore, the Job Positions were shifted up to the incorrect rates. As you can see the rates for the Veterinary Pathologist are the rates that are now listed as Boiler Operator I, but affected all titles in the Trades section down to the location where the Veterinary Pathologist was added.

Trades	Boiler Operator I	\$ 37.50	\$ 45.00
Trades	Boiler Operator II	\$ 15.49	\$ 19.06
Trades	Boiler Operator Senior I	\$ 19.11	\$ 21.94

Trades	Trades Utility Worker	\$ 12.97	\$ 19.00
Trades	Tradesman Helper	\$ 9.91	\$ 12.92
Trades	Tradesman Helper Senior	\$ 9.91	\$ 15.96
Trades	Veterinary Pathologist	\$ 15.96	\$ 19.89

To fix this issue, the Veterinary Pathologist was cut and inserted in the proper location next to its rate and the positions were realigned to match their rates.

The 60 job titles were in all States and have been corrected in the same methodology. The exception is the State of New Jersey where there are many more than 455 job titles.

In summary there were 3 reasons for error 1) Incorrect data input from adjoining cells 2) Data input error or incorrect data input and 3) Column alignment inadvertently adjusted.

Also find attached the Excel files you had requested. 1) with corrected rates without the minimum wage adjustment 2) The rate sheet with the minimum adjustment. We also listed the minimum wage applicable to the state in the title section of the spreadsheet. The minimum wage adjustment includes the 21 states that were adjusted for 2017, but also states that were adjusted to be compliant with all minimum wage requirements.

I appreciate your attention to this matter,

Sincerely, Kent

Kent Stastny
Vice President, Business Development



Acro Service Corporation



MARICOPA COUNTY OFFICE OF PROCUREMENT SERVICES

DETERMINATION: CONTRACT CHANGE/AMENDMENT
BID SERIAL TITLE: STAFFING SERVICES AND RELATED SOLUTIONS AND SERVICES
BID SERIAL NUMBER: 16111-RFP

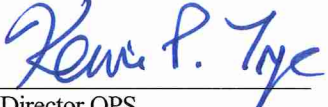
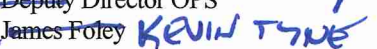
Contractor (ACRO Service Corporation) has requested that this Contract be changed for the following reason(s):
I am permitting this request for the following reason(s):

1. During the process of finalizing the contract the contractor requested to add additional Title Positions that had been added to the previous contract (Exhibit A-1). During this process the spreadsheets were modified incorrectly so position titles and fees no longer aligned correctly.
2. Updated pricing required by new minimum wage rates approved by state (twenty one states).
3. This was not an error in judgement but an administrative error and a mandated increase in minimum wages and did not affect the price analysis of the other offers.
4. The original pricing that was finalized on October 6, 2016 remains for those positions but the titles that were added from the last contract are corrected and the exhibit was updated to reflect the new minimum wage rates by state. This revised Exhibit A-1 replaces the current contract Exhibit A-1 pricing in total.

Based on the above, I hereby determine it to be in the County's interest to change this Contract as requested.


Steve Dahle
Procurement Officer

1/17/16
Date

Concur 
~~Deputy~~ Director OPS
James Foley 

JAN 17, 2016
Date

cc: File

ORIGINAL

Maricopa County
Serial 16111-RFP: Staffing Services and Related Services and Solutions
Attachment A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

- 1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.
2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.
3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Arizona

Table with columns: Position Category, Job Position, Pay Rate - Low, Pay Rate - High, Regular Markup, Regular Bill Rate - Low, Regular Bill Rate - High, Overtime Markup, Overtime Bill Rate - Low, Overtime Bill Rate - High. Rows include Accounting/Finance, Call Center/Customer Service, and General Administrative roles.

The markups presented here include costs related to the "Affordable Care Act," but they exclude certain other statutory business and payroll costs that are imposed by some states and municipalities. These costs include charges such as sales taxes, mandatory paid time off for illness ("sick time"), payroll expense taxes, and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such expense increases through to clients, as well.

General Administrative	Medical Records Clerk II	\$ 13.51	\$ 19.54	31.60%	\$ 17.78	\$ 25.71	24.00%	\$ 25.13	\$ 36.34
General Administrative	Office Manager	\$ 21.05	\$ 32.04	31.60%	\$ 27.70	\$ 42.16	24.00%	\$ 39.15	\$ 59.59
General Administrative	Office Services Aide	\$ 11.65	\$ 16.05	31.60%	\$ 15.33	\$ 21.12	24.00%	\$ 21.67	\$ 29.85
General Administrative	Office Services Assistant	\$ 12.49	\$ 16.95	31.60%	\$ 16.44	\$ 22.31	24.00%	\$ 23.23	\$ 31.53
General Administrative	Office Services Specialist	\$ 13.16	\$ 17.74	31.60%	\$ 17.32	\$ 23.35	24.00%	\$ 24.48	\$ 33.00
General Administrative	Office Services Supervisor	\$ 13.77	\$ 18.13	31.60%	\$ 18.12	\$ 23.86	24.00%	\$ 25.61	\$ 33.72
General Administrative	Office Services Supervisor Senior	\$ 15.96	\$ 20.34	31.60%	\$ 21.00	\$ 26.77	24.00%	\$ 29.69	\$ 37.83
General Administrative	Operator I	\$ 8.65	\$ 12.44	31.60%	\$ 11.38	\$ 16.37	24.00%	\$ 16.09	\$ 23.14
General Administrative	Operator II	\$ 12.46	\$ 14.54	31.60%	\$ 16.40	\$ 19.13	24.00%	\$ 23.18	\$ 27.04
General Administrative	Operator III (Key Disc Operator)	\$ 14.58	\$ 16.51	31.60%	\$ 19.19	\$ 21.73	24.00%	\$ 27.12	\$ 30.71
General Administrative	Operator IV (Key Disc Operator)	\$ 16.52	\$ 19.14	31.60%	\$ 21.74	\$ 25.19	24.00%	\$ 30.73	\$ 35.60
General Administrative	Personal Assistant	\$ 11.09	\$ 14.84	31.60%	\$ 14.59	\$ 19.53	24.00%	\$ 20.63	\$ 27.60
General Administrative	Personal Assistant Senior	\$ 14.85	\$ 15.83	31.60%	\$ 19.54	\$ 20.83	24.00%	\$ 27.62	\$ 29.44
General Administrative	Photocopy Supervisor	\$ 11.99	\$ 16.65	31.60%	\$ 15.78	\$ 21.91	24.00%	\$ 22.30	\$ 30.97
General Administrative	Photocopy Technician	\$ 10.83	\$ 15.31	31.60%	\$ 14.25	\$ 20.15	24.00%	\$ 20.14	\$ 28.48
General Administrative	Photo-Typesetting Specialist	\$ 14.10	\$ 20.30	31.60%	\$ 18.56	\$ 26.71	24.00%	\$ 26.23	\$ 37.76
General Administrative	Photo-Typesetting Supervisor	\$ 15.06	\$ 22.04	31.60%	\$ 19.82	\$ 29.00	24.00%	\$ 28.01	\$ 40.99
General Administrative	Postal Aide	\$ 7.91	\$ 10.83	31.60%	\$ 10.41	\$ 14.25	24.00%	\$ 14.71	\$ 20.14
General Administrative	Postal Aide Senior	\$ 10.88	\$ 17.12	31.60%	\$ 14.32	\$ 22.53	24.00%	\$ 20.24	\$ 31.84
General Administrative	Postal Assistant	\$ 17.18	\$ 19.09	31.60%	\$ 22.61	\$ 25.12	24.00%	\$ 31.95	\$ 35.51
General Administrative	Public Relations Coordinator	\$ 12.71	\$ 16.78	31.60%	\$ 16.73	\$ 22.08	24.00%	\$ 23.64	\$ 31.21
General Administrative	Public Relations Specialist	\$ 17.66	\$ 30.20	31.60%	\$ 23.24	\$ 39.74	24.00%	\$ 32.85	\$ 56.17
General Administrative	Public Relations Specialist Assistant	\$ 12.71	\$ 17.63	31.60%	\$ 16.73	\$ 23.20	24.00%	\$ 23.64	\$ 32.79
General Administrative	Receptionist	\$ 8.88	\$ 11.43	31.60%	\$ 11.69	\$ 15.04	24.00%	\$ 16.52	\$ 21.26
General Administrative	Receptionist Senior	\$ 11.44	\$ 18.04	31.60%	\$ 15.06	\$ 23.74	24.00%	\$ 21.28	\$ 33.55
General Administrative	Secretary	\$ 9.39	\$ 12.55	31.60%	\$ 12.36	\$ 16.52	24.00%	\$ 17.47	\$ 23.34
General Administrative	Secretary Senior	\$ 12.60	\$ 22.24	31.60%	\$ 16.58	\$ 29.27	24.00%	\$ 23.44	\$ 41.37
General Administrative	Translator	\$ 10.92	\$ 26.68	31.60%	\$ 14.37	\$ 35.11	24.00%	\$ 20.31	\$ 49.62
Food Related Services	Food Operations Assistant	\$ 9.91	\$ 14.50	36.50%	\$ 13.53	\$ 19.79	24.00%	\$ 18.43	\$ 26.97
Food Related Services	Food Operations Manager Assistant	\$ 14.54	\$ 17.02	36.50%	\$ 19.85	\$ 23.23	24.00%	\$ 27.04	\$ 31.66
Food Related Services	Food Production Worker	\$ 7.98	\$ 13.06	36.50%	\$ 10.89	\$ 17.83	24.00%	\$ 14.84	\$ 24.29
Food Related Services	Second Cook	\$ 7.95	\$ 12.81	36.50%	\$ 10.85	\$ 17.49	24.00%	\$ 14.79	\$ 23.83
Food Related Services	Second Cook Senior	\$ 12.71	\$ 16.72	36.50%	\$ 17.35	\$ 22.82	24.00%	\$ 23.64	\$ 31.10
Food Related Services	Server	\$ 7.63	\$ 10.42	36.50%	\$ 10.41	\$ 14.22	24.00%	\$ 14.19	\$ 19.38
Human Resources	Classification / Compensation Analyst	\$ 19.57	\$ 24.14	31.29%	\$ 25.69	\$ 31.69	24.00%	\$ 36.40	\$ 44.90
Human Resources	Classification / Compensation Analyst Senior	\$ 24.19	\$ 32.04	31.29%	\$ 31.76	\$ 42.07	24.00%	\$ 44.99	\$ 59.59
Human Resources	Classification / Compensation Consultant	\$ 32.06	\$ 42.94	31.29%	\$ 42.09	\$ 56.38	24.00%	\$ 59.63	\$ 79.87
Human Resources	EEO Program Analyst	\$ 18.90	\$ 30.17	31.29%	\$ 24.81	\$ 39.61	24.00%	\$ 35.15	\$ 56.12
Human Resources	EEO Program Specialist	\$ 20.84	\$ 32.91	31.29%	\$ 27.36	\$ 43.21	24.00%	\$ 38.76	\$ 61.21
Human Resources	Employee Relations Analyst	\$ 17.02	\$ 21.55	31.29%	\$ 22.35	\$ 28.29	24.00%	\$ 31.66	\$ 40.08
Human Resources	Employee Relations Analyst Senior	\$ 21.60	\$ 38.12	31.29%	\$ 28.36	\$ 50.05	24.00%	\$ 40.18	\$ 70.90
Human Resources	Human Resources Assistant	\$ 13.06	\$ 18.81	31.29%	\$ 17.15	\$ 24.70	24.00%	\$ 24.29	\$ 34.99
Human Resources	Human Resources Generalist	\$ 15.14	\$ 19.26	31.29%	\$ 19.88	\$ 25.29	24.00%	\$ 28.16	\$ 35.82
Human Resources	Human Resources Generalist Senior	\$ 19.37	\$ 33.83	31.29%	\$ 25.43	\$ 44.42	24.00%	\$ 36.03	\$ 62.92
Human Resources	Personnel Analyst	\$ 14.99	\$ 19.06	31.29%	\$ 19.68	\$ 25.02	24.00%	\$ 27.88	\$ 35.45
Human Resources	Personnel Analyst Senior	\$ 19.11	\$ 23.12	31.29%	\$ 25.09	\$ 30.35	24.00%	\$ 35.54	\$ 43.00
Human Resources	Personnel Practices Analyst	\$ 23.18	\$ 27.30	31.29%	\$ 30.43	\$ 35.84	24.00%	\$ 43.11	\$ 50.78
Human Resources	Personnel Practices Analyst Senior	\$ 27.35	\$ 34.82	31.29%	\$ 35.91	\$ 45.72	24.00%	\$ 50.87	\$ 64.77
Human Resources	Personnel Practices Manager	\$ 34.26	\$ 42.62	31.29%	\$ 44.98	\$ 55.96	24.00%	\$ 63.72	\$ 79.27
Human Services	Social Worker	\$ 16.69	\$ 28.27	31.29%	\$ 21.91	\$ 37.12	24.00%	\$ 31.04	\$ 52.58
Human Services	Support Enforcement Specialist	\$ 12.66	\$ 17.48	31.29%	\$ 16.62	\$ 22.95	24.00%	\$ 23.55	\$ 32.51
Human Services	Support Enforcement Specialist Senior	\$ 17.54	\$ 20.69	31.29%	\$ 23.03	\$ 27.16	24.00%	\$ 32.62	\$ 38.48
Human Services	Utilization Review Analyst	\$ 17.54	\$ 25.16	31.29%	\$ 23.03	\$ 33.03	24.00%	\$ 32.62	\$ 46.80
Human Services	Utilization Review Analyst Senior	\$ 25.21	\$ 40.44	31.29%	\$ 33.10	\$ 53.09	24.00%	\$ 46.89	\$ 75.22
Insurance	Claims Adjuster I	\$ 14.49	\$ 17.54	31.29%	\$ 19.02	\$ 23.03	24.00%	\$ 26.95	\$ 32.62
Insurance	Claims Adjuster II	\$ 17.59	\$ 25.16	31.29%	\$ 23.09	\$ 33.03	24.00%	\$ 32.72	\$ 46.80
Insurance	Claims Specialist	\$ 25.21	\$ 31.77	31.29%	\$ 33.10	\$ 41.71	24.00%	\$ 46.89	\$ 59.09
Insurance	Worker's Compensation Specialist	\$ 23.82	\$ 35.63	31.29%	\$ 31.27	\$ 46.78	24.00%	\$ 44.31	\$ 66.27
Laborer/Industrial	CDL Driver	\$ 12.71	\$ 18.24	36.50%	\$ 17.35	\$ 24.90	24.00%	\$ 23.64	\$ 33.93
Laborer/Industrial	Forklift Operator	\$ 10.63	\$ 14.81	36.50%	\$ 14.51	\$ 20.22	24.00%	\$ 19.77	\$ 27.55
Laborer/Industrial	Forklift Operator Senior	\$ 14.84	\$ 21.60	36.50%	\$ 20.26	\$ 29.48	24.00%	\$ 27.60	\$ 40.18
Laborer/Industrial	Flagger / Laborer	\$ 13.64	\$ 19.55	36.50%	\$ 18.62	\$ 26.69	24.00%	\$ 25.37	\$ 36.36
Laborer/Industrial	Grounds Worker	\$ 8.61	\$ 11.94	36.50%	\$ 11.75	\$ 16.30	24.00%	\$ 16.01	\$ 22.21
Laborer/Industrial	Grounds Worker Lead	\$ 11.99	\$ 16.01	36.50%	\$ 16.37	\$ 21.85	24.00%	\$ 22.30	\$ 29.78
Laborer/Industrial	Grounds Worker Senior	\$ 12.80	\$ 15.91	36.50%	\$ 17.47	\$ 21.72	24.00%	\$ 23.81	\$ 29.59
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.89	\$ 12.46	36.50%	\$ 12.13	\$ 17.01	24.00%	\$ 16.54	\$ 23.18
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.47	\$ 15.91	36.50%	\$ 17.02	\$ 21.72	24.00%	\$ 23.19	\$ 29.59
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26
Laborer/Industrial	Housekeeping Supervisor	\$ 10.63	\$ 14.76	36.50%	\$ 14.51	\$ 20.15	24.00%	\$ 19.77	\$ 27.45
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.79	\$ 22.88	36.50%	\$ 20.19	\$ 31.23	24.00%	\$ 27.51	\$ 42.56
Laborer/Industrial	Housekeeping Worker	\$ 7.88	\$ 12.05	36.50%	\$ 10.76	\$ 16.45	24.00%	\$ 14.66	\$ 22.41
Laborer/Industrial	Housekeeping Worker Senior	\$ 12.10	\$ 15.45	36.50%	\$ 16.52	\$ 21.09	24.00%	\$ 22.51	\$ 28.74
Laborer/Industrial	Inventory Worker Light	\$ 9.41	\$ 14.74	36.50%	\$ 12.84	\$ 20.12	24.00%	\$ 17.50	\$ 27.42
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.61	\$ 16.54	36.50%	\$ 11.75	\$ 22.58	24.00%	\$ 16.01	\$ 30.76
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.39	\$ 11.44	36.50%	\$ 11.45	\$ 15.62	24.00%	\$ 15.61	\$ 21.28
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.49	\$ 18.55	36.50%	\$ 15.68	\$ 25.32	24.00%	\$ 21.37	\$ 34.50
Laborer/Industrial	Packer	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26

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Laborer/Industrial	Warehouse Specialist I	\$ 8.61	\$ 11.97	36.50%	\$ 11.75	\$ 16.34	24.00%	\$ 16.01	\$ 22.26
Laborer/Industrial	Warehouse Specialist II	\$ 11.99	\$ 14.99	36.50%	\$ 16.37	\$ 20.46	24.00%	\$ 22.30	\$ 27.88
Laborer/Industrial	Warehouse Specialist III	\$ 15.04	\$ 19.16	36.50%	\$ 20.53	\$ 26.15	24.00%	\$ 27.97	\$ 35.64
Laborer/Industrial	Warehouse Worker I	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26
Laborer/Industrial	Warehouse Worker II	\$ 11.99	\$ 14.99	36.50%	\$ 16.37	\$ 20.46	24.00%	\$ 22.30	\$ 27.88
Media	Audio Visual Technician	\$ 11.44	\$ 14.76	31.29%	\$ 15.02	\$ 19.38	24.00%	\$ 21.28	\$ 27.45
Media	Audio Visual Technician Senior	\$ 14.79	\$ 24.51	31.29%	\$ 19.42	\$ 32.18	24.00%	\$ 27.51	\$ 45.59
Media	Graphic Artist	\$ 13.47	\$ 16.08	31.29%	\$ 17.68	\$ 21.11	24.00%	\$ 25.05	\$ 29.91
Media	Graphic Artist Senior	\$ 16.08	\$ 22.62	31.29%	\$ 21.11	\$ 29.70	24.00%	\$ 29.91	\$ 42.07
Media	Graphic Designer	\$ 13.47	\$ 16.08	31.29%	\$ 17.68	\$ 21.11	24.00%	\$ 25.05	\$ 29.91
Media	Graphic Designer Senior	\$ 16.11	\$ 22.62	31.29%	\$ 21.15	\$ 29.70	24.00%	\$ 29.96	\$ 42.07
Media	Photographer	\$ 8.89	\$ 11.77	31.29%	\$ 11.67	\$ 15.45	24.00%	\$ 16.54	\$ 21.89
Media	Photographer Senior	\$ 11.79	\$ 18.86	31.29%	\$ 15.48	\$ 24.76	24.00%	\$ 21.93	\$ 35.08
Media	TV / Video Production Specialist	\$ 17.79	\$ 22.89	31.29%	\$ 23.36	\$ 30.05	24.00%	\$ 33.09	\$ 42.58
Media	TV / Video Production Technician	\$ 22.92	\$ 31.01	31.29%	\$ 30.09	\$ 40.71	24.00%	\$ 42.63	\$ 57.68
Security	Dispatcher/Police	\$ 13.80	\$ 23.52	36.50%	\$ 18.84	\$ 32.10	24.00%	\$ 25.67	\$ 43.75
Security	Security Guard	\$ 9.62	\$ 18.80	45.60%	\$ 14.01	\$ 27.37	24.00%	\$ 17.89	\$ 34.97
Security	Security Officer	\$ 14.24	\$ 19.06	45.60%	\$ 20.73	\$ 27.75	24.00%	\$ 26.49	\$ 35.45
Tax	Data Entry Clerk	\$ 8.89	\$ 11.44	31.29%	\$ 11.67	\$ 15.02	24.00%	\$ 16.54	\$ 21.28
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.49	\$ 18.04	31.29%	\$ 15.09	\$ 23.68	24.00%	\$ 21.37	\$ 33.55
Tax	Error Resolution and Document Processor	\$ 14.95	\$ 20.77	31.29%	\$ 19.63	\$ 27.27	24.00%	\$ 27.81	\$ 38.63
Tax	General Clerical	\$ 8.65	\$ 12.79	31.29%	\$ 11.36	\$ 16.79	24.00%	\$ 16.09	\$ 23.79
Tax	On-Site Administrator (Day)	\$ 10.11	\$ 21.86	31.29%	\$ 13.27	\$ 28.70	24.00%	\$ 18.80	\$ 40.66
Tax	On-Site Administrator (Evening)	\$ 10.11	\$ 21.86	31.29%	\$ 13.27	\$ 28.70	24.00%	\$ 18.80	\$ 40.66
Tax	Remittance Processor	\$ 17.97	\$ 26.63	31.29%	\$ 23.59	\$ 34.96	24.00%	\$ 33.42	\$ 49.53
Tax	Taxpayer Information & Assistance Agent	\$ 15.92	\$ 22.87	31.29%	\$ 20.90	\$ 30.03	24.00%	\$ 29.61	\$ 42.54
Technical	Agricultural Technician	\$ 16.37	\$ 26.57	31.28%	\$ 21.49	\$ 34.88	24.00%	\$ 30.45	\$ 49.42
Technical	Agricultural Technician Lead	\$ 18.36	\$ 29.34	31.28%	\$ 24.10	\$ 38.52	24.00%	\$ 34.15	\$ 54.57
Technical	Agricultural Technician Supervisor	\$ 22.05	\$ 35.35	31.28%	\$ 28.95	\$ 46.41	24.00%	\$ 41.01	\$ 65.75
Technical	Analytical Chemist	\$ 17.35	\$ 29.34	31.28%	\$ 22.78	\$ 38.52	24.00%	\$ 32.27	\$ 54.57
Technical	Analytical Chemist Assistant	\$ 20.27	\$ 33.38	31.28%	\$ 26.61	\$ 43.82	24.00%	\$ 37.70	\$ 62.09
Technical	Analytical Chemist Senior	\$ 25.58	\$ 41.75	31.28%	\$ 33.58	\$ 54.81	24.00%	\$ 47.58	\$ 77.66
Technical	Bridge Design Drafter	\$ 18.32	\$ 27.55	31.28%	\$ 24.05	\$ 36.17	24.00%	\$ 34.08	\$ 51.24
Technical	Bridge Design Drafter Senior	\$ 19.54	\$ 29.79	31.28%	\$ 25.65	\$ 39.11	24.00%	\$ 36.34	\$ 55.41
Technical	Cartographic Drafter	\$ 23.03	\$ 32.44	31.28%	\$ 30.23	\$ 42.59	24.00%	\$ 42.84	\$ 60.34
Technical	Cartographic Drafter Assistant	\$ 18.05	\$ 27.15	31.28%	\$ 23.70	\$ 35.64	24.00%	\$ 33.57	\$ 50.50
Technical	Cartographic Supervisor	\$ 31.42	\$ 42.24	31.28%	\$ 41.25	\$ 55.45	24.00%	\$ 58.44	\$ 78.57
Technical	Engineering Design Drafting Specialist	\$ 27.70	\$ 39.21	31.28%	\$ 36.36	\$ 51.47	24.00%	\$ 51.52	\$ 72.93
Technical	Engineering Design Drafting Supervisor	\$ 32.23	\$ 44.93	31.28%	\$ 42.31	\$ 58.98	24.00%	\$ 59.95	\$ 83.57
Technical	Engineering Design Drafting Technician	\$ 15.56	\$ 20.60	31.28%	\$ 20.43	\$ 27.04	24.00%	\$ 28.94	\$ 38.32
Technical	Engineering Drafting Technician	\$ 15.59	\$ 20.60	31.28%	\$ 20.47	\$ 27.04	24.00%	\$ 29.00	\$ 38.32
Technical	Engineering Drafting Technician Senior	\$ 18.07	\$ 26.27	31.28%	\$ 23.72	\$ 34.49	24.00%	\$ 33.61	\$ 48.86
Technical	Environmental Engineer	\$ 25.59	\$ 40.43	31.28%	\$ 33.59	\$ 53.08	24.00%	\$ 47.60	\$ 75.20
Technical	Environmental Engineer Senior	\$ 27.56	\$ 44.23	31.28%	\$ 36.18	\$ 58.07	24.00%	\$ 51.26	\$ 82.27
Technical	Environmental Program Analyst	\$ 21.71	\$ 32.08	31.28%	\$ 28.50	\$ 42.11	24.00%	\$ 40.38	\$ 59.67
Technical	Environmental Program Planner	\$ 23.20	\$ 34.66	31.28%	\$ 30.46	\$ 45.50	24.00%	\$ 43.15	\$ 64.47
Technical	Environmental Program Specialist	\$ 24.94	\$ 31.32	31.28%	\$ 32.74	\$ 41.12	24.00%	\$ 46.39	\$ 58.26
Technical	Environmental Specialist - Field	\$ 23.20	\$ 33.86	31.28%	\$ 30.46	\$ 44.45	24.00%	\$ 43.15	\$ 62.98
Technical	Environmental Specialist Senior - Field	\$ 23.86	\$ 35.44	31.28%	\$ 31.32	\$ 46.53	24.00%	\$ 44.38	\$ 65.92
Technical	Environmental Technician	\$ 21.71	\$ 32.08	31.28%	\$ 28.50	\$ 42.11	24.00%	\$ 40.38	\$ 59.67
Technical	Environmental Technician Senior	\$ 23.20	\$ 34.66	31.28%	\$ 30.46	\$ 45.50	24.00%	\$ 43.15	\$ 64.47
Technical	Laboratory Technician	\$ 16.57	\$ 24.82	31.28%	\$ 21.75	\$ 32.58	24.00%	\$ 30.82	\$ 46.17
Technical	Laboratory Technician Senior	\$ 17.59	\$ 26.76	31.28%	\$ 23.09	\$ 35.13	24.00%	\$ 32.72	\$ 49.77
Technical	Residential Plan Reviewer	\$ 19.23	\$ 30.04	31.28%	\$ 25.25	\$ 39.44	24.00%	\$ 35.77	\$ 55.87
Technical	Right of Way Technician	\$ 27.29	\$ 43.15	31.28%	\$ 35.83	\$ 56.65	24.00%	\$ 50.76	\$ 80.26
Technical	Right of Way Technician Supervisor	\$ 29.46	\$ 47.37	31.28%	\$ 38.68	\$ 62.19	24.00%	\$ 54.80	\$ 88.11
Technical	Safety Engineer	\$ 26.89	\$ 42.17	31.28%	\$ 35.30	\$ 55.36	24.00%	\$ 50.02	\$ 78.44
Technical	Safety Engineer Senior	\$ 30.57	\$ 48.25	31.28%	\$ 40.13	\$ 63.34	24.00%	\$ 56.86	\$ 89.75
Technical	Title Examiner	\$ 18.73	\$ 26.34	31.28%	\$ 24.59	\$ 34.58	24.00%	\$ 34.84	\$ 48.99
Technical	Traffic Controller	\$ 22.67	\$ 36.65	31.28%	\$ 29.76	\$ 48.11	24.00%	\$ 42.17	\$ 68.17
Technical	Traffic Controller Senior	\$ 27.29	\$ 43.15	31.28%	\$ 35.83	\$ 56.65	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Analyst	\$ 22.67	\$ 36.65	31.28%	\$ 29.76	\$ 48.11	24.00%	\$ 42.17	\$ 68.17
Technical	Transportation Data Analyst Senior	\$ 27.29	\$ 43.15	31.28%	\$ 35.83	\$ 56.65	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Analyst Supervisor	\$ 27.29	\$ 43.15	31.28%	\$ 35.83	\$ 56.65	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Technician	\$ 22.67	\$ 36.65	31.28%	\$ 29.76	\$ 48.11	24.00%	\$ 42.17	\$ 68.17
Technical	Transportation District Utilities Specialist	\$ 26.78	\$ 43.14	31.28%	\$ 35.16	\$ 56.63	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Engineering Technician -Survey	\$ 27.81	\$ 47.20	31.28%	\$ 36.51	\$ 61.96	24.00%	\$ 51.73	\$ 87.79
Technical	Transportation Engineering Technician -Survey Senior	\$ 30.70	\$ 49.39	31.28%	\$ 40.30	\$ 64.84	24.00%	\$ 57.10	\$ 91.87
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 32.41	\$ 52.76	31.28%	\$ 42.55	\$ 69.26	24.00%	\$ 60.28	\$ 98.13
Technical	Transportation Materials Technician	\$ 13.02	\$ 18.73	31.28%	\$ 17.09	\$ 24.59	24.00%	\$ 24.22	\$ 34.84
Technical	Transportation Materials Technician Senior	\$ 13.89	\$ 20.31	31.28%	\$ 18.23	\$ 26.66	24.00%	\$ 25.84	\$ 37.78
Technical	Transportation Materials Technician Specialist	\$ 27.81	\$ 46.18	31.28%	\$ 36.51	\$ 60.63	24.00%	\$ 51.73	\$ 85.89
Technical	Transportation Materials Technician Supervisor	\$ 32.41	\$ 52.76	31.28%	\$ 42.55	\$ 69.26	24.00%	\$ 60.28	\$ 98.13
Technical	Transportation Planning Specialist	\$ 26.78	\$ 43.14	31.28%	\$ 35.16	\$ 56.63	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Planning Specialist Senior	\$ 30.70	\$ 49.39	31.28%	\$ 40.30	\$ 64.84	24.00%	\$ 57.10	\$ 91.87
Technical	Transportation Technical Program Coordinator	\$ 26.78	\$ 43.14	31.28%	\$ 35.16	\$ 56.63	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Technical Support Coordinator	\$ 26.78	\$ 43.14	31.28%	\$ 35.16	\$ 56.63	24.00%	\$ 49.81	\$ 80.24
Trades	Boiler Operator I	\$ 15.49	\$ 19.06	42.73%	\$ 22.11	\$ 27.20	24.00%	\$ 28.81	\$ 35.45
Trades	Boiler Operator II	\$ 19.11	\$ 21.94	42.73%	\$ 27.28	\$ 31.31	24.00%	\$ 35.54	\$ 40.81

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Trades	Boiler Operator Senior I	\$ 21.96	\$ 23.97	42.73%	\$ 31.34	\$ 34.21	24.00%	\$ 40.85	\$ 44.58
Trades	Boiler Operator Senior II	\$ 23.99	\$ 32.84	42.73%	\$ 34.24	\$ 46.87	24.00%	\$ 44.62	\$ 61.08
Trades	Carpenter	\$ 10.32	\$ 13.96	42.73%	\$ 14.73	\$ 19.93	24.00%	\$ 19.20	\$ 25.97
Trades	Carpenter Assistant	\$ 13.97	\$ 19.57	42.73%	\$ 19.94	\$ 27.93	24.00%	\$ 25.98	\$ 36.40
Trades	Carpenter Senior	\$ 20.66	\$ 27.91	42.73%	\$ 29.49	\$ 39.84	24.00%	\$ 38.43	\$ 51.91
Trades	Electrician	\$ 22.03	\$ 36.66	42.73%	\$ 31.44	\$ 52.32	24.00%	\$ 40.98	\$ 68.19
Trades	Electrician Assistant	\$ 11.75	\$ 14.50	42.73%	\$ 16.77	\$ 20.70	24.00%	\$ 21.66	\$ 26.97
Trades	Electrician Senior	\$ 17.01	\$ 19.62	42.73%	\$ 24.28	\$ 28.00	24.00%	\$ 31.64	\$ 36.49
Trades	Electrician Supervisor Senior	\$ 19.67	\$ 34.58	42.73%	\$ 28.07	\$ 49.36	24.00%	\$ 36.59	\$ 64.32
Trades	Electronic Equipment Install & Repair Supervisor	\$ 21.46	\$ 31.90	42.73%	\$ 30.63	\$ 45.53	24.00%	\$ 39.92	\$ 59.33
Trades	Electronic Equipment Install & Repair Technician	\$ 17.03	\$ 21.35	42.73%	\$ 24.31	\$ 30.47	24.00%	\$ 31.68	\$ 39.71
Trades	Electronic Technician	\$ 12.96	\$ 16.47	42.73%	\$ 18.50	\$ 23.51	24.00%	\$ 24.11	\$ 30.63
Trades	Electronic Technician Senior	\$ 16.52	\$ 29.22	42.73%	\$ 23.58	\$ 41.71	24.00%	\$ 30.73	\$ 54.35
Trades	Equipment Repair Supervisor	\$ 23.49	\$ 27.50	42.73%	\$ 33.53	\$ 39.25	24.00%	\$ 43.69	\$ 51.15
Trades	Equipment Repair Technician	\$ 12.96	\$ 16.47	42.73%	\$ 18.50	\$ 23.51	24.00%	\$ 24.11	\$ 30.63
Trades	Equipment Repair Technician Senior	\$ 16.52	\$ 23.43	42.73%	\$ 23.58	\$ 33.44	24.00%	\$ 30.73	\$ 43.58
Trades	HVAC Installation & Repair Assistant	\$ 10.11	\$ 16.13	42.73%	\$ 14.43	\$ 23.02	24.00%	\$ 18.80	\$ 30.00
Trades	HVAC Installation & Repair Assistant Senior	\$ 16.13	\$ 27.50	42.73%	\$ 23.02	\$ 39.25	24.00%	\$ 30.00	\$ 51.15
Trades	Laboratory Mechanic	\$ 12.97	\$ 17.59	42.73%	\$ 18.51	\$ 25.11	24.00%	\$ 24.12	\$ 32.72
Trades	Laboratory Mechanic Senior	\$ 17.59	\$ 26.76	42.73%	\$ 25.11	\$ 38.19	24.00%	\$ 32.72	\$ 49.77
Trades	Locksmith	\$ 15.91	\$ 23.40	42.73%	\$ 22.71	\$ 33.40	24.00%	\$ 29.59	\$ 43.52
Trades	Maintenance Field Worker	\$ 12.96	\$ 16.57	42.73%	\$ 18.50	\$ 23.65	24.00%	\$ 24.11	\$ 30.82
Trades	Mason Plasterer	\$ 16.01	\$ 18.45	42.73%	\$ 22.85	\$ 26.33	24.00%	\$ 29.78	\$ 34.32
Trades	Mason Plasterer Assistant	\$ 18.49	\$ 27.35	42.73%	\$ 26.39	\$ 39.04	24.00%	\$ 34.39	\$ 50.87
Trades	Mechanic	\$ 10.42	\$ 23.45	42.73%	\$ 14.87	\$ 33.47	24.00%	\$ 19.38	\$ 43.62
Trades	Painter	\$ 10.02	\$ 22.24	42.73%	\$ 14.30	\$ 31.74	24.00%	\$ 18.64	\$ 41.37
Trades	Plumber / Steamfitter	\$ 21.73	\$ 33.04	42.73%	\$ 31.02	\$ 47.16	24.00%	\$ 40.42	\$ 61.45
Trades	Plumber / Steamfitter Assistant	\$ 12.96	\$ 21.66	42.73%	\$ 18.50	\$ 30.92	24.00%	\$ 24.11	\$ 40.29
Trades	Printing Press Operator B	\$ 21.21	\$ 31.15	42.73%	\$ 30.27	\$ 44.46	24.00%	\$ 39.45	\$ 57.94
Trades	Production Supervisor	\$ 25.15	\$ 38.52	42.73%	\$ 35.90	\$ 54.98	24.00%	\$ 46.78	\$ 71.65
Trades	Radio Specialist	\$ 14.99	\$ 19.22	42.73%	\$ 21.40	\$ 27.43	24.00%	\$ 27.88	\$ 35.75
Trades	Radio Specialist Senior	\$ 19.25	\$ 25.16	42.73%	\$ 27.48	\$ 35.91	24.00%	\$ 35.81	\$ 46.80
Trades	Sheet Metal Worker	\$ 14.26	\$ 18.35	42.73%	\$ 20.35	\$ 26.19	24.00%	\$ 26.52	\$ 34.13
Trades	Sheet Metal Worker Assistant	\$ 10.83	\$ 14.49	42.73%	\$ 15.46	\$ 20.68	24.00%	\$ 20.14	\$ 26.95
Trades	Sheet Metal Worker Lead	\$ 18.40	\$ 25.17	42.73%	\$ 26.26	\$ 35.93	24.00%	\$ 34.22	\$ 46.82
Trades	Shipping / Receiving Clerk	\$ 14.34	\$ 19.66	42.73%	\$ 20.47	\$ 28.06	24.00%	\$ 26.67	\$ 36.57
Trades	Storekeeper Assistant I	\$ 10.66	\$ 15.60	42.73%	\$ 15.22	\$ 22.27	24.00%	\$ 19.83	\$ 29.02
Trades	Storekeeper Assistant II	\$ 11.60	\$ 16.77	42.73%	\$ 16.56	\$ 23.94	24.00%	\$ 21.58	\$ 31.19
Trades	Storekeeper I	\$ 7.58	\$ 10.42	42.73%	\$ 10.82	\$ 14.87	24.00%	\$ 14.10	\$ 19.38
Trades	Storekeeper II	\$ 10.48	\$ 12.71	42.73%	\$ 14.96	\$ 18.14	24.00%	\$ 19.49	\$ 23.64
Trades	Storekeeper III	\$ 12.75	\$ 15.60	42.73%	\$ 18.20	\$ 22.27	24.00%	\$ 23.72	\$ 29.02
Trades	Storekeeper Senior	\$ 15.62	\$ 18.22	42.73%	\$ 22.29	\$ 26.01	24.00%	\$ 29.05	\$ 33.89
Trades	Tool Room Assistant	\$ 8.39	\$ 12.71	42.73%	\$ 11.98	\$ 18.14	24.00%	\$ 15.61	\$ 23.64
Trades	Tool Room Assistant Senior	\$ 12.71	\$ 17.74	42.73%	\$ 18.14	\$ 25.32	24.00%	\$ 23.64	\$ 33.00
Trades	Trades Utilities Worker Senior	\$ 12.97	\$ 19.00	42.73%	\$ 18.51	\$ 27.12	24.00%	\$ 24.12	\$ 35.34
Trades	Trades Utility Worker	\$ 9.91	\$ 12.92	42.73%	\$ 14.14	\$ 18.44	24.00%	\$ 18.43	\$ 24.03
Trades	Tradesman Helper	\$ 9.91	\$ 15.96	42.73%	\$ 14.14	\$ 22.78	24.00%	\$ 18.43	\$ 29.69
Trades	Tradesman Helper Senior	\$ 15.96	\$ 19.89	42.73%	\$ 22.78	\$ 28.39	24.00%	\$ 29.69	\$ 37.00
Trades	Welder	\$ 10.92	\$ 18.09	42.73%	\$ 15.59	\$ 25.82	24.00%	\$ 20.31	\$ 33.65
Trades	Welder Senior	\$ 18.14	\$ 21.75	42.73%	\$ 25.89	\$ 31.04	24.00%	\$ 33.74	\$ 40.46
Trades	Work Zone Safety Officer	\$ 22.67	\$ 36.65	42.73%	\$ 32.36	\$ 52.31	24.00%	\$ 42.17	\$ 68.17
	TOTAL	#####	#####		#####	\$ 4,307.57	\$ 26.88	#####	#####

The markups presented here include costs related to the "Affordable Care Act," but they exclude certain other statutory business and payroll costs that are imposed by some states and municipalities. These costs include charges such as sales taxes, mandatory paid time off for illness ("sick time"), payroll expense taxes, and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such expense increases through to clients, as well.

ORIGINAL 10-6-16

Maricopa County
Serial 16111-RFP: Staffing Services and Related Services and Solutions
Attachment A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Arizona

Position Category	Job Position	Pay Rate	Pay Rate	Regular Markup	Regular	Regular	Overtime Markup	Overtime	Overtime
		Low	High		Bill Rate - Low	Bill Rate - High		Bill Rate - Low	Bill Rate - High
Accounting/Finance	Accountant	\$ 14.64	\$ 20.79	31.05%	\$ 19.19	\$ 27.25	24.00%	\$ 27.23	\$ 38.67
Accounting/Finance	Accountant Senior	\$ 20.80	\$ 28.87	31.05%	\$ 27.26	\$ 37.83	24.00%	\$ 38.69	\$ 53.70
Accounting/Finance	Accounting Manager A	\$ 19.06	\$ 21.81	31.05%	\$ 24.98	\$ 28.58	24.00%	\$ 35.45	\$ 40.57
Accounting/Finance	Accounting Manager B	\$ 21.75	\$ 26.69	31.05%	\$ 28.50	\$ 34.98	24.00%	\$ 40.46	\$ 49.64
Accounting/Finance	Accounting Manager C	\$ 26.74	\$ 33.80	31.05%	\$ 35.04	\$ 44.29	24.00%	\$ 49.74	\$ 62.87
Accounting/Finance	Auditing - External Auditor	\$ 18.81	\$ 23.79	31.05%	\$ 24.65	\$ 31.18	24.00%	\$ 34.99	\$ 44.25
Accounting/Finance	Auditing - External Auditor Senior	\$ 23.81	\$ 33.80	31.05%	\$ 31.20	\$ 44.29	24.00%	\$ 44.29	\$ 62.87
Accounting/Finance	Auditing - Internal Auditor	\$ 18.81	\$ 23.79	31.05%	\$ 24.65	\$ 31.18	24.00%	\$ 34.99	\$ 44.25
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 23.84	\$ 33.80	31.05%	\$ 31.24	\$ 44.29	24.00%	\$ 44.34	\$ 62.87
Accounting/Finance	Budget Analyst	\$ 18.45	\$ 24.14	31.05%	\$ 24.18	\$ 31.64	24.00%	\$ 34.32	\$ 44.90
Accounting/Finance	Budget Analyst Senior	\$ 24.15	\$ 37.48	31.05%	\$ 31.65	\$ 49.12	24.00%	\$ 44.92	\$ 69.71
Accounting/Finance	Fiscal Assistant	\$ 10.42	\$ 16.01	31.05%	\$ 13.66	\$ 20.98	24.00%	\$ 19.38	\$ 29.78
Accounting/Finance	Fiscal Technician	\$ 16.06	\$ 19.63	31.05%	\$ 21.05	\$ 25.73	24.00%	\$ 29.87	\$ 36.51
Accounting/Finance	Fiscal Technical Senior	\$ 13.96	\$ 19.91	31.05%	\$ 18.29	\$ 26.09	24.00%	\$ 25.97	\$ 37.03
Call Center/Customer Service	Customer Service Inbound I	\$ 9.81	\$ 14.43	31.60%	\$ 12.91	\$ 18.99	24.00%	\$ 18.25	\$ 26.84
Call Center/Customer Service	Customer Service Inbound II	\$ 14.49	\$ 23.33	31.60%	\$ 19.07	\$ 30.70	24.00%	\$ 26.95	\$ 43.39
Call Center/Customer Service	Customer Service Outbound I	\$ 9.81	\$ 14.43	31.60%	\$ 12.91	\$ 18.99	24.00%	\$ 18.25	\$ 26.84
Call Center/Customer Service	Customer Service Outbound II	\$ 14.49	\$ 23.33	31.60%	\$ 19.07	\$ 30.70	24.00%	\$ 26.95	\$ 43.39
Call Center/Customer Service	Detailing Representative I	\$ 10.00	\$ 15.30	31.60%	\$ 13.16	\$ 20.13	24.00%	\$ 18.60	\$ 28.46
Call Center/Customer Service	Detailing Representative II	\$ 10.88	\$ 17.60	31.60%	\$ 14.32	\$ 23.16	24.00%	\$ 20.24	\$ 32.74
Call Center/Customer Service	Help Desk Analyst	\$ 12.96	\$ 28.77	31.60%	\$ 17.06	\$ 37.86	24.00%	\$ 24.11	\$ 53.51
Call Center/Customer Service	Market Research Inbound	\$ 19.01	\$ 22.83	31.60%	\$ 25.02	\$ 30.04	24.00%	\$ 35.36	\$ 42.46
Call Center/Customer Service	Market Research Outbound	\$ 22.85	\$ 34.79	31.60%	\$ 30.07	\$ 45.78	24.00%	\$ 42.50	\$ 64.71
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.89	\$ 12.71	31.60%	\$ 11.70	\$ 16.73	24.00%	\$ 16.54	\$ 23.64
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.89	\$ 12.71	31.60%	\$ 11.70	\$ 16.73	24.00%	\$ 16.54	\$ 23.64
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.89	\$ 12.46	31.60%	\$ 11.70	\$ 16.40	24.00%	\$ 16.54	\$ 23.18
Call Center/Customer Service	Sales Inbound I	\$ 9.41	\$ 16.26	31.60%	\$ 12.38	\$ 21.40	24.00%	\$ 17.50	\$ 30.24
Call Center/Customer Service	Sales Inbound II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Sales Outbound I	\$ 11.66	\$ 16.36	31.60%	\$ 15.34	\$ 21.53	24.00%	\$ 21.69	\$ 30.43
Call Center/Customer Service	Sales Outbound II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Tradeshow Booth Attendant I	\$ 7.88	\$ 12.74	31.60%	\$ 10.37	\$ 16.77	24.00%	\$ 14.66	\$ 23.70
Call Center/Customer Service	Tradeshow Booth Attendant II	\$ 12.75	\$ 16.52	31.60%	\$ 16.78	\$ 21.74	24.00%	\$ 23.72	\$ 30.73
Call Center/Customer Service	Tradeshow Host/Hostess I	\$ 9.39	\$ 12.55	31.60%	\$ 12.36	\$ 16.52	24.00%	\$ 17.47	\$ 23.34
Call Center/Customer Service	Tradeshow Host/Hostess II	\$ 12.60	\$ 22.18	31.60%	\$ 16.58	\$ 29.19	24.00%	\$ 23.44	\$ 41.25
General Administrative	Administrative Assistant I	\$ 10.92	\$ 14.69	31.60%	\$ 14.37	\$ 19.33	24.00%	\$ 20.31	\$ 27.32
General Administrative	Administrative Assistant II	\$ 14.70	\$ 15.90	31.60%	\$ 19.35	\$ 20.92	24.00%	\$ 27.34	\$ 29.57
General Administrative	Administrative Assistant III	\$ 15.91	\$ 17.26	31.60%	\$ 20.94	\$ 22.71	24.00%	\$ 29.59	\$ 32.10
General Administrative	Administrative Assistant IV	\$ 17.27	\$ 19.11	31.60%	\$ 22.73	\$ 25.15	24.00%	\$ 32.12	\$ 35.54
General Administrative	Administrative Assistant V	\$ 19.13	\$ 21.55	31.60%	\$ 25.18	\$ 28.36	24.00%	\$ 35.58	\$ 40.08
General Administrative	Administrative Staff Assistant	\$ 21.20	\$ 24.24	31.60%	\$ 27.90	\$ 31.90	24.00%	\$ 39.43	\$ 45.09
General Administrative	Administrative Staff Specialist	\$ 24.25	\$ 29.98	31.60%	\$ 31.91	\$ 39.45	24.00%	\$ 45.11	\$ 55.76
General Administrative	Administrative Staff Specialist Senior	\$ 29.99	\$ 23.42	31.60%	\$ 39.47	\$ 30.82	24.00%	\$ 55.78	\$ 43.56
General Administrative	Agency Management Analyst	\$ 19.56	\$ 25.67	31.60%	\$ 25.74	\$ 33.78	24.00%	\$ 36.38	\$ 47.75
General Administrative	Agency Management Analyst Lead	\$ 25.68	\$ 29.83	31.60%	\$ 33.79	\$ 39.26	24.00%	\$ 47.76	\$ 55.48
General Administrative	Agency Management Analyst Senior	\$ 29.89	\$ 46.51	31.60%	\$ 39.34	\$ 61.21	24.00%	\$ 55.60	\$ 86.51
General Administrative	Data Entry Operator	\$ 8.89	\$ 12.48	31.60%	\$ 11.70	\$ 16.42	24.00%	\$ 16.54	\$ 23.21
General Administrative	Data Entry Operator Senior	\$ 12.51	\$ 17.96	31.60%	\$ 16.46	\$ 23.64	24.00%	\$ 23.27	\$ 33.41
General Administrative	Executive Secretary	\$ 15.76	\$ 19.59	31.60%	\$ 20.74	\$ 25.78	24.00%	\$ 29.31	\$ 36.44
General Administrative	Executive Secretary Senior	\$ 19.62	\$ 29.06	31.60%	\$ 25.82	\$ 38.24	24.00%	\$ 36.49	\$ 54.05
General Administrative	Legal Assistant	\$ 12.46	\$ 14.61	31.60%	\$ 16.40	\$ 19.23	24.00%	\$ 23.18	\$ 27.17
General Administrative	Legal Assistant Senior	\$ 14.64	\$ 36.91	31.60%	\$ 19.27	\$ 48.57	24.00%	\$ 27.23	\$ 68.65
General Administrative	Library Assistant	\$ 8.89	\$ 17.51	31.60%	\$ 11.70	\$ 23.04	24.00%	\$ 16.54	\$ 32.57
General Administrative	Medical Assistant I	\$ 11.94	\$ 13.93	31.60%	\$ 15.71	\$ 18.33	24.00%	\$ 22.21	\$ 25.91
General Administrative	Medical Assistant II	\$ 13.97	\$ 19.86	31.60%	\$ 18.38	\$ 26.14	24.00%	\$ 25.98	\$ 36.94
General Administrative	Medical Biller I	\$ 10.41	\$ 12.78	31.60%	\$ 13.70	\$ 16.82	24.00%	\$ 19.36	\$ 23.77
General Administrative	Medical Biller II	\$ 12.81	\$ 19.90	31.60%	\$ 16.86	\$ 26.19	24.00%	\$ 23.83	\$ 37.01
General Administrative	Medical Records Clerk I	\$ 12.51	\$ 18.22	31.60%	\$ 16.46	\$ 23.98	24.00%	\$ 23.27	\$ 33.89

The markups presented here include costs related to the "Affordable Care Act," but they exclude certain other statutory business and payroll costs that are imposed by some states and municipalities. These costs include charges such as sales taxes, mandatory paid time off for illness ("sick time"), payroll expense taxes, and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such expense increases through to clients, as well.

General Administrative	Medical Records Clerk II	\$ 13.51	\$ 19.54	31.60%	\$ 17.78	\$ 25.71	24.00%	\$ 25.13	\$ 36.34
General Administrative	Office Manager	\$ 21.05	\$ 32.04	31.60%	\$ 27.70	\$ 42.16	24.00%	\$ 39.15	\$ 59.59
General Administrative	Office Services Aide	\$ 11.65	\$ 16.05	31.60%	\$ 15.33	\$ 21.12	24.00%	\$ 21.67	\$ 29.85
General Administrative	Office Services Assistant	\$ 12.49	\$ 16.95	31.60%	\$ 16.44	\$ 22.31	24.00%	\$ 23.23	\$ 31.53
General Administrative	Office Services Specialist	\$ 13.16	\$ 17.74	31.60%	\$ 17.32	\$ 23.35	24.00%	\$ 24.48	\$ 33.00
General Administrative	Office Services Supervisor	\$ 13.77	\$ 18.13	31.60%	\$ 18.12	\$ 23.86	24.00%	\$ 25.61	\$ 33.72
General Administrative	Office Services Supervisor Senior	\$ 15.96	\$ 20.34	31.60%	\$ 21.00	\$ 26.77	24.00%	\$ 29.69	\$ 37.83
General Administrative	Operator I	\$ 8.65	\$ 12.44	31.60%	\$ 11.38	\$ 16.37	24.00%	\$ 16.09	\$ 23.14
General Administrative	Operator II	\$ 12.46	\$ 14.54	31.60%	\$ 16.40	\$ 19.13	24.00%	\$ 23.18	\$ 27.04
General Administrative	Operator III (Key Disc Operator)	\$ 14.58	\$ 16.51	31.60%	\$ 19.19	\$ 21.73	24.00%	\$ 27.12	\$ 30.71
General Administrative	Operator IV (Key Disc Operator)	\$ 16.52	\$ 19.14	31.60%	\$ 21.74	\$ 25.19	24.00%	\$ 30.73	\$ 35.60
General Administrative	Personal Assistant	\$ 11.09	\$ 14.84	31.60%	\$ 14.59	\$ 19.53	24.00%	\$ 20.63	\$ 27.60
General Administrative	Personal Assistant Senior	\$ 14.85	\$ 15.83	31.60%	\$ 19.54	\$ 20.83	24.00%	\$ 27.62	\$ 29.44
General Administrative	Photocopy Supervisor	\$ 11.99	\$ 16.65	31.60%	\$ 15.78	\$ 21.91	24.00%	\$ 22.30	\$ 30.97
General Administrative	Photocopy Technician	\$ 10.83	\$ 15.31	31.60%	\$ 14.25	\$ 20.15	24.00%	\$ 20.14	\$ 28.48
General Administrative	Photo-Typesetting Specialist	\$ 14.10	\$ 20.30	31.60%	\$ 18.56	\$ 26.71	24.00%	\$ 26.23	\$ 37.76
General Administrative	Photo-Typesetting Supervisor	\$ 15.06	\$ 22.04	31.60%	\$ 19.82	\$ 29.00	24.00%	\$ 28.01	\$ 40.99
General Administrative	Postal Aide	\$ 7.91	\$ 10.83	31.60%	\$ 10.41	\$ 14.25	24.00%	\$ 14.71	\$ 20.14
General Administrative	Postal Aide Senior	\$ 10.88	\$ 17.12	31.60%	\$ 14.32	\$ 22.53	24.00%	\$ 20.24	\$ 31.84
General Administrative	Postal Assistant	\$ 17.18	\$ 19.09	31.60%	\$ 22.61	\$ 25.12	24.00%	\$ 31.95	\$ 35.51
General Administrative	Public Relations Coordinator	\$ 12.71	\$ 16.78	31.60%	\$ 16.73	\$ 22.08	24.00%	\$ 23.64	\$ 31.21
General Administrative	Public Relations Specialist	\$ 17.66	\$ 30.20	31.60%	\$ 23.24	\$ 39.74	24.00%	\$ 32.85	\$ 56.17
General Administrative	Public Relations Specialist Assistant	\$ 12.71	\$ 17.63	31.60%	\$ 16.73	\$ 23.20	24.00%	\$ 23.64	\$ 32.79
General Administrative	Receptionist	\$ 8.88	\$ 11.43	31.60%	\$ 11.69	\$ 15.04	24.00%	\$ 16.52	\$ 21.26
General Administrative	Receptionist Senior	\$ 11.44	\$ 18.04	31.60%	\$ 15.06	\$ 23.74	24.00%	\$ 21.28	\$ 33.55
General Administrative	Secretary	\$ 9.39	\$ 12.55	31.60%	\$ 12.36	\$ 16.52	24.00%	\$ 17.47	\$ 23.34
General Administrative	Secretary Senior	\$ 12.60	\$ 22.24	31.60%	\$ 16.58	\$ 29.27	24.00%	\$ 23.44	\$ 41.37
General Administrative	Translator	\$ 10.92	\$ 26.68	31.60%	\$ 14.37	\$ 35.11	24.00%	\$ 20.31	\$ 49.62
Food Related Services	Food Operations Assistant	\$ 9.91	\$ 14.50	36.50%	\$ 13.53	\$ 19.79	24.00%	\$ 18.43	\$ 26.97
Food Related Services	Food Operations Manager Assistant	\$ 14.54	\$ 17.02	36.50%	\$ 19.85	\$ 23.23	24.00%	\$ 27.04	\$ 31.66
Food Related Services	Food Production Worker	\$ 7.98	\$ 13.06	36.50%	\$ 10.89	\$ 17.83	24.00%	\$ 14.84	\$ 24.29
Food Related Services	Second Cook	\$ 7.95	\$ 12.81	36.50%	\$ 10.85	\$ 17.49	24.00%	\$ 14.79	\$ 23.83
Food Related Services	Second Cook Senior	\$ 12.71	\$ 16.72	36.50%	\$ 17.35	\$ 22.82	24.00%	\$ 23.64	\$ 31.10
Food Related Services	Server	\$ 7.63	\$ 10.42	36.50%	\$ 10.41	\$ 14.22	24.00%	\$ 14.19	\$ 19.38
Human Resources	Classification / Compensation Analyst	\$ 19.57	\$ 24.14	31.29%	\$ 25.69	\$ 31.69	24.00%	\$ 36.40	\$ 44.90
Human Resources	Classification / Compensation Analyst Senior	\$ 24.19	\$ 32.04	31.29%	\$ 31.76	\$ 42.07	24.00%	\$ 44.99	\$ 59.59
Human Resources	Classification / Compensation Consultant	\$ 32.06	\$ 42.94	31.29%	\$ 42.09	\$ 56.38	24.00%	\$ 59.63	\$ 79.87
Human Resources	EEO Program Analyst	\$ 18.90	\$ 30.17	31.29%	\$ 24.81	\$ 39.61	24.00%	\$ 35.15	\$ 56.12
Human Resources	EEO Program Specialist	\$ 20.84	\$ 32.91	31.29%	\$ 27.36	\$ 43.21	24.00%	\$ 38.76	\$ 61.21
Human Resources	Employee Relations Analyst	\$ 17.02	\$ 21.55	31.29%	\$ 22.35	\$ 28.29	24.00%	\$ 31.66	\$ 40.08
Human Resources	Employee Relations Analyst Senior	\$ 21.60	\$ 38.12	31.29%	\$ 28.36	\$ 50.05	24.00%	\$ 40.18	\$ 70.90
Human Resources	Human Resources Assistant	\$ 13.06	\$ 18.81	31.29%	\$ 17.15	\$ 24.70	24.00%	\$ 24.29	\$ 34.99
Human Resources	Human Resources Generalist	\$ 15.14	\$ 19.26	31.29%	\$ 19.88	\$ 25.29	24.00%	\$ 28.16	\$ 35.82
Human Resources	Human Resources Generalist Senior	\$ 19.37	\$ 33.83	31.29%	\$ 25.43	\$ 44.42	24.00%	\$ 36.03	\$ 62.92
Human Resources	Personnel Analyst	\$ 14.99	\$ 19.06	31.29%	\$ 19.68	\$ 25.02	24.00%	\$ 27.88	\$ 35.45
Human Resources	Personnel Analyst Senior	\$ 19.11	\$ 23.12	31.29%	\$ 25.09	\$ 30.35	24.00%	\$ 35.54	\$ 43.00
Human Resources	Personnel Practices Analyst	\$ 23.18	\$ 27.30	31.29%	\$ 30.43	\$ 35.84	24.00%	\$ 43.11	\$ 50.78
Human Resources	Personnel Practices Analyst Senior	\$ 27.35	\$ 34.82	31.29%	\$ 35.91	\$ 45.72	24.00%	\$ 50.87	\$ 64.77
Human Resources	Personnel Practices Manager	\$ 34.26	\$ 42.62	31.29%	\$ 44.98	\$ 55.96	24.00%	\$ 63.72	\$ 79.27
Human Services	Social Worker	\$ 16.69	\$ 28.27	31.29%	\$ 21.91	\$ 37.12	24.00%	\$ 31.04	\$ 52.58
Human Services	Support Enforcement Specialist	\$ 12.66	\$ 17.48	31.29%	\$ 16.62	\$ 22.95	24.00%	\$ 23.55	\$ 32.51
Human Services	Support Enforcement Specialist Senior	\$ 17.54	\$ 20.69	31.29%	\$ 23.03	\$ 27.16	24.00%	\$ 32.62	\$ 38.48
Human Services	Utilization Review Analyst	\$ 15.44	\$ 25.16	31.29%	\$ 23.03	\$ 33.03	24.00%	\$ 32.62	\$ 46.80
Human Services	Utilization Review Analyst Senior	\$ 25.21	\$ 40.44	31.29%	\$ 33.10	\$ 53.09	24.00%	\$ 46.89	\$ 75.22
Insurance	Claims Adjuster I	\$ 14.49	\$ 17.54	31.29%	\$ 19.02	\$ 23.03	24.00%	\$ 26.95	\$ 32.62
Insurance	Claims Adjuster II	\$ 17.59	\$ 25.16	31.29%	\$ 23.09	\$ 33.03	24.00%	\$ 32.72	\$ 46.80
Insurance	Claims Specialist	\$ 25.21	\$ 31.77	31.29%	\$ 33.10	\$ 41.71	24.00%	\$ 46.89	\$ 59.09
Insurance	Worker's Compensation Specialist	\$ 23.82	\$ 35.63	31.29%	\$ 31.27	\$ 46.78	24.00%	\$ 44.31	\$ 66.27
Laborer/Industrial	CDL Driver	\$ 12.71	\$ 18.24	36.50%	\$ 17.35	\$ 24.90	24.00%	\$ 23.64	\$ 33.93
Laborer/Industrial	Forklift Operator	\$ 10.63	\$ 14.81	36.50%	\$ 14.51	\$ 20.22	24.00%	\$ 19.77	\$ 27.55
Laborer/Industrial	Forklift Operator Senior	\$ 14.84	\$ 21.60	36.50%	\$ 20.26	\$ 29.48	24.00%	\$ 27.60	\$ 40.18
Laborer/Industrial	Flagger / Laborer	\$ 13.64	\$ 19.55	36.50%	\$ 18.62	\$ 26.69	24.00%	\$ 25.37	\$ 36.36
Laborer/Industrial	Grounds Worker	\$ 8.61	\$ 11.94	36.50%	\$ 11.75	\$ 16.30	24.00%	\$ 16.01	\$ 22.21
Laborer/Industrial	Grounds Worker Lead	\$ 11.99	\$ 16.01	36.50%	\$ 16.37	\$ 21.85	24.00%	\$ 22.30	\$ 29.78
Laborer/Industrial	Grounds Worker Senior	\$ 12.80	\$ 15.91	36.50%	\$ 17.47	\$ 21.72	24.00%	\$ 23.81	\$ 29.59
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.89	\$ 12.46	36.50%	\$ 12.13	\$ 17.01	24.00%	\$ 16.54	\$ 23.18
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.47	\$ 15.91	36.50%	\$ 17.02	\$ 21.72	24.00%	\$ 23.19	\$ 29.59
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26
Laborer/Industrial	Housekeeping Supervisor	\$ 10.63	\$ 14.76	36.50%	\$ 14.51	\$ 20.15	24.00%	\$ 19.77	\$ 27.45
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.79	\$ 22.88	36.50%	\$ 20.19	\$ 31.23	24.00%	\$ 27.51	\$ 42.56
Laborer/Industrial	Housekeeping Worker	\$ 7.88	\$ 12.05	36.50%	\$ 10.76	\$ 16.45	24.00%	\$ 14.66	\$ 22.41
Laborer/Industrial	Housekeeping Worker Senior	\$ 12.10	\$ 15.45	36.50%	\$ 16.52	\$ 21.09	24.00%	\$ 22.51	\$ 28.74
Laborer/Industrial	Inventory Worker Light	\$ 9.41	\$ 14.74	36.50%	\$ 12.84	\$ 20.12	24.00%	\$ 17.50	\$ 27.42
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.61	\$ 16.54	36.50%	\$ 11.75	\$ 22.58	24.00%	\$ 16.01	\$ 30.76
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.39	\$ 11.44	36.50%	\$ 11.45	\$ 15.62	24.00%	\$ 15.61	\$ 21.28
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.49	\$ 18.55	36.50%	\$ 15.68	\$ 25.32	24.00%	\$ 21.37	\$ 34.50
Laborer/Industrial	Packer	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26

The markups presented here include costs related to the "Affordable Care Act," but they exclude certain other statutory business and payroll costs that are imposed by some states and municipalities. These costs include charges such as sales taxes, mandatory paid time off for illness ("sick time"), payroll expense taxes, and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such expense increases through to clients, as well.

Laborer/Industrial	Warehouse Specialist I	\$ 8.61	\$ 11.97	36.50%	\$ 11.75	\$ 16.34	24.00%	\$ 16.01	\$ 22.26
Laborer/Industrial	Warehouse Specialist II	\$ 11.99	\$ 14.99	36.50%	\$ 16.37	\$ 20.46	24.00%	\$ 22.30	\$ 27.88
Laborer/Industrial	Warehouse Specialist III	\$ 15.04	\$ 19.16	36.50%	\$ 20.53	\$ 26.15	24.00%	\$ 27.97	\$ 35.64
Laborer/Industrial	Warehouse Worker I	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26
Laborer/Industrial	Warehouse Worker II	\$ 11.99	\$ 14.99	36.50%	\$ 16.37	\$ 20.46	24.00%	\$ 22.30	\$ 27.88
Media	Audio Visual Technician	\$ 11.44	\$ 14.76	31.29%	\$ 15.02	\$ 19.38	24.00%	\$ 21.28	\$ 27.45
Media	Audio Visual Technician Senior	\$ 14.79	\$ 24.51	31.29%	\$ 19.42	\$ 32.18	24.00%	\$ 27.51	\$ 45.59
Media	Graphic Artist	\$ 13.47	\$ 16.08	31.29%	\$ 17.68	\$ 21.11	24.00%	\$ 25.05	\$ 29.91
Media	Graphic Artist Senior	\$ 16.08	\$ 22.62	31.29%	\$ 21.11	\$ 29.70	24.00%	\$ 29.91	\$ 42.07
Media	Graphic Designer	\$ 13.47	\$ 16.08	31.29%	\$ 17.68	\$ 21.11	24.00%	\$ 25.05	\$ 29.91
Media	Graphic Designer Senior	\$ 16.11	\$ 22.62	31.29%	\$ 21.15	\$ 29.70	24.00%	\$ 29.96	\$ 42.07
Media	Photographer	\$ 8.89	\$ 11.77	31.29%	\$ 11.67	\$ 15.45	24.00%	\$ 16.54	\$ 21.89
Media	Photographer Senior	\$ 11.79	\$ 18.86	31.29%	\$ 15.48	\$ 24.76	24.00%	\$ 21.93	\$ 35.08
Media	TV / Video Production Specialist	\$ 17.79	\$ 22.89	31.29%	\$ 23.36	\$ 30.05	24.00%	\$ 33.09	\$ 42.58
Media	TV / Video Production Technician	\$ 22.92	\$ 31.01	31.29%	\$ 30.09	\$ 40.71	24.00%	\$ 42.63	\$ 57.68
Security	Dispatcher/Police	\$ 13.80	\$ 23.52	36.50%	\$ 18.84	\$ 32.10	24.00%	\$ 25.67	\$ 43.75
Security	Security Guard	\$ 9.62	\$ 18.80	45.60%	\$ 14.01	\$ 27.37	24.00%	\$ 17.89	\$ 34.97
Security	Security Officer	\$ 14.24	\$ 19.06	45.60%	\$ 20.73	\$ 27.75	24.00%	\$ 26.49	\$ 35.45
Tax	Data Entry Clerk	\$ 8.89	\$ 11.44	31.29%	\$ 11.67	\$ 15.02	24.00%	\$ 16.54	\$ 21.28
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.49	\$ 18.04	31.29%	\$ 15.09	\$ 23.68	24.00%	\$ 21.37	\$ 33.55
Tax	Error Resolution and Document Processor	\$ 14.95	\$ 20.77	31.29%	\$ 19.63	\$ 27.27	24.00%	\$ 27.81	\$ 38.63
Tax	General Clerical	\$ 8.65	\$ 12.79	31.29%	\$ 11.36	\$ 16.79	24.00%	\$ 16.09	\$ 23.79
Tax	On-Site Administrator (Day)	\$ 10.11	\$ 21.86	31.29%	\$ 13.27	\$ 28.70	24.00%	\$ 18.80	\$ 40.66
Tax	On-Site Administrator (Evening)	\$ 10.11	\$ 21.86	31.29%	\$ 13.27	\$ 28.70	24.00%	\$ 18.80	\$ 40.66
Tax	Remittance Processor	\$ 17.97	\$ 26.63	31.29%	\$ 23.59	\$ 34.96	24.00%	\$ 33.42	\$ 49.53
Tax	Taxpayer Information & Assistance Agent	\$ 15.92	\$ 22.87	31.29%	\$ 20.90	\$ 30.03	24.00%	\$ 29.61	\$ 42.54
Technical	Agricultural Technician	\$ 16.37	\$ 26.57	31.28%	\$ 21.49	\$ 34.88	24.00%	\$ 30.45	\$ 49.42
Technical	Agricultural Technician Lead	\$ 18.36	\$ 29.34	31.28%	\$ 24.10	\$ 38.52	24.00%	\$ 34.15	\$ 54.57
Technical	Agricultural Technician Supervisor	\$ 22.05	\$ 35.35	31.28%	\$ 28.95	\$ 46.41	24.00%	\$ 41.01	\$ 65.75
Technical	Analytical Chemist	\$ 17.35	\$ 29.34	31.28%	\$ 22.78	\$ 38.52	24.00%	\$ 32.27	\$ 54.57
Technical	Analytical Chemist Assistant	\$ 20.27	\$ 33.38	31.28%	\$ 26.61	\$ 43.82	24.00%	\$ 37.70	\$ 62.09
Technical	Analytical Chemist Senior	\$ 25.58	\$ 41.75	31.28%	\$ 33.58	\$ 54.81	24.00%	\$ 47.58	\$ 77.66
Technical	Bridge Design Drafter	\$ 18.32	\$ 27.55	31.28%	\$ 24.05	\$ 36.17	24.00%	\$ 34.08	\$ 51.24
Technical	Bridge Design Drafter Senior	\$ 19.54	\$ 29.79	31.28%	\$ 25.65	\$ 39.11	24.00%	\$ 36.34	\$ 55.41
Technical	Cartographic Drafter	\$ 23.03	\$ 32.44	31.28%	\$ 30.23	\$ 42.59	24.00%	\$ 42.84	\$ 60.34
Technical	Cartographic Drafter Assistant	\$ 18.05	\$ 27.15	31.28%	\$ 23.70	\$ 35.64	24.00%	\$ 33.57	\$ 50.50
Technical	Cartographic Supervisor	\$ 31.42	\$ 42.24	31.28%	\$ 41.25	\$ 55.45	24.00%	\$ 58.44	\$ 78.57
Technical	Engineering Design Drafting Specialist	\$ 27.70	\$ 39.21	31.28%	\$ 36.36	\$ 51.47	24.00%	\$ 51.52	\$ 72.93
Technical	Engineering Design Drafting Supervisor	\$ 32.23	\$ 44.93	31.28%	\$ 42.31	\$ 58.98	24.00%	\$ 59.95	\$ 83.57
Technical	Engineering Design Drafting Technician	\$ 15.56	\$ 20.60	31.28%	\$ 20.43	\$ 27.04	24.00%	\$ 28.94	\$ 38.32
Technical	Engineering Drafting Technician	\$ 15.59	\$ 20.60	31.28%	\$ 20.47	\$ 27.04	24.00%	\$ 29.00	\$ 38.32
Technical	Engineering Drafting Technician Senior	\$ 18.07	\$ 26.27	31.28%	\$ 23.72	\$ 34.49	24.00%	\$ 33.61	\$ 48.86
Technical	Environmental Engineer	\$ 25.59	\$ 40.43	31.28%	\$ 33.59	\$ 53.08	24.00%	\$ 47.60	\$ 75.20
Technical	Environmental Engineer Senior	\$ 27.56	\$ 44.23	31.28%	\$ 36.18	\$ 58.07	24.00%	\$ 51.26	\$ 82.27
Technical	Environmental Program Analyst	\$ 21.71	\$ 32.08	31.28%	\$ 28.50	\$ 42.11	24.00%	\$ 40.38	\$ 59.67
Technical	Environmental Program Planner	\$ 23.20	\$ 34.66	31.28%	\$ 30.46	\$ 45.50	24.00%	\$ 43.15	\$ 64.47
Technical	Environmental Program Specialist	\$ 24.94	\$ 31.32	31.28%	\$ 32.74	\$ 41.12	24.00%	\$ 46.39	\$ 58.26
Technical	Environmental Specialist - Field	\$ 23.20	\$ 33.86	31.28%	\$ 30.46	\$ 44.45	24.00%	\$ 43.15	\$ 62.98
Technical	Environmental Specialist Senior - Field	\$ 23.86	\$ 35.44	31.28%	\$ 31.32	\$ 46.53	24.00%	\$ 44.38	\$ 65.92
Technical	Environmental Technician	\$ 21.71	\$ 32.08	31.28%	\$ 28.50	\$ 42.11	24.00%	\$ 40.38	\$ 59.67
Technical	Environmental Technician Senior	\$ 23.20	\$ 34.66	31.28%	\$ 30.46	\$ 45.50	24.00%	\$ 43.15	\$ 64.47
Technical	Laboratory Technician	\$ 16.57	\$ 24.82	31.28%	\$ 21.75	\$ 32.58	24.00%	\$ 30.82	\$ 46.17
Technical	Laboratory Technician Senior	\$ 17.59	\$ 26.76	31.28%	\$ 23.09	\$ 35.13	24.00%	\$ 32.72	\$ 49.77
Technical	Residential Plan Reviewer	\$ 19.23	\$ 30.04	31.28%	\$ 25.25	\$ 39.44	24.00%	\$ 35.77	\$ 55.87
Technical	Right of Way Technician	\$ 27.29	\$ 43.15	31.28%	\$ 35.83	\$ 56.65	24.00%	\$ 50.76	\$ 80.26
Technical	Right of Way Technician Supervisor	\$ 29.46	\$ 47.37	31.28%	\$ 38.68	\$ 62.19	24.00%	\$ 54.80	\$ 88.11
Technical	Safety Engineer	\$ 26.89	\$ 42.17	31.28%	\$ 35.30	\$ 55.36	24.00%	\$ 50.02	\$ 78.44
Technical	Safety Engineer Senior	\$ 30.57	\$ 48.25	31.28%	\$ 40.13	\$ 63.34	24.00%	\$ 56.86	\$ 89.75
Technical	Title Examiner	\$ 18.73	\$ 26.34	31.28%	\$ 24.59	\$ 34.58	24.00%	\$ 34.84	\$ 48.99
Technical	Traffic Controller	\$ 22.67	\$ 36.65	31.28%	\$ 29.76	\$ 48.11	24.00%	\$ 42.17	\$ 68.17
Technical	Traffic Controller Senior	\$ 27.29	\$ 43.15	31.28%	\$ 35.83	\$ 56.65	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Analyst	\$ 22.67	\$ 36.65	31.28%	\$ 29.76	\$ 48.11	24.00%	\$ 42.17	\$ 68.17
Technical	Transportation Data Analyst Senior	\$ 27.29	\$ 43.15	31.28%	\$ 35.83	\$ 56.65	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Analyst Supervisor	\$ 27.29	\$ 43.15	31.28%	\$ 35.83	\$ 56.65	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Technician	\$ 22.67	\$ 36.65	31.28%	\$ 29.76	\$ 48.11	24.00%	\$ 42.17	\$ 68.17
Technical	Transportation District Utilities Specialist	\$ 26.78	\$ 43.14	31.28%	\$ 35.16	\$ 56.63	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Engineering Technician -Survey	\$ 27.81	\$ 47.20	31.28%	\$ 36.51	\$ 61.96	24.00%	\$ 51.73	\$ 87.79
Technical	Transportation Engineering Technician -Survey Senior	\$ 30.70	\$ 49.39	31.28%	\$ 40.30	\$ 64.84	24.00%	\$ 57.10	\$ 91.87
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 32.41	\$ 52.76	31.28%	\$ 42.55	\$ 69.26	24.00%	\$ 60.28	\$ 98.13
Technical	Transportation Materials Technician	\$ 13.02	\$ 18.73	31.28%	\$ 17.09	\$ 24.59	24.00%	\$ 24.22	\$ 34.84
Technical	Transportation Materials Technician Senior	\$ 13.89	\$ 20.31	31.28%	\$ 18.23	\$ 26.66	24.00%	\$ 25.84	\$ 37.78
Technical	Transportation Materials Technician Specialist	\$ 27.81	\$ 46.18	31.28%	\$ 36.51	\$ 60.63	24.00%	\$ 51.73	\$ 85.89
Technical	Transportation Materials Technician Supervisor	\$ 32.41	\$ 52.76	31.28%	\$ 42.55	\$ 69.26	24.00%	\$ 60.28	\$ 98.13
Technical	Transportation Planning Specialist	\$ 26.78	\$ 43.14	31.28%	\$ 35.16	\$ 56.63	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Planning Specialist Senior	\$ 30.70	\$ 49.39	31.28%	\$ 40.30	\$ 64.84	24.00%	\$ 57.10	\$ 91.87
Technical	Transportation Technical Program Coordinator	\$ 26.78	\$ 43.14	31.28%	\$ 35.16	\$ 56.63	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Technical Support Coordinator	\$ 26.78	\$ 43.14	31.28%	\$ 35.16	\$ 56.63	24.00%	\$ 49.81	\$ 80.24
Trades	Boiler Operator I	\$ 15.49	\$ 19.06	42.73%	\$ 22.11	\$ 27.20	24.00%	\$ 28.81	\$ 35.45
Trades	Boiler Operator II	\$ 19.11	\$ 21.94	42.73%	\$ 27.28	\$ 31.31	24.00%	\$ 35.54	\$ 40.81

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Trades	Boiler Operator Senior I	\$ 21.96	\$ 23.97	42.73%	\$ 31.34	\$ 34.21	24.00%	\$ 40.85	\$ 44.58
Trades	Boiler Operator Senior II	\$ 23.99	\$ 32.84	42.73%	\$ 34.24	\$ 46.87	24.00%	\$ 44.62	\$ 61.08
Trades	Carpenter	\$ 10.32	\$ 13.96	42.73%	\$ 14.73	\$ 19.93	24.00%	\$ 19.20	\$ 25.97
Trades	Carpenter Assistant	\$ 13.97	\$ 19.57	42.73%	\$ 19.94	\$ 27.93	24.00%	\$ 25.98	\$ 36.40
Trades	Carpenter Senior	\$ 20.66	\$ 27.91	42.73%	\$ 29.49	\$ 39.84	24.00%	\$ 38.43	\$ 51.91
Trades	Electrician	\$ 22.03	\$ 36.66	42.73%	\$ 31.44	\$ 52.32	24.00%	\$ 40.98	\$ 68.19
Trades	Electrician Assistant	\$ 11.75	\$ 14.50	42.73%	\$ 16.77	\$ 20.70	24.00%	\$ 21.86	\$ 26.97
Trades	Electrician Senior	\$ 17.01	\$ 19.62	42.73%	\$ 24.28	\$ 28.00	24.00%	\$ 31.64	\$ 36.49
Trades	Electrician Supervisor Senior	\$ 19.67	\$ 34.58	42.73%	\$ 28.07	\$ 49.36	24.00%	\$ 36.59	\$ 64.32
Trades	Electronic Equipment Install & Repair Supervisor	\$ 21.46	\$ 31.90	42.73%	\$ 30.63	\$ 45.53	24.00%	\$ 39.92	\$ 59.33
Trades	Electronic Equipment Install & Repair Technician	\$ 17.03	\$ 21.35	42.73%	\$ 24.31	\$ 30.47	24.00%	\$ 31.68	\$ 39.71
Trades	Electronic Technician	\$ 12.96	\$ 16.47	42.73%	\$ 18.50	\$ 23.51	24.00%	\$ 24.11	\$ 30.63
Trades	Electronic Technician Senior	\$ 16.52	\$ 29.22	42.73%	\$ 23.58	\$ 41.71	24.00%	\$ 30.73	\$ 54.35
Trades	Equipment Repair Supervisor	\$ 23.49	\$ 27.50	42.73%	\$ 33.53	\$ 39.25	24.00%	\$ 43.69	\$ 51.15
Trades	Equipment Repair Technician	\$ 12.96	\$ 16.47	42.73%	\$ 18.50	\$ 23.51	24.00%	\$ 24.11	\$ 30.63
Trades	Equipment Repair Technician Senior	\$ 16.52	\$ 23.43	42.73%	\$ 23.58	\$ 33.44	24.00%	\$ 30.73	\$ 43.58
Trades	HVAC Installation & Repair Assistant	\$ 10.11	\$ 16.13	42.73%	\$ 14.43	\$ 23.02	24.00%	\$ 18.80	\$ 30.00
Trades	HVAC Installation & Repair Assistant Senior	\$ 16.13	\$ 27.50	42.73%	\$ 23.02	\$ 39.25	24.00%	\$ 30.00	\$ 51.15
Trades	Laboratory Mechanic	\$ 12.97	\$ 17.59	42.73%	\$ 18.51	\$ 25.11	24.00%	\$ 24.12	\$ 32.72
Trades	Laboratory Mechanic Senior	\$ 17.59	\$ 26.76	42.73%	\$ 25.11	\$ 38.19	24.00%	\$ 32.72	\$ 49.77
Trades	Locksmith	\$ 15.91	\$ 23.40	42.73%	\$ 22.71	\$ 33.40	24.00%	\$ 29.59	\$ 43.52
Trades	Maintenance Field Worker	\$ 12.96	\$ 16.57	42.73%	\$ 18.50	\$ 23.65	24.00%	\$ 24.11	\$ 30.82
Trades	Mason Plasterer	\$ 16.01	\$ 18.45	42.73%	\$ 22.85	\$ 26.33	24.00%	\$ 29.78	\$ 34.32
Trades	Mason Plasterer Assistant	\$ 18.49	\$ 27.35	42.73%	\$ 26.39	\$ 39.04	24.00%	\$ 34.39	\$ 50.87
Trades	Mechanic	\$ 10.42	\$ 23.45	42.73%	\$ 14.87	\$ 33.47	24.00%	\$ 19.38	\$ 43.62
Trades	Painter	\$ 10.02	\$ 22.24	42.73%	\$ 14.30	\$ 31.74	24.00%	\$ 18.64	\$ 41.37
Trades	Plumber / Steamfitter	\$ 21.73	\$ 33.04	42.73%	\$ 31.02	\$ 47.16	24.00%	\$ 40.42	\$ 61.45
Trades	Plumber / Steamfitter Assistant	\$ 12.96	\$ 21.66	42.73%	\$ 18.50	\$ 30.92	24.00%	\$ 24.11	\$ 40.29
Trades	Printing Press Operator B	\$ 21.21	\$ 31.15	42.73%	\$ 30.27	\$ 44.46	24.00%	\$ 39.45	\$ 57.94
Trades	Production Supervisor	\$ 25.15	\$ 38.52	42.73%	\$ 35.90	\$ 54.98	24.00%	\$ 46.78	\$ 71.65
Trades	Radio Specialist	\$ 14.99	\$ 19.22	42.73%	\$ 21.40	\$ 27.43	24.00%	\$ 27.88	\$ 35.75
Trades	Radio Specialist Senior	\$ 19.25	\$ 25.16	42.73%	\$ 27.48	\$ 35.91	24.00%	\$ 35.81	\$ 46.80
Trades	Sheet Metal Worker	\$ 14.26	\$ 18.35	42.73%	\$ 20.35	\$ 26.19	24.00%	\$ 26.52	\$ 34.13
Trades	Sheet Metal Worker Assistant	\$ 10.83	\$ 14.49	42.73%	\$ 15.46	\$ 20.68	24.00%	\$ 20.14	\$ 26.95
Trades	Sheet Metal Worker Lead	\$ 18.40	\$ 25.17	42.73%	\$ 26.26	\$ 35.93	24.00%	\$ 34.22	\$ 46.82
Trades	Shipping / Receiving Clerk	\$ 14.34	\$ 19.66	42.73%	\$ 20.47	\$ 28.06	24.00%	\$ 26.67	\$ 36.57
Trades	Storekeeper Assistant I	\$ 10.66	\$ 15.60	42.73%	\$ 15.22	\$ 22.27	24.00%	\$ 19.83	\$ 29.02
Trades	Storekeeper Assistant II	\$ 11.60	\$ 16.77	42.73%	\$ 16.56	\$ 23.94	24.00%	\$ 21.58	\$ 31.19
Trades	Storekeeper I	\$ 7.58	\$ 10.42	42.73%	\$ 10.82	\$ 14.87	24.00%	\$ 14.10	\$ 19.38
Trades	Storekeeper II	\$ 10.48	\$ 12.71	42.73%	\$ 14.96	\$ 18.14	24.00%	\$ 19.49	\$ 23.64
Trades	Storekeeper III	\$ 12.75	\$ 15.60	42.73%	\$ 18.20	\$ 22.27	24.00%	\$ 23.72	\$ 29.02
Trades	Storekeeper Senior	\$ 15.62	\$ 18.22	42.73%	\$ 22.29	\$ 26.01	24.00%	\$ 29.05	\$ 33.89
Trades	Tool Room Assistant	\$ 8.39	\$ 12.71	42.73%	\$ 11.98	\$ 18.14	24.00%	\$ 15.61	\$ 23.64
Trades	Tool Room Assistant Senior	\$ 12.71	\$ 17.74	42.73%	\$ 18.14	\$ 25.32	24.00%	\$ 23.64	\$ 33.00
Trades	Trades Utilities Worker Senior	\$ 12.97	\$ 19.00	42.73%	\$ 18.51	\$ 27.12	24.00%	\$ 24.12	\$ 35.34
Trades	Trades Utility Worker	\$ 9.91	\$ 12.92	42.73%	\$ 14.14	\$ 18.44	24.00%	\$ 18.43	\$ 24.03
Trades	Tradesman Helper	\$ 9.91	\$ 15.96	42.73%	\$ 14.14	\$ 22.78	24.00%	\$ 18.43	\$ 29.69
Trades	Tradesman Helper Senior	\$ 15.96	\$ 19.89	42.73%	\$ 22.78	\$ 28.39	24.00%	\$ 29.69	\$ 37.00
Trades	Welder	\$ 10.92	\$ 18.09	42.73%	\$ 15.59	\$ 25.82	24.00%	\$ 20.31	\$ 33.65
Trades	Welder Senior	\$ 18.14	\$ 21.75	42.73%	\$ 25.89	\$ 31.04	24.00%	\$ 33.74	\$ 40.46
Trades	Work Zone Safety Officer	\$ 22.67	\$ 36.65	42.73%	\$ 32.36	\$ 52.31	24.00%	\$ 42.17	\$ 68.17
	TOTAL	#####	#####		#####	\$4,307.57	\$ 26.88	#####	#####

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Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Arizona

Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate -		Overtime Markup	Overtime Bill Rate -	
		Low	High		Low	High		Low	High
Accounting/Finance	Accountant	\$ 14.64	\$ 20.79	31.05%	\$ 19.19	\$ 27.25	24.00%	\$ 27.23	\$ 38.67
Accounting/Finance	Accountant JR	\$ 8.54	\$ 13.97	31.05%	\$ 11.19	\$ 18.31	24.00%	\$ 15.88	\$ 25.99
Accounting/Finance	Accountant Senior	\$ 20.80	\$ 28.87	31.05%	\$ 27.26	\$ 37.83	24.00%	\$ 38.69	\$ 53.70
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	31.05%	\$ 27.13	\$ 33.91	24.00%	\$ 38.50	\$ 48.13
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	31.05%	\$ 20.35	\$ 26.11	24.00%	\$ 28.88	\$ 37.06
Accounting/Finance	Accounting Clerk	\$ 9.83	\$ 12.42	31.05%	\$ 12.89	\$ 16.28	24.00%	\$ 18.29	\$ 23.10
Accounting/Finance	Accounting Manager A	\$ 19.06	\$ 21.81	31.05%	\$ 24.98	\$ 28.58	24.00%	\$ 35.45	\$ 40.57
Accounting/Finance	Accounting Manager B	\$ 21.75	\$ 26.69	31.05%	\$ 28.50	\$ 34.98	24.00%	\$ 40.46	\$ 49.64
Accounting/Finance	Accounting Manager C	\$ 26.74	\$ 33.80	31.05%	\$ 35.04	\$ 44.29	24.00%	\$ 49.74	\$ 62.87
Accounting/Finance	Auditing - External Auditor	\$ 18.81	\$ 23.79	31.05%	\$ 24.65	\$ 31.18	24.00%	\$ 34.99	\$ 44.25
Accounting/Finance	Auditing - External Auditor Senior	\$ 23.81	\$ 33.80	31.05%	\$ 31.20	\$ 44.29	24.00%	\$ 44.29	\$ 62.87
Accounting/Finance	Auditing - Internal Auditor	\$ 18.81	\$ 23.79	31.05%	\$ 24.65	\$ 31.18	24.00%	\$ 34.99	\$ 44.25
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 23.84	\$ 33.80	31.05%	\$ 31.24	\$ 44.29	24.00%	\$ 44.34	\$ 62.87
Accounting/Finance	Bookkeeper	\$ 9.90	\$ 14.98	31.05%	\$ 12.97	\$ 19.63	24.00%	\$ 18.41	\$ 27.86
Accounting/Finance	Budget Analyst	\$ 18.45	\$ 24.14	31.05%	\$ 24.18	\$ 31.64	24.00%	\$ 34.32	\$ 44.90
Accounting/Finance	Budget Analyst Senior	\$ 24.15	\$ 37.48	31.05%	\$ 31.65	\$ 49.12	24.00%	\$ 44.92	\$ 69.71
Accounting/Finance	Closure/Disbursement Specialists	\$ 30.76	\$ 34.24	31.05%	\$ 40.31	\$ 44.87	24.00%	\$ 57.22	\$ 63.69
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 28.89	\$ 37.45	31.05%	\$ 37.86	\$ 49.08	24.00%	\$ 53.74	\$ 69.66
Accounting/Finance	CPA	\$ 29.96	\$ 39.59	31.05%	\$ 39.26	\$ 51.88	24.00%	\$ 55.73	\$ 73.64
Accounting/Finance	Fiscal Assistant	\$ 10.42	\$ 16.01	31.05%	\$ 13.66	\$ 20.98	24.00%	\$ 19.38	\$ 29.78
Accounting/Finance	Fiscal Technical Senior	\$ 16.06	\$ 19.63	31.05%	\$ 21.05	\$ 25.73	24.00%	\$ 29.87	\$ 36.51
Accounting/Finance	Fiscal Technician	\$ 13.96	\$ 19.91	31.05%	\$ 18.29	\$ 26.09	24.00%	\$ 25.97	\$ 37.03
Accounting/Finance	Payroll Assistant	\$ 15.25	\$ 19.26	31.05%	\$ 19.98	\$ 25.24	24.00%	\$ 28.36	\$ 35.82
Accounting/Finance	Purchasing / Procurement	\$ 19.26	\$ 28.62	31.05%	\$ 25.24	\$ 37.51	24.00%	\$ 35.82	\$ 53.24
Accounting/Finance	Sr. Compliance Officer	\$ 37.18	\$ 42.27	31.05%	\$ 48.73	\$ 55.39	24.00%	\$ 69.16	\$ 78.61
Accounting/Finance	Supervising Auditor	\$ 37.18	\$ 42.80	31.05%	\$ 48.73	\$ 56.09	24.00%	\$ 69.16	\$ 79.61

CORRECTED EXHIBIT A-1

Arizona

Position Category	Job Position	Pay Rate	Pay Rate	Regular Markup	Regular Bill Rate -	Regular Bill Rate -	Overtime Markup	Overtime Bill Rate -	Overtime Bill Rate -
		Low	High		Low	High		Low	High
Call Center/Customer Service	Customer Service Inbound I	\$ 9.81	\$ 14.43	31.60%	\$ 12.91	\$ 18.99	24.00%	\$ 18.25	\$ 26.84
Call Center/Customer Service	Customer Service Inbound II	\$ 14.49	\$ 23.33	31.60%	\$ 19.07	\$ 30.70	24.00%	\$ 26.95	\$ 43.39
Call Center/Customer Service	Customer Service Outbound I	\$ 9.81	\$ 14.43	31.60%	\$ 12.91	\$ 18.99	24.00%	\$ 18.25	\$ 26.84
Call Center/Customer Service	Customer Service Outbound II	\$ 14.49	\$ 23.33	31.60%	\$ 19.07	\$ 30.70	24.00%	\$ 26.95	\$ 43.39
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 9.63	\$ 16.32	31.60%	\$ 12.67	\$ 21.47	24.00%	\$ 17.91	\$ 30.35
Call Center/Customer Service	Data Analyst/ Processor	\$ 20.70	\$ 25.88	31.60%	\$ 27.24	\$ 34.05	24.00%	\$ 38.50	\$ 48.13
Call Center/Customer Service	Detailing Representative I	\$ 10.00	\$ 15.30	31.60%	\$ 13.16	\$ 20.13	24.00%	\$ 18.60	\$ 28.46
Call Center/Customer Service	Detailing Representative II	\$ 10.88	\$ 17.60	31.60%	\$ 14.32	\$ 23.16	24.00%	\$ 20.13	\$ 28.46
Call Center/Customer Service	Help Desk Analyst	\$ 12.96	\$ 28.77	31.60%	\$ 17.06	\$ 37.86	24.00%	\$ 43.31	\$ 59.68
Call Center/Customer Service	Market Research Inbound	\$ 19.01	\$ 22.83	31.60%	\$ 25.02	\$ 30.04	24.00%	\$ 47.07	\$ 61.60
Call Center/Customer Service	Market Research Outbound	\$ 22.85	\$ 34.79	31.60%	\$ 30.07	\$ 45.78	24.00%	\$ 47.07	\$ 61.60
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 8.89	\$ 12.71	31.60%	\$ 11.70	\$ 16.73	24.00%	\$ 16.54	\$ 23.64
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 8.89	\$ 12.71	31.60%	\$ 11.70	\$ 16.73	24.00%	\$ 16.54	\$ 23.64
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Sales & Promotion Sampler	\$ 8.89	\$ 12.46	31.60%	\$ 11.70	\$ 16.40	24.00%	\$ 16.54	\$ 23.18
Call Center/Customer Service	Sales Inbound I	\$ 9.41	\$ 16.26	31.60%	\$ 12.38	\$ 21.40	24.00%	\$ 17.50	\$ 30.24
Call Center/Customer Service	Sales Inbound II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Sales Outbound I	\$ 11.66	\$ 16.36	31.60%	\$ 15.34	\$ 21.53	24.00%	\$ 21.69	\$ 30.43
Call Center/Customer Service	Sales Outbound II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 7.88	\$ 12.74	31.60%	\$ 10.37	\$ 16.77	24.00%	\$ 14.66	\$ 23.70
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 12.75	\$ 16.52	31.60%	\$ 16.78	\$ 21.74	24.00%	\$ 23.72	\$ 30.73
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 9.39	\$ 12.55	31.60%	\$ 12.36	\$ 16.52	24.00%	\$ 17.47	\$ 23.34
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 12.60	\$ 22.18	31.60%	\$ 16.58	\$ 29.19	24.00%	\$ 23.44	\$ 41.25
Food Related Services	Barista (misc)	\$ 11.00	\$ 16.22	48.00%	\$ 16.28	\$ 24.01	24.00%	\$ 20.46	\$ 30.17
Food Related Services	Building Attendant (misc)	\$ 11.00	\$ 16.22	36.50%	\$ 15.02	\$ 22.14	24.00%	\$ 20.46	\$ 30.17
Food Related Services	Busser	\$ 11.00	\$ 16.22	36.50%	\$ 15.02	\$ 22.14	24.00%	\$ 20.46	\$ 30.17
Food Related Services	Cashiers	\$ 11.00	\$ 16.22	36.50%	\$ 15.02	\$ 22.14	24.00%	\$ 20.46	\$ 30.17
Food Related Services	Dishwasher	\$ 10.00	\$ 13.00	36.50%	\$ 13.65	\$ 17.75	24.00%	\$ 18.60	\$ 24.18
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	48.00%	\$ 21.31	\$ 26.05	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 9.90	\$ 12.10	36.50%	\$ 13.51	\$ 16.52	24.00%	\$ 18.41	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 9.91	\$ 14.50	36.50%	\$ 13.53	\$ 19.79	24.00%	\$ 18.43	\$ 26.97
Food Related Services	Food Operations Manager Assistant	\$ 14.54	\$ 17.02	36.50%	\$ 19.85	\$ 23.23	24.00%	\$ 27.04	\$ 31.66
Food Related Services	Food Production Worker	\$ 7.98	\$ 13.06	36.50%	\$ 10.89	\$ 17.83	24.00%	\$ 14.84	\$ 24.29
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	36.50%	\$ 19.04	\$ 23.27	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	36.50%	\$ 14.74	\$ 18.02	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	36.50%	\$ 17.20	\$ 21.02	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 7.63	\$ 13.20	36.50%	\$ 10.41	\$ 18.02	24.00%	\$ 23.44	\$ 28.64

Arizona

Position Category	Job Position	Pay Rate	Pay Rate	Regular Markup	Regular Bill Rate	Regular Bill Rate	Overtime Markup	Overtime Bill Rate	Overtime Bill Rate
		Low	High		Low	High		Low	High
Food Related Services	Second Cook Senior	\$ 12.71	\$ 16.72	36.50%	\$ 17.35	\$ 22.82	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Server	\$ 7.63	\$ 10.42	36.50%	\$ 10.41	\$ 14.22	24.00%	\$ 14.19	\$ 19.38
General Administrative	Administrative Assistant I	\$ 10.92	\$ 14.69	31.60%	\$ 14.37	\$ 19.33	24.00%	\$ 20.31	\$ 27.32
General Administrative	Administrative Assistant II	\$ 14.70	\$ 15.90	31.60%	\$ 19.35	\$ 20.92	24.00%	\$ 27.34	\$ 29.57
General Administrative	Administrative Assistant III	\$ 15.91	\$ 17.26	31.60%	\$ 20.94	\$ 22.71	24.00%	\$ 29.59	\$ 32.10
General Administrative	Administrative Assistant IV	\$ 17.27	\$ 19.11	31.60%	\$ 22.73	\$ 25.15	24.00%	\$ 32.12	\$ 35.54
General Administrative	Administrative Assistant V	\$ 19.13	\$ 21.55	31.60%	\$ 25.18	\$ 28.36	24.00%	\$ 35.58	\$ 40.08
General Administrative	Administrative Staff Assistant	\$ 21.20	\$ 24.24	31.60%	\$ 27.90	\$ 31.90	24.00%	\$ 39.43	\$ 45.09
General Administrative	Administrative Staff Specialist	\$ 24.25	\$ 29.98	31.60%	\$ 31.91	\$ 39.45	24.00%	\$ 45.11	\$ 55.76
General Administrative	Administrative Staff Specialist Senior	\$ 29.99	\$ 23.42	31.60%	\$ 39.47	\$ 30.82	24.00%	\$ 55.78	\$ 43.56
General Administrative	Agency Management Analyst	\$ 19.56	\$ 25.67	31.60%	\$ 25.74	\$ 33.78	24.00%	\$ 36.38	\$ 47.75
General Administrative	Agency Management Analyst Lead	\$ 25.68	\$ 29.83	31.60%	\$ 33.79	\$ 39.26	24.00%	\$ 47.76	\$ 55.48
General Administrative	Agency Management Analyst Senior	\$ 29.89	\$ 46.51	31.60%	\$ 39.34	\$ 61.21	24.00%	\$ 55.60	\$ 86.51
General Administrative	Clerk	\$ 9.30	\$ 10.75	31.60%	\$ 12.24	\$ 14.15	24.00%	\$ 17.30	\$ 20.00
General Administrative	Clerk Jr	\$ 8.25	\$ 9.25	31.60%	\$ 10.86	\$ 12.17	24.00%	\$ 15.35	\$ 17.21
General Administrative	Clerk Sr	\$ 10.80	\$ 12.50	31.60%	\$ 14.21	\$ 16.45	24.00%	\$ 20.09	\$ 23.25
General Administrative	Data Entry Operator	\$ 8.89	\$ 12.48	31.60%	\$ 11.70	\$ 16.42	24.00%	\$ 16.54	\$ 23.21
General Administrative	Data Entry Operator Senior	\$ 12.51	\$ 17.96	31.60%	\$ 16.46	\$ 23.64	24.00%	\$ 23.27	\$ 33.41
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	31.60%	\$ 13.49	\$ 19.74	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.76	\$ 19.59	31.60%	\$ 20.74	\$ 25.78	24.00%	\$ 29.31	\$ 36.44
General Administrative	Executive Secretary Senior	\$ 19.62	\$ 29.06	31.60%	\$ 25.82	\$ 38.24	24.00%	\$ 36.49	\$ 54.05
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	31.60%	\$ 23.03	\$ 27.31	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	31.60%	\$ 19.74	\$ 23.69	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.46	\$ 14.61	31.60%	\$ 16.40	\$ 19.23	24.00%	\$ 23.18	\$ 27.17
General Administrative	Legal Assistant Senior	\$ 14.64	\$ 36.91	31.60%	\$ 19.27	\$ 48.57	24.00%	\$ 27.23	\$ 68.65
General Administrative	Library Assistant	\$ 8.89	\$ 17.51	31.60%	\$ 11.70	\$ 23.04	24.00%	\$ 16.54	\$ 32.57
General Administrative	Medical Assistant I	\$ 11.94	\$ 13.93	31.60%	\$ 15.71	\$ 18.33	24.00%	\$ 22.21	\$ 25.91
General Administrative	Medical Assistant II	\$ 13.97	\$ 19.86	31.60%	\$ 18.38	\$ 26.14	24.00%	\$ 25.98	\$ 36.94
General Administrative	Medical Biller I	\$ 10.41	\$ 12.78	31.60%	\$ 13.70	\$ 16.82	24.00%	\$ 19.36	\$ 23.77
General Administrative	Medical Biller II	\$ 12.81	\$ 19.90	31.60%	\$ 16.86	\$ 26.19	24.00%	\$ 23.83	\$ 37.01
General Administrative	Medical Records Clerk I	\$ 12.51	\$ 18.22	31.60%	\$ 16.46	\$ 23.98	24.00%	\$ 23.27	\$ 33.89
General Administrative	Medical Records Clerk II	\$ 13.51	\$ 19.54	31.60%	\$ 17.78	\$ 25.71	24.00%	\$ 25.13	\$ 36.34
General Administrative	Office Manager	\$ 21.05	\$ 32.04	31.60%	\$ 27.70	\$ 42.16	24.00%	\$ 39.15	\$ 59.59
General Administrative	Office Services Aide	\$ 11.65	\$ 16.05	31.60%	\$ 15.33	\$ 21.12	24.00%	\$ 21.67	\$ 29.85
General Administrative	Office Services Assistant	\$ 12.49	\$ 16.95	31.60%	\$ 16.44	\$ 22.31	24.00%	\$ 23.23	\$ 31.53
General Administrative	Office Services Specialist	\$ 13.16	\$ 17.74	31.60%	\$ 17.32	\$ 23.35	24.00%	\$ 24.48	\$ 33.00
General Administrative	Office Services Supervisor	\$ 13.77	\$ 18.13	31.60%	\$ 18.12	\$ 23.86	24.00%	\$ 25.61	\$ 33.72
General Administrative	Office Services Supervisor Senior	\$ 15.96	\$ 20.34	31.60%	\$ 21.00	\$ 26.77	24.00%	\$ 29.69	\$ 37.83

Arizona

Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate		Overtime Markup	Overtime Bill Rate	
		Low	High		Low	High		Low	High
General Administrative	Operator I	\$ 8.65	\$ 12.44	31.60%	\$ 11.38	\$ 16.37	24.00%	\$ 16.09	\$ 23.14
General Administrative	Operator II	\$ 12.46	\$ 14.54	31.60%	\$ 16.40	\$ 19.13	24.00%	\$ 23.18	\$ 27.04
General Administrative	Operator III (Key Disc Operator)	\$ 14.58	\$ 16.51	31.60%	\$ 19.19	\$ 21.73	24.00%	\$ 27.12	\$ 30.71
General Administrative	Operator IV (Key Disc Operator)	\$ 16.52	\$ 19.14	31.60%	\$ 21.74	\$ 25.19	24.00%	\$ 30.73	\$ 35.60
General Administrative	<u>Paralegal</u>	\$ 14.00	\$ 23.50	31.60%	\$ 18.42	\$ 30.93	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 11.09	\$ 14.84	31.60%	\$ 14.59	\$ 19.53	24.00%	\$ 20.63	\$ 27.60
General Administrative	Personal Assistant Senior	\$ 14.85	\$ 15.83	31.60%	\$ 19.54	\$ 20.83	24.00%	\$ 27.62	\$ 29.44
General Administrative	Photocopy Supervisor	\$ 11.99	\$ 16.65	31.60%	\$ 15.78	\$ 21.91	24.00%	\$ 22.30	\$ 30.97
General Administrative	Photocopy Technician	\$ 10.83	\$ 15.31	31.60%	\$ 14.25	\$ 20.15	24.00%	\$ 20.14	\$ 28.48
General Administrative	Photo-Typesetting Specialist	\$ 14.10	\$ 20.30	31.60%	\$ 18.56	\$ 26.71	24.00%	\$ 26.23	\$ 37.76
General Administrative	Photo-Typesetting Supervisor	\$ 15.06	\$ 22.04	31.60%	\$ 19.82	\$ 29.00	24.00%	\$ 28.01	\$ 40.99
General Administrative	Postal Aide	\$ 7.91	\$ 10.83	31.60%	\$ 10.41	\$ 14.25	24.00%	\$ 14.71	\$ 20.14
General Administrative	Postal Aide Senior	\$ 10.88	\$ 17.12	31.60%	\$ 14.32	\$ 22.53	24.00%	\$ 20.24	\$ 31.84
General Administrative	Postal Assistant	\$ 17.18	\$ 19.09	31.60%	\$ 22.61	\$ 25.12	24.00%	\$ 31.95	\$ 35.51
General Administrative	<u>Program Manager</u>	\$ 30.00	\$ 45.00	31.60%	\$ 39.48	\$ 59.22	24.00%	\$ 55.80	\$ 83.70
General Administrative	<u>Project Assistant</u>	\$ 20.00	\$ 25.00	31.60%	\$ 26.32	\$ 32.90	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.71	\$ 16.78	31.60%	\$ 16.73	\$ 22.08	24.00%	\$ 23.64	\$ 31.21
General Administrative	Public Relations Specialist	\$ 17.66	\$ 30.20	31.60%	\$ 23.24	\$ 39.74	24.00%	\$ 32.85	\$ 56.17
General Administrative	Public Relations Specialist Assistant	\$ 12.71	\$ 17.63	31.60%	\$ 16.73	\$ 23.20	24.00%	\$ 23.64	\$ 32.79
General Administrative	Receptionist	\$ 8.88	\$ 11.43	31.60%	\$ 11.69	\$ 15.04	24.00%	\$ 16.52	\$ 21.26
General Administrative	Receptionist Senior	\$ 11.44	\$ 18.04	31.60%	\$ 15.06	\$ 23.74	24.00%	\$ 21.28	\$ 33.55
General Administrative	Secretary	\$ 9.39	\$ 12.55	31.60%	\$ 12.36	\$ 16.52	24.00%	\$ 17.47	\$ 23.34
General Administrative	Secretary Senior	\$ 12.60	\$ 22.24	31.60%	\$ 16.58	\$ 29.27	24.00%	\$ 23.44	\$ 41.37
General Administrative	<u>Systems Support Research Assistant</u>	\$ 15.25	\$ 18.00	31.60%	\$ 20.07	\$ 23.69	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.92	\$ 26.68	31.60%	\$ 14.37	\$ 35.11	24.00%	\$ 20.31	\$ 49.62
Human Resources	<u>Claims Representative</u>	\$ 20.00	\$ 26.49	31.29%	\$ 26.26	\$ 34.78	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 19.57	\$ 24.14	31.29%	\$ 25.69	\$ 31.69	24.00%	\$ 36.40	\$ 44.90
Human Resources	Classification / Compensation Analyst Senior	\$ 24.19	\$ 32.04	31.29%	\$ 31.76	\$ 42.07	24.00%	\$ 44.99	\$ 59.59
Human Resources	Classification / Compensation Consultant	\$ 32.06	\$ 42.94	31.29%	\$ 42.09	\$ 56.38	24.00%	\$ 59.63	\$ 79.87
Human Resources	EEO Program Analyst	\$ 18.90	\$ 30.17	31.29%	\$ 24.81	\$ 39.61	24.00%	\$ 35.15	\$ 56.12
Human Resources	EEO Program Specialist	\$ 20.84	\$ 32.91	31.29%	\$ 27.36	\$ 43.21	24.00%	\$ 38.76	\$ 61.21
Human Resources	Employee Relations Analyst	\$ 17.02	\$ 21.55	31.29%	\$ 22.35	\$ 28.29	24.00%	\$ 31.66	\$ 40.08
Human Resources	Employee Relations Analyst Senior	\$ 21.60	\$ 38.12	31.29%	\$ 28.36	\$ 50.05	24.00%	\$ 40.18	\$ 70.90
Human Resources	Human Resources Assistant	\$ 13.06	\$ 18.81	31.29%	\$ 17.15	\$ 24.70	24.00%	\$ 24.29	\$ 34.99
Human Resources	Human Resources Generalist	\$ 15.14	\$ 19.26	31.29%	\$ 19.88	\$ 25.29	24.00%	\$ 28.16	\$ 35.82
Human Resources	Human Resources Generalist Senior	\$ 19.37	\$ 33.83	31.29%	\$ 25.43	\$ 44.42	24.00%	\$ 36.03	\$ 62.92
Human Resources	Personnel Analyst	\$ 14.99	\$ 19.06	31.29%	\$ 19.68	\$ 25.02	24.00%	\$ 27.88	\$ 35.45
Human Resources	Personnel Analyst Senior	\$ 19.11	\$ 23.12	31.29%	\$ 25.09	\$ 30.35	24.00%	\$ 35.54	\$ 43.00

Arizona

Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate		Overtime Markup	Overtime Bill Rate	
		Low	High		Low	High		Low	High
Human Resources	Personnel Practices Analyst	\$ 23.18	\$ 27.30	31.29%	\$ 30.43	\$ 35.84	24.00%	\$ 43.11	\$ 50.78
Human Resources	Personnel Practices Analyst Senior	\$ 27.35	\$ 34.82	31.29%	\$ 35.91	\$ 45.72	24.00%	\$ 50.87	\$ 64.77
Human Resources	Personnel Practices Manager	\$ 34.26	\$ 42.62	31.29%	\$ 44.98	\$ 55.96	24.00%	\$ 63.72	\$ 79.27
Human Services	Social Worker	\$ 16.69	\$ 28.27	31.29%	\$ 21.91	\$ 37.12	24.00%	\$ 31.04	\$ 52.58
Human Services	<u>Sr. Outside (Field) Claims Adjuster</u>	\$ 22.50	\$ 31.00	31.29%	\$ 29.54	\$ 40.70	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.66	\$ 17.48	31.29%	\$ 16.62	\$ 22.95	24.00%	\$ 23.55	\$ 32.51
Human Services	Support Enforcement Specialist Senior	\$ 17.54	\$ 20.69	31.29%	\$ 23.03	\$ 27.16	24.00%	\$ 32.62	\$ 38.48
Human Services	Utilization Review Analyst	\$ 17.54	\$ 25.16	31.29%	\$ 23.03	\$ 33.03	24.00%	\$ 32.62	\$ 46.80
Human Services	Utilization Review Analyst Senior	\$ 25.21	\$ 40.44	31.29%	\$ 33.10	\$ 53.09	24.00%	\$ 46.89	\$ 75.22
Insurance	Claims Adjuster I	\$ 14.49	\$ 17.54	31.29%	\$ 19.02	\$ 23.03	24.00%	\$ 26.95	\$ 32.62
Insurance	Claims Adjuster II	\$ 17.59	\$ 25.16	31.29%	\$ 23.09	\$ 33.03	24.00%	\$ 32.72	\$ 46.80
Insurance	Claims Specialist	\$ 25.21	\$ 31.77	31.29%	\$ 33.10	\$ 41.71	24.00%	\$ 46.89	\$ 59.09
Insurance	Worker's Compensation Specialist	\$ 23.82	\$ 35.63	31.29%	\$ 31.27	\$ 46.78	24.00%	\$ 44.31	\$ 66.27
Insurance	CDL Driver	\$ 12.71	\$ 18.24	36.50%	\$ 17.35	\$ 24.90	24.00%	\$ 23.64	\$ 33.93
Laborer/Industrial	<u>Codes - Amusement Ride Inspector</u>	\$ 21.50	\$ 28.22	36.50%	\$ 29.35	\$ 38.52	24.00%	\$ 39.99	\$ 52.49
Laborer/Industrial	<u>Codes - Construction Codes</u>	\$ 27.95	\$ 33.21	36.50%	\$ 38.15	\$ 45.33	24.00%	\$ 51.99	\$ 61.77
Laborer/Industrial	<u>Codes - Elevator Code Inspector</u>	\$ 30.25	\$ 35.00	36.50%	\$ 41.29	\$ 47.78	24.00%	\$ 56.27	\$ 65.10
Laborer/Industrial	<u>Codes - Housing Inspector</u>	\$ 24.75	\$ 30.00	36.50%	\$ 33.78	\$ 40.95	24.00%	\$ 46.04	\$ 55.80
Laborer/Industrial	<u>Codes - Multit Dwelling Inspector</u>	\$ 24.75	\$ 29.50	36.50%	\$ 33.00	\$ 40.27	24.00%	\$ 46.04	\$ 54.87
Laborer/Industrial	<u>Codes - Plan Reviewer</u>	\$ 31.50	\$ 37.75	36.50%	\$ 43.00	\$ 51.53	24.00%	\$ 58.59	\$ 70.22
Laborer/Industrial	<u>Codes - Sub Code Official</u>	\$ 26.50	\$ 33.55	36.50%	\$ 36.17	\$ 45.80	24.00%	\$ 49.29	\$ 62.40
Laborer/Industrial	Flagger / Laborer	\$ 13.64	\$ 19.55	36.50%	\$ 18.62	\$ 26.69	24.00%	\$ 25.37	\$ 36.36
Laborer/Industrial	Forklift Operator	\$ 10.63	\$ 14.81	36.50%	\$ 14.51	\$ 20.22	24.00%	\$ 19.77	\$ 27.55
Laborer/Industrial	Forklift Operator Senior	\$ 14.84	\$ 21.60	36.50%	\$ 20.26	\$ 29.48	24.00%	\$ 27.60	\$ 40.18
Laborer/Industrial	Grounds Worker	\$ 8.61	\$ 11.94	36.50%	\$ 11.75	\$ 16.30	24.00%	\$ 16.01	\$ 22.21
Laborer/Industrial	Grounds Worker Lead	\$ 11.99	\$ 16.01	36.50%	\$ 16.37	\$ 21.85	24.00%	\$ 22.30	\$ 29.78
Laborer/Industrial	Grounds Worker Senior	\$ 12.80	\$ 15.91	36.50%	\$ 17.47	\$ 21.72	24.00%	\$ 23.81	\$ 29.59
Laborer/Industrial	Groundskeeper / Landscaper	\$ 8.89	\$ 12.46	36.50%	\$ 12.13	\$ 17.01	24.00%	\$ 16.54	\$ 23.18
Laborer/Industrial	Groundskeeper / Landscaper Senior	\$ 12.47	\$ 15.91	36.50%	\$ 17.02	\$ 21.72	24.00%	\$ 23.19	\$ 29.59
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26
Laborer/Industrial	Heavy Industrial Worker (General Laborer)	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26
Laborer/Industrial	Housekeeping Supervisor	\$ 10.63	\$ 14.76	36.50%	\$ 14.51	\$ 20.15	24.00%	\$ 19.77	\$ 27.45
Laborer/Industrial	Housekeeping Supervisor Senior	\$ 14.79	\$ 22.88	36.50%	\$ 20.19	\$ 31.23	24.00%	\$ 27.51	\$ 42.56
Laborer/Industrial	Housekeeping Worker	\$ 7.88	\$ 12.05	36.50%	\$ 10.76	\$ 16.45	24.00%	\$ 14.66	\$ 22.41
Laborer/Industrial	Housekeeping Worker Senior	\$ 12.10	\$ 15.45	36.50%	\$ 16.52	\$ 21.09	24.00%	\$ 22.51	\$ 28.74
Laborer/Industrial	Inventory Worker Light	\$ 9.41	\$ 14.74	36.50%	\$ 12.84	\$ 20.12	24.00%	\$ 17.50	\$ 27.42
Laborer/Industrial	Light Industrial Worker (General Laborer)	\$ 8.61	\$ 16.54	36.50%	\$ 11.75	\$ 22.58	24.00%	\$ 16.01	\$ 30.76

Arizona

Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate		Overtime Markup	Overtime Bill Rate	
		Low	High		Low	High		Low	High
Laborer/Industrial	Motor Vehicle Operator A	\$ 8.39	\$ 11.44	36.50%	\$ 11.45	\$ 15.62	24.00%	\$ 15.61	\$ 21.28
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.49	\$ 18.55	36.50%	\$ 15.68	\$ 25.32	24.00%	\$ 21.37	\$ 34.50
Laborer/Industrial	Packer	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26
Laborer/Industrial	Warehouse Specialist I	\$ 8.61	\$ 11.97	36.50%	\$ 11.75	\$ 16.34	24.00%	\$ 16.01	\$ 22.26
Laborer/Industrial	Warehouse Specialist II	\$ 11.99	\$ 14.99	36.50%	\$ 16.37	\$ 20.46	24.00%	\$ 22.30	\$ 27.88
Laborer/Industrial	Warehouse Specialist III	\$ 15.04	\$ 19.16	36.50%	\$ 20.53	\$ 26.15	24.00%	\$ 27.97	\$ 35.64
Laborer/Industrial	<u>Warehouse worker (included)</u>	\$ 9.00	\$ 11.00	36.50%	\$ 12.29	\$ 15.02	24.00%	\$ 16.74	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 7.78	\$ 11.97	36.50%	\$ 10.62	\$ 16.34	24.00%	\$ 14.47	\$ 22.26
Laborer/Industrial	Warehouse Worker II	\$ 11.99	\$ 14.99	36.50%	\$ 16.37	\$ 20.46	24.00%	\$ 22.30	\$ 27.88
Laborer/Industrial	<u>Subcode Official - Building</u>	\$ 24.45	\$ 32.00	36.50%	\$ 33.37	\$ 43.68	24.00%	\$ 45.48	\$ 59.52
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	36.50%	\$ 33.37	\$ 40.27	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	36.50%	\$ 33.37	\$ 40.27	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.44	\$ 14.76	31.29%	\$ 15.02	\$ 19.38	24.00%	\$ 21.28	\$ 27.45
Media	Audio Visual Technician Senior	\$ 14.79	\$ 24.51	31.29%	\$ 19.42	\$ 32.18	24.00%	\$ 27.51	\$ 45.59
Media	Graphic Artist	\$ 13.47	\$ 16.08	31.29%	\$ 17.68	\$ 21.11	24.00%	\$ 25.05	\$ 29.91
Media	Graphic Artist Senior	\$ 16.08	\$ 22.62	31.29%	\$ 21.11	\$ 29.70	24.00%	\$ 29.91	\$ 42.07
Media	Graphic Designer	\$ 13.47	\$ 16.08	31.29%	\$ 17.68	\$ 21.11	24.00%	\$ 25.05	\$ 29.91
Media	Graphic Designer Senior	\$ 16.11	\$ 22.62	31.29%	\$ 21.15	\$ 29.70	24.00%	\$ 29.96	\$ 42.07
Media	Photographer	\$ 8.89	\$ 11.77	31.29%	\$ 11.67	\$ 15.45	24.00%	\$ 16.54	\$ 21.89
Media	Photographer Senior	\$ 11.79	\$ 18.86	31.29%	\$ 15.48	\$ 24.76	24.00%	\$ 21.93	\$ 35.08
Media	TV / Video Production Specialist	\$ 17.79	\$ 22.89	31.29%	\$ 23.36	\$ 30.05	24.00%	\$ 33.09	\$ 42.58
Media	TV / Video Production Technician	\$ 22.92	\$ 31.01	31.29%	\$ 30.09	\$ 40.71	24.00%	\$ 42.63	\$ 57.68
Security	Armed Security Officer	\$ 14.24	\$ 19.06	47.59%	\$ 21.02	\$ 28.13	24.00%	\$ 26.49	\$ 35.45
Security	<u>Captain</u>	\$ 20.00	\$ 28.50	47.59%	\$ 29.52	\$ 42.06	24.00%	\$ 37.20	\$ 53.01
Security	Dispatcher/Police	\$ 13.80	\$ 23.52	47.59%	\$ 20.37	\$ 34.71	24.00%	\$ 25.67	\$ 43.75
Security	<u>Lieutenant</u>	\$ 18.00	\$ 25.00	47.59%	\$ 26.57	\$ 36.90	24.00%	\$ 33.48	\$ 46.50
Security	<u>Sergeant</u>	\$ 16.50	\$ 23.00	47.59%	\$ 24.35	\$ 33.95	24.00%	\$ 30.69	\$ 42.78
Security	Unarmed Security Guard	\$ 9.62	\$ 18.80	47.59%	\$ 14.20	\$ 27.75	24.00%	\$ 17.89	\$ 34.97
Tax	Data Entry Clerk	\$ 8.89	\$ 11.44	31.29%	\$ 11.67	\$ 15.02	24.00%	\$ 16.54	\$ 21.28
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.49	\$ 18.04	31.29%	\$ 15.09	\$ 23.68	24.00%	\$ 21.37	\$ 33.55
Tax	Error Resolution and Document Processor	\$ 14.95	\$ 20.77	31.29%	\$ 19.63	\$ 27.27	24.00%	\$ 27.81	\$ 38.63
Tax	General Clerical	\$ 8.65	\$ 12.79	31.29%	\$ 11.36	\$ 16.79	24.00%	\$ 16.09	\$ 23.79
Tax	On-Site Administrator (Day)	\$ 10.11	\$ 21.86	31.29%	\$ 13.27	\$ 28.70	24.00%	\$ 18.80	\$ 40.66
Tax	On-Site Administrator (Evening)	\$ 10.11	\$ 21.86	31.29%	\$ 13.27	\$ 28.70	24.00%	\$ 18.80	\$ 40.66
Tax	Remittance Processor	\$ 17.97	\$ 26.63	31.29%	\$ 23.59	\$ 34.96	24.00%	\$ 33.42	\$ 49.53
Tax	Taxpayer Information & Assistance Agent	\$ 15.92	\$ 22.87	31.29%	\$ 20.90	\$ 30.03	24.00%	\$ 29.61	\$ 42.54
Technical	Agricultural Technician	\$ 16.37	\$ 26.57	35.78%	\$ 22.23	\$ 36.08	24.00%	\$ 30.45	\$ 49.42
Technical	Agricultural Technician Lead	\$ 18.36	\$ 29.34	35.78%	\$ 24.93	\$ 39.84	24.00%	\$ 34.15	\$ 54.57

Arizona

Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate		Overtime Markup	Overtime Bill Rate	
		Low	High		Low	High		Low	High
Technical	Agricultural Technician Supervisor	\$ 22.05	\$ 35.35	35.78%	\$ 29.94	\$ 48.00	24.00%	\$ 41.01	\$ 65.75
Technical	Analytical Chemist	\$ 17.35	\$ 29.34	35.78%	\$ 23.56	\$ 39.84	24.00%	\$ 32.27	\$ 54.57
Technical	Analytical Chemist Assistant	\$ 20.27	\$ 33.38	35.78%	\$ 27.52	\$ 45.32	24.00%	\$ 37.70	\$ 62.09
Technical	Analytical Chemist Senior	\$ 25.58	\$ 41.75	35.78%	\$ 34.73	\$ 56.69	24.00%	\$ 47.58	\$ 77.66
Technical	Archaeologist	\$ 19.80	\$ 31.03	35.78%	\$ 26.88	\$ 42.13	24.00%	\$ 36.82	\$ 57.72
Technical	Architectural Historian	\$ 28.89	\$ 37.45	35.78%	\$ 39.23	\$ 50.85	24.00%	\$ 53.74	\$ 69.66
Technical	Bridge Design Drafter	\$ 18.32	\$ 27.55	35.78%	\$ 24.87	\$ 37.41	24.00%	\$ 34.08	\$ 51.24
Technical	Bridge Design Drafter Senior	\$ 19.54	\$ 29.79	35.78%	\$ 26.53	\$ 40.45	24.00%	\$ 36.34	\$ 55.41
Technical	Cartographic Drafter	\$ 23.03	\$ 32.44	35.78%	\$ 31.27	\$ 44.05	24.00%	\$ 42.84	\$ 60.34
Technical	Cartographic Drafter Assistant	\$ 18.05	\$ 27.15	35.78%	\$ 24.51	\$ 36.86	24.00%	\$ 33.57	\$ 50.50
Technical	Cartographic Supervisor	\$ 31.42	\$ 42.24	35.78%	\$ 42.66	\$ 57.35	24.00%	\$ 58.44	\$ 78.57
Technical	Computer Operator Assistant	\$ 16.00	\$ 19.50	35.78%	\$ 21.72	\$ 26.48	24.00%	\$ 29.76	\$ 36.27
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	35.78%	\$ 53.76	\$ 65.38	24.00%	\$ 73.64	\$ 89.56
Technical	Engineering Design Drafting Specialist	\$ 27.70	\$ 39.21	35.78%	\$ 37.61	\$ 53.24	24.00%	\$ 51.52	\$ 72.93
Technical	Engineering Design Drafting Supervisor	\$ 32.23	\$ 44.93	35.78%	\$ 43.76	\$ 61.01	24.00%	\$ 59.95	\$ 83.57
Technical	Engineering Design Drafting Technician	\$ 15.56	\$ 20.60	35.78%	\$ 21.13	\$ 27.97	24.00%	\$ 28.94	\$ 38.32
Technical	Engineering Drafting Technician	\$ 15.59	\$ 20.60	35.78%	\$ 21.17	\$ 27.97	24.00%	\$ 29.00	\$ 38.32
Technical	Engineering Drafting Technician Senior	\$ 18.07	\$ 26.27	35.78%	\$ 24.54	\$ 35.67	24.00%	\$ 33.61	\$ 48.86
Technical	Environmental Engineer	\$ 25.59	\$ 40.43	35.78%	\$ 34.75	\$ 54.90	24.00%	\$ 47.60	\$ 75.20
Technical	Environmental Engineer Senior	\$ 27.56	\$ 44.23	35.78%	\$ 37.42	\$ 60.06	24.00%	\$ 51.26	\$ 82.27
Technical	Environmental Program Analyst	\$ 21.71	\$ 32.08	35.78%	\$ 29.48	\$ 43.56	24.00%	\$ 40.38	\$ 59.67
Technical	Environmental Program Planner	\$ 23.20	\$ 34.66	35.78%	\$ 31.50	\$ 47.06	24.00%	\$ 43.15	\$ 64.47
Technical	Environmental Program Specialist	\$ 24.94	\$ 31.32	35.78%	\$ 33.86	\$ 42.53	24.00%	\$ 46.39	\$ 58.26
Technical	Environmental Specialist - Field	\$ 23.20	\$ 33.86	35.78%	\$ 31.50	\$ 45.98	24.00%	\$ 43.15	\$ 62.98
Technical	Environmental Specialist Senior - Field	\$ 23.86	\$ 35.44	35.78%	\$ 32.40	\$ 48.12	24.00%	\$ 44.38	\$ 65.92
Technical	Environmental Technician	\$ 21.71	\$ 32.08	35.78%	\$ 29.48	\$ 43.56	24.00%	\$ 40.38	\$ 59.67
Technical	Environmental Technician Senior	\$ 23.20	\$ 34.66	35.78%	\$ 31.50	\$ 47.06	24.00%	\$ 43.15	\$ 64.47
Technical	Help Desk Support	\$ 15.50	\$ 25.00	35.78%	\$ 21.05	\$ 33.95	24.00%	\$ 28.83	\$ 46.50
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	35.78%	\$ 23.42	\$ 32.59	24.00%	\$ 32.09	\$ 44.64
Technical	Housing Recovery Advisor	\$ 19.26	\$ 23.54	35.78%	\$ 26.15	\$ 31.96	24.00%	\$ 35.82	\$ 43.78
Technical	Laboratory Technician	\$ 16.57	\$ 24.82	35.78%	\$ 22.50	\$ 33.70	24.00%	\$ 30.82	\$ 46.17
Technical	Laboratory Technician Senior	\$ 17.59	\$ 26.76	35.78%	\$ 23.88	\$ 36.33	24.00%	\$ 32.72	\$ 49.77
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	35.78%	\$ 29.87	\$ 35.98	24.00%	\$ 40.92	\$ 49.29
Technical	Regional Recovery Outreach Manager	\$ 25.68	\$ 34.24	35.78%	\$ 34.87	\$ 46.49	24.00%	\$ 47.76	\$ 63.69
Technical	Residential Plan Reviewer	\$ 19.23	\$ 30.04	35.78%	\$ 26.11	\$ 40.79	24.00%	\$ 35.77	\$ 55.87
Technical	Right of Way Technician	\$ 27.29	\$ 43.15	35.78%	\$ 37.05	\$ 58.59	24.00%	\$ 50.76	\$ 80.26
Technical	Right of Way Technician Supervisor	\$ 29.46	\$ 47.37	35.78%	\$ 40.00	\$ 64.32	24.00%	\$ 54.80	\$ 88.11
Technical	Safety Engineer	\$ 26.89	\$ 42.17	35.78%	\$ 36.51	\$ 57.26	24.00%	\$ 50.02	\$ 78.44

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Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate		Overtime Markup	Overtime Bill Rate	
		Low	High		Low	High		Low	High
Technical	Safety Engineer Senior	\$ 30.57	\$ 48.25	35.78%	\$ 41.51	\$ 65.51	24.00%	\$ 56.86	\$ 89.75
Technical	Title Examiner	\$ 18.73	\$ 26.34	35.78%	\$ 25.43	\$ 35.76	24.00%	\$ 34.84	\$ 48.99
Technical	Traffic Controller	\$ 22.67	\$ 36.65	35.78%	\$ 30.78	\$ 49.76	24.00%	\$ 42.17	\$ 68.17
Technical	Traffic Controller Senior	\$ 27.29	\$ 43.15	35.78%	\$ 37.05	\$ 58.59	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Analyst	\$ 22.67	\$ 36.65	35.78%	\$ 30.78	\$ 49.76	24.00%	\$ 42.17	\$ 68.17
Technical	Transportation Data Analyst Senior	\$ 27.29	\$ 43.15	35.78%	\$ 37.05	\$ 58.59	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Analyst Supervisor	\$ 27.29	\$ 43.15	35.78%	\$ 37.05	\$ 58.59	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Technician	\$ 22.67	\$ 36.65	35.78%	\$ 30.78	\$ 49.76	24.00%	\$ 42.17	\$ 68.17
Technical	Transportation District Utilities Specialist	\$ 26.78	\$ 43.14	35.78%	\$ 36.36	\$ 58.58	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Engineering Technician -Survey	\$ 27.81	\$ 47.20	35.78%	\$ 37.76	\$ 64.09	24.00%	\$ 51.73	\$ 87.79
Technical	Transportation Engineering Technician -Survey Senior	\$ 30.70	\$ 49.39	35.78%	\$ 41.68	\$ 67.06	24.00%	\$ 57.10	\$ 91.87
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 32.41	\$ 52.76	35.78%	\$ 44.01	\$ 71.64	24.00%	\$ 60.28	\$ 98.13
Technical	Transportation Materials Technician	\$ 13.02	\$ 18.73	35.78%	\$ 17.68	\$ 25.43	24.00%	\$ 24.22	\$ 34.84
Technical	Transportation Materials Technician Senior	\$ 13.89	\$ 20.31	35.78%	\$ 18.86	\$ 27.58	24.00%	\$ 25.84	\$ 37.78
Technical	Transportation Materials Technician Specialist	\$ 27.81	\$ 46.18	35.78%	\$ 37.76	\$ 62.70	24.00%	\$ 51.73	\$ 85.89
Technical	Transportation Materials Technician Supervisor	\$ 32.41	\$ 52.76	35.78%	\$ 44.01	\$ 71.64	24.00%	\$ 60.28	\$ 98.13
Technical	Transportation Planning Specialist	\$ 26.78	\$ 43.14	35.78%	\$ 36.36	\$ 58.58	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Planning Specialist Senior	\$ 30.70	\$ 49.39	35.78%	\$ 41.68	\$ 67.06	24.00%	\$ 57.10	\$ 91.87
Technical	Transportation Technical Program Coordinator	\$ 26.78	\$ 43.14	35.78%	\$ 36.36	\$ 58.58	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Technical Support Coordinator	\$ 26.78	\$ 43.14	35.78%	\$ 36.36	\$ 58.58	24.00%	\$ 49.81	\$ 80.24
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	35.78%	\$ 50.92	\$ 61.10	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 15.49	\$ 19.06	42.73%	\$ 22.11	\$ 27.20	24.00%	\$ 28.81	\$ 35.45
Trades	Boiler Operator II	\$ 19.11	\$ 21.94	42.73%	\$ 27.28	\$ 31.31	24.00%	\$ 35.54	\$ 40.81
Trades	Boiler Operator Senior I	\$ 21.96	\$ 23.97	42.73%	\$ 31.34	\$ 34.21	24.00%	\$ 40.85	\$ 44.58
Trades	Boiler Operator Senior II	\$ 23.99	\$ 32.84	42.73%	\$ 34.24	\$ 46.87	24.00%	\$ 44.62	\$ 61.08
Trades	Carpenter Assistant	\$ 10.32	\$ 13.96	42.73%	\$ 14.73	\$ 19.93	24.00%	\$ 19.20	\$ 25.97
Trades	Carpenter Senior	\$ 13.97	\$ 19.57	42.73%	\$ 19.94	\$ 27.93	24.00%	\$ 25.98	\$ 36.40
Trades	Carpenter Senior	\$ 20.66	\$ 27.91	42.73%	\$ 29.49	\$ 39.84	24.00%	\$ 38.43	\$ 51.91
Trades	Electrician	\$ 22.03	\$ 36.66	42.73%	\$ 31.44	\$ 52.32	24.00%	\$ 40.98	\$ 68.19
Trades	Electrician Assistant	\$ 11.75	\$ 14.50	42.73%	\$ 16.77	\$ 20.70	24.00%	\$ 21.86	\$ 26.97
Trades	Electrician Senior	\$ 17.01	\$ 19.62	42.73%	\$ 24.28	\$ 28.00	24.00%	\$ 31.64	\$ 36.49
Trades	Electrician Supervisor Senior	\$ 19.67	\$ 34.58	42.73%	\$ 28.07	\$ 49.36	24.00%	\$ 36.59	\$ 64.32
Trades	Electronic Equipment Install & Repair Supervisor	\$ 21.46	\$ 31.90	42.73%	\$ 30.63	\$ 45.53	24.00%	\$ 39.92	\$ 59.33
Trades	Electronic Equipment Install & Repair Technician	\$ 17.03	\$ 21.35	42.73%	\$ 24.31	\$ 30.47	24.00%	\$ 31.68	\$ 39.71
Trades	Electronic Technician	\$ 12.96	\$ 16.47	42.73%	\$ 18.50	\$ 23.51	24.00%	\$ 24.11	\$ 30.63
Trades	Electronic Technician Senior	\$ 16.52	\$ 29.22	42.73%	\$ 23.58	\$ 41.71	24.00%	\$ 30.73	\$ 54.35
Trades	Equipment Repair Supervisor	\$ 23.49	\$ 27.50	42.73%	\$ 33.53	\$ 39.25	24.00%	\$ 43.69	\$ 51.15
Trades	Equipment Repair Technician	\$ 12.96	\$ 16.47	42.73%	\$ 18.50	\$ 23.51	24.00%	\$ 24.11	\$ 30.63

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Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate		Overtime Markup	Overtime Bill Rate	
		Low	High		Low	High		Low	High
Trades	Equipment Repair Technician Senior	\$ 16.52	\$ 23.43	42.73%	\$ 23.58	\$ 33.44	24.00%	\$ 30.73	\$ 43.58
Trades	HVAC Installation & Repair Assistant	\$ 10.11	\$ 16.13	42.73%	\$ 14.43	\$ 23.02	24.00%	\$ 18.80	\$ 30.00
Trades	HVAC Installation & Repair Assistant Senior	\$ 16.13	\$ 27.50	42.73%	\$ 23.02	\$ 39.25	24.00%	\$ 30.00	\$ 51.15
Trades	Laboratory Mechanic	\$ 12.97	\$ 17.59	42.73%	\$ 18.51	\$ 25.11	24.00%	\$ 24.12	\$ 32.72
Trades	Laboratory Mechanic Senior	\$ 17.59	\$ 26.76	42.73%	\$ 25.11	\$ 38.19	24.00%	\$ 32.72	\$ 49.77
Trades	Locksmith	\$ 15.91	\$ 23.40	42.73%	\$ 22.71	\$ 33.40	24.00%	\$ 29.59	\$ 43.52
Trades	Maintenance Field Worker	\$ 12.96	\$ 16.57	42.73%	\$ 18.50	\$ 23.65	24.00%	\$ 24.11	\$ 30.82
Trades	Mason Plasterer	\$ 16.01	\$ 18.45	42.73%	\$ 22.85	\$ 26.33	24.00%	\$ 29.78	\$ 34.32
Trades	Mason Plasterer Assistant	\$ 18.49	\$ 27.35	42.73%	\$ 26.39	\$ 39.04	24.00%	\$ 34.39	\$ 50.87
Trades	Mechanic	\$ 10.42	\$ 23.45	42.73%	\$ 14.87	\$ 33.47	24.00%	\$ 19.38	\$ 43.62
Trades	Painter	\$ 10.02	\$ 22.24	42.73%	\$ 14.30	\$ 31.74	24.00%	\$ 18.64	\$ 41.37
Trades	Plumber / Steamfitter	\$ 21.73	\$ 33.04	42.73%	\$ 31.02	\$ 47.16	24.00%	\$ 40.42	\$ 61.45
Trades	Plumber / Steamfitter Assistant	\$ 12.96	\$ 21.66	42.73%	\$ 18.50	\$ 30.92	24.00%	\$ 24.11	\$ 40.29
Trades	Printing Press Operator B	\$ 21.21	\$ 31.15	42.73%	\$ 30.27	\$ 44.46	24.00%	\$ 39.45	\$ 57.94
Trades	Production Supervisor	\$ 25.15	\$ 38.52	42.73%	\$ 35.90	\$ 54.98	24.00%	\$ 46.78	\$ 71.65
Trades	Radio Specialist	\$ 14.99	\$ 19.22	42.73%	\$ 21.40	\$ 27.43	24.00%	\$ 27.88	\$ 35.75
Trades	Radio Specialist Senior	\$ 19.25	\$ 25.16	42.73%	\$ 27.48	\$ 35.91	24.00%	\$ 35.81	\$ 46.80
Trades	Sheet Metal Worker	\$ 14.26	\$ 18.35	42.73%	\$ 20.35	\$ 26.19	24.00%	\$ 26.52	\$ 34.13
Trades	Sheet Metal Worker Assistant	\$ 10.83	\$ 14.49	42.73%	\$ 15.46	\$ 20.68	24.00%	\$ 20.14	\$ 26.95
Trades	Sheet Metal Worker Lead	\$ 18.40	\$ 25.17	42.73%	\$ 26.26	\$ 35.93	24.00%	\$ 34.22	\$ 46.82
Trades	Shipping / Receiving Clerk	\$ 14.34	\$ 19.66	42.73%	\$ 20.47	\$ 28.06	24.00%	\$ 26.67	\$ 36.57
Trades	Storekeeper Assistant I	\$ 10.66	\$ 15.60	42.73%	\$ 15.22	\$ 22.27	24.00%	\$ 19.83	\$ 29.02
Trades	Storekeeper Assistant II	\$ 11.60	\$ 16.77	42.73%	\$ 16.56	\$ 23.94	24.00%	\$ 21.58	\$ 31.19
Trades	Storekeeper I	\$ 7.58	\$ 10.42	42.73%	\$ 10.82	\$ 14.87	24.00%	\$ 14.10	\$ 19.38
Trades	Storekeeper II	\$ 10.48	\$ 12.71	42.73%	\$ 14.96	\$ 18.14	24.00%	\$ 19.49	\$ 23.64
Trades	Storekeeper III	\$ 12.75	\$ 15.60	42.73%	\$ 18.20	\$ 22.27	24.00%	\$ 23.72	\$ 29.02
Trades	Storekeeper Senior	\$ 15.62	\$ 18.22	42.73%	\$ 22.29	\$ 26.01	24.00%	\$ 29.05	\$ 33.89
Trades	Tool Room Assistant	\$ 8.39	\$ 12.71	42.73%	\$ 11.98	\$ 18.14	24.00%	\$ 15.61	\$ 23.64
Trades	Tool Room Assistant Senior	\$ 12.71	\$ 17.74	42.73%	\$ 18.14	\$ 25.32	24.00%	\$ 23.64	\$ 33.00
Trades	Trades Utilities Worker Senior	\$ 12.97	\$ 19.00	42.73%	\$ 18.51	\$ 27.12	24.00%	\$ 24.12	\$ 35.34
Trades	Trades Utility Worker	\$ 9.91	\$ 12.92	42.73%	\$ 14.14	\$ 18.44	24.00%	\$ 18.43	\$ 24.03
Trades	Tradesman Helper	\$ 9.91	\$ 15.96	42.73%	\$ 14.14	\$ 22.78	24.00%	\$ 18.43	\$ 29.69
Trades	Tradesman Helper Senior	\$ 15.96	\$ 19.89	42.73%	\$ 22.78	\$ 28.39	24.00%	\$ 29.69	\$ 37.00
Trades	Welder	\$ 10.92	\$ 18.09	42.73%	\$ 15.59	\$ 25.82	24.00%	\$ 20.31	\$ 33.65
Trades	Welder Senior	\$ 18.14	\$ 21.75	42.73%	\$ 25.89	\$ 31.04	24.00%	\$ 33.74	\$ 40.46
Trades	Work Zone Safety Officer	\$ 22.67	\$ 36.65	42.73%	\$ 32.36	\$ 52.31	24.00%	\$ 42.17	\$ 68.17

Misc

Arizona

Position Category	Job Position	Pay Rate	Pay Rate	Regular Markup	Regular Bill Rate -	Regular Bill Rate -	Overtime Markup	Overtime Bill Rate -	Overtime Bill Rate -
		Low	High		Low	High		Low	High
Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	31.05%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	31.60%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	48.00%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	31.29%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	31.29%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	36.50%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	31.29%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	47.59%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	31.29%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.78%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	42.73%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied herefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

Maricopa County
Bid Serial 16111-RFP: Temporary Staffing and Related Services
16111 EXHIBIT A-1
Pricing Sheet
Administrative/Professional/Labor/Technical/Misc.

1. For any job positions that you offer which are not listed here, please use a separate sheet to provide pricing for those positions. Maricopa County and U.S. Communities desire the full range of your company's offering.

2. If your company prefers to price major metropolitan areas separately please do so on a separate sheet.

3. Note: Overtime is calculated based on one and half times the base rate of pay. Should a Participating Public Agency have additional specific overtime requirements, your company has the ability to charge for these additional requirements as a pass through with no additional markup.

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate - Low		Regular Bill Rate - High		Overtime Markup	Overtime Bill Rate - Low		Overtime Bill Rate - High	
		Low	High		Low	High	Low	High		Low	High		
Accounting/Finance	Accountant	\$ 14.64	\$ 20.79	31.05%	\$ 19.19	\$ 27.25	\$ 24.00%	\$ 27.23	\$ 38.67				
Accounting/Finance	Accountant JR	\$ 10.00	\$ 13.97	31.05%	\$ 13.11	\$ 18.31	24.00%	\$ 18.60	\$ 25.99				
Accounting/Finance	Accountant Senior	\$ 20.80	\$ 28.87	31.05%	\$ 27.26	\$ 37.83	24.00%	\$ 38.69	\$ 53.70				
Accounting/Finance	Accountant, Client Financial Services	\$ 20.70	\$ 25.88	31.05%	\$ 27.13	\$ 33.91	24.00%	\$ 38.50	\$ 48.13				
Accounting/Finance	Accounting Assistant	\$ 15.53	\$ 19.92	31.05%	\$ 20.35	\$ 26.11	24.00%	\$ 28.88	\$ 37.06				
Accounting/Finance	Accounting Clerk	\$ 10.00	\$ 12.42	31.05%	\$ 13.11	\$ 16.28	24.00%	\$ 18.60	\$ 23.10				
Accounting/Finance	Accounting Manager A	\$ 19.06	\$ 21.81	31.05%	\$ 24.98	\$ 28.58	24.00%	\$ 35.45	\$ 40.57				
Accounting/Finance	Accounting Manager B	\$ 21.75	\$ 26.69	31.05%	\$ 28.50	\$ 34.98	24.00%	\$ 40.46	\$ 49.64				
Accounting/Finance	Accounting Manager C	\$ 26.74	\$ 33.80	31.05%	\$ 35.04	\$ 44.29	24.00%	\$ 49.74	\$ 62.87				
Accounting/Finance	Auditing - External Auditor	\$ 18.81	\$ 23.79	31.05%	\$ 24.65	\$ 31.18	24.00%	\$ 34.99	\$ 44.25				
Accounting/Finance	Auditing - External Auditor Senior	\$ 23.81	\$ 33.80	31.05%	\$ 31.20	\$ 44.29	24.00%	\$ 44.29	\$ 62.87				
Accounting/Finance	Auditing - Internal Auditor	\$ 18.81	\$ 23.79	31.05%	\$ 24.65	\$ 31.18	24.00%	\$ 34.99	\$ 44.25				
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 23.81	\$ 33.80	31.05%	\$ 31.20	\$ 44.29	24.00%	\$ 44.29	\$ 62.87				
Accounting/Finance	Bookkeeper	\$ 10.00	\$ 14.98	31.05%	\$ 13.11	\$ 19.63	24.00%	\$ 18.60	\$ 27.86				
Accounting/Finance	Budget Analyst	\$ 18.45	\$ 24.14	31.05%	\$ 24.18	\$ 31.64	24.00%	\$ 34.32	\$ 44.90				
Accounting/Finance	Budget Analyst Senior	\$ 24.15	\$ 37.48	31.05%	\$ 31.65	\$ 49.12	24.00%	\$ 44.92	\$ 69.71				
Accounting/Finance	Closure/Disbursement Specialists	\$ 30.76	\$ 34.24	31.05%	\$ 40.31	\$ 44.87	24.00%	\$ 57.22	\$ 63.69				
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 28.89	\$ 37.45	31.05%	\$ 37.86	\$ 49.08	24.00%	\$ 53.74	\$ 69.66				
Accounting/Finance	CPA	\$ 29.96	\$ 39.59	31.05%	\$ 39.26	\$ 51.88	24.00%	\$ 55.73	\$ 73.64				
Accounting/Finance	Fiscal Assistant	\$ 10.42	\$ 16.01	31.05%	\$ 13.66	\$ 20.98	24.00%	\$ 19.38	\$ 29.78				
Accounting/Finance	Fiscal Technical Senior	\$ 16.06	\$ 19.63	31.05%	\$ 21.05	\$ 25.73	24.00%	\$ 29.87	\$ 36.51				
Accounting/Finance	Fiscal Technician	\$ 13.96	\$ 19.91	31.05%	\$ 18.29	\$ 26.09	24.00%	\$ 25.97	\$ 37.03				
Accounting/Finance	Payroll Assistant	\$ 15.25	\$ 19.26	31.05%	\$ 19.98	\$ 25.24	24.00%	\$ 28.36	\$ 35.82				
Accounting/Finance	Purchasing / Procurement	\$ 19.26	\$ 28.62	31.05%	\$ 25.24	\$ 37.51	24.00%	\$ 35.82	\$ 53.24				
Accounting/Finance	Sr. Compliance Officer	\$ 37.18	\$ 42.27	31.05%	\$ 48.73	\$ 55.39	24.00%	\$ 69.16	\$ 78.61				
Accounting/Finance	Supervising Auditor	\$ 37.18	\$ 42.80	31.05%	\$ 48.73	\$ 56.09	24.00%	\$ 69.16	\$ 79.61				

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate	Pay Rate	Regular Markup	Regular Bill Rate -	Regular Bill Rate -	Overtime Markup	Overtime Bill Rate -	Overtime Bill Rate -
		Low	High		Low	High		Low	High
Call Center/Customer Service	Customer Service Inbound I	\$ 10.00	\$ 14.43	31.60%	\$ 13.16	\$ 18.99	24.00%	\$ 18.60	\$ 26.84
Call Center/Customer Service	Customer Service Inbound II	\$ 14.49	\$ 23.33	31.60%	\$ 19.07	\$ 30.70	24.00%	\$ 26.95	\$ 43.39
Call Center/Customer Service	Customer Service Outbound I	\$ 10.00	\$ 14.43	31.60%	\$ 13.16	\$ 18.99	24.00%	\$ 18.60	\$ 26.84
Call Center/Customer Service	Customer Service Outbound II	\$ 14.49	\$ 23.33	31.60%	\$ 19.07	\$ 30.70	24.00%	\$ 26.95	\$ 43.39
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 10.00	\$ 16.32	31.60%	\$ 13.16	\$ 21.47	24.00%	\$ 18.60	\$ 30.35
Call Center/Customer Service	Data Analyst/Processor	\$ 10.00	\$ 15.30	31.60%	\$ 13.16	\$ 20.13	24.00%	\$ 18.60	\$ 28.46
Call Center/Customer Service	Detailing Representative I	\$ 10.88	\$ 17.60	31.60%	\$ 14.32	\$ 23.16	24.00%	\$ 20.24	\$ 32.74
Call Center/Customer Service	Detailing Representative II	\$ 12.96	\$ 28.77	31.60%	\$ 17.06	\$ 37.86	24.00%	\$ 24.11	\$ 53.51
Call Center/Customer Service	Help Desk Analyst	\$ 19.01	\$ 22.83	31.60%	\$ 25.02	\$ 37.86	24.00%	\$ 35.36	\$ 42.46
Call Center/Customer Service	Market Research Inbound	\$ 22.85	\$ 34.79	31.60%	\$ 30.07	\$ 45.78	24.00%	\$ 42.50	\$ 64.71
Call Center/Customer Service	Market Research Outbound	\$ 25.31	\$ 30.53	31.60%	\$ 33.30	\$ 40.18	24.00%	\$ 47.07	\$ 56.79
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 10.00	\$ 12.71	31.60%	\$ 13.16	\$ 16.73	24.00%	\$ 18.60	\$ 23.64
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 10.00	\$ 12.71	31.60%	\$ 13.16	\$ 16.73	24.00%	\$ 18.60	\$ 23.64
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Sales & Promotion Sampler	\$ 10.00	\$ 12.46	31.60%	\$ 13.16	\$ 16.40	24.00%	\$ 18.60	\$ 23.18
Call Center/Customer Service	Sales Inbound I	\$ 10.00	\$ 16.26	31.60%	\$ 13.16	\$ 21.40	24.00%	\$ 18.60	\$ 30.24
Call Center/Customer Service	Sales Inbound II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Sales Outbound I	\$ 11.66	\$ 16.36	31.60%	\$ 15.34	\$ 21.53	24.00%	\$ 21.69	\$ 30.43
Call Center/Customer Service	Sales Outbound II	\$ 12.87	\$ 18.39	31.60%	\$ 16.94	\$ 24.20	24.00%	\$ 23.94	\$ 34.21
Call Center/Customer Service	Tradeshow Booth Attendant I	\$ 10.00	\$ 12.74	31.60%	\$ 13.16	\$ 16.77	24.00%	\$ 18.60	\$ 23.70
Call Center/Customer Service	Tradeshow Booth Attendant II	\$ 12.75	\$ 16.52	31.60%	\$ 16.78	\$ 21.74	24.00%	\$ 23.72	\$ 30.73
Call Center/Customer Service	Tradeshow Host/Hostess I	\$ 10.00	\$ 12.55	31.60%	\$ 13.16	\$ 16.52	24.00%	\$ 18.60	\$ 23.34
Call Center/Customer Service	Tradeshow Host/Hostess II	\$ 12.60	\$ 22.18	31.60%	\$ 16.58	\$ 29.19	24.00%	\$ 23.44	\$ 41.25
Food Related Services	Barista (misc)	\$ 11.00	\$ 16.22	48.00%	\$ 16.28	\$ 24.01	24.00%	\$ 20.46	\$ 30.17
Food Related Services	Building Attendant (misc)	\$ 11.00	\$ 16.22	36.50%	\$ 15.02	\$ 22.14	24.00%	\$ 20.46	\$ 30.17
Food Related Services	Busser	\$ 11.00	\$ 16.22	36.50%	\$ 15.02	\$ 22.14	24.00%	\$ 20.46	\$ 30.17
Food Related Services	Cashiers	\$ 11.00	\$ 16.22	36.50%	\$ 15.02	\$ 22.14	24.00%	\$ 20.46	\$ 30.17
Food Related Services	Dishwasher	\$ 10.00	\$ 13.00	36.50%	\$ 13.65	\$ 17.75	24.00%	\$ 18.60	\$ 24.18
Food Related Services	Sous Chefs	\$ 14.40	\$ 17.60	48.00%	\$ 21.31	\$ 26.05	24.00%	\$ 26.78	\$ 32.74
Food Related Services	Sr Server	\$ 10.00	\$ 12.10	36.50%	\$ 13.65	\$ 16.52	24.00%	\$ 18.60	\$ 22.51
Food Related Services	Food Operations Assistant	\$ 10.00	\$ 14.50	36.50%	\$ 13.65	\$ 19.79	24.00%	\$ 18.60	\$ 26.97
Food Related Services	Food Operations Manager Assistant	\$ 14.54	\$ 17.02	36.50%	\$ 19.85	\$ 23.23	24.00%	\$ 27.04	\$ 31.66
Food Related Services	Food Production Worker	\$ 10.00	\$ 13.06	36.50%	\$ 13.65	\$ 17.83	24.00%	\$ 18.60	\$ 24.29
Food Related Services	Food Service Super	\$ 13.95	\$ 17.05	36.50%	\$ 19.04	\$ 23.27	24.00%	\$ 25.95	\$ 31.71
Food Related Services	Line Cook/Prep Cook	\$ 10.80	\$ 13.20	36.50%	\$ 14.74	\$ 18.02	24.00%	\$ 20.09	\$ 24.55
Food Related Services	Pastry Cook/Baker	\$ 12.60	\$ 15.40	36.50%	\$ 17.20	\$ 21.02	24.00%	\$ 23.44	\$ 28.64
Food Related Services	Second Cook	\$ 10.00	\$ 13.20	36.50%	\$ 13.65	\$ 18.02	24.00%	\$ 18.60	\$ 24.55

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate		Overtime Markup	Overtime Bill Rate	
		Low	High		Low	High		Low	High
Food Related Services	Second Cook Senior	\$ 12.71	\$ 16.72	36.50%	\$ 17.35	\$ 22.82	24.00%	\$ 23.64	\$ 31.10
Food Related Services	Server	\$ 10.00	\$ 10.42	36.50%	\$ 13.65	\$ 14.22	24.00%	\$ 18.60	\$ 19.38
General Administrative	Administrative Assistant I	\$ 10.92	\$ 14.69	31.60%	\$ 14.37	\$ 19.33	24.00%	\$ 20.31	\$ 27.32
General Administrative	Administrative Assistant II	\$ 14.70	\$ 15.90	31.60%	\$ 19.35	\$ 20.92	24.00%	\$ 27.34	\$ 29.57
General Administrative	Administrative Assistant III	\$ 15.91	\$ 17.26	31.60%	\$ 20.94	\$ 22.71	24.00%	\$ 29.59	\$ 32.10
General Administrative	Administrative Assistant IV	\$ 17.27	\$ 19.11	31.60%	\$ 22.73	\$ 25.15	24.00%	\$ 32.12	\$ 35.54
General Administrative	Administrative Assistant V	\$ 19.13	\$ 21.55	31.60%	\$ 25.18	\$ 28.36	24.00%	\$ 35.58	\$ 40.08
General Administrative	Administrative Staff Assistant	\$ 21.20	\$ 24.24	31.60%	\$ 27.90	\$ 31.90	24.00%	\$ 39.43	\$ 45.09
General Administrative	Administrative Staff Specialist	\$ 24.25	\$ 29.98	31.60%	\$ 31.91	\$ 39.45	24.00%	\$ 45.11	\$ 55.76
General Administrative	Administrative Staff Specialist Senior	\$ 29.99	\$ 23.42	31.60%	\$ 39.47	\$ 30.82	24.00%	\$ 55.78	\$ 43.56
General Administrative	Agency Management Analyst	\$ 19.56	\$ 25.67	31.60%	\$ 25.74	\$ 33.78	24.00%	\$ 36.38	\$ 47.75
General Administrative	Agency Management Analyst Lead	\$ 25.68	\$ 29.83	31.60%	\$ 33.79	\$ 39.26	24.00%	\$ 47.76	\$ 55.48
General Administrative	Agency Management Analyst Senior	\$ 29.89	\$ 46.51	31.60%	\$ 39.34	\$ 61.21	24.00%	\$ 55.60	\$ 86.51
General Administrative	Clerk	\$ 11.25	\$ 13.00	31.60%	\$ 14.81	\$ 17.11	24.00%	\$ 20.93	\$ 24.19
General Administrative	Clerk Jr	\$ 10.00	\$ 11.21	31.60%	\$ 13.16	\$ 14.76	24.00%	\$ 18.60	\$ 20.85
General Administrative	Clerk Sr	\$ 13.05	\$ 15.10	31.60%	\$ 17.17	\$ 19.88	24.00%	\$ 24.27	\$ 28.09
General Administrative	Data Entry Operator	\$ 10.00	\$ 12.48	31.60%	\$ 13.16	\$ 16.42	24.00%	\$ 18.60	\$ 23.21
General Administrative	Data Entry Operator Senior	\$ 12.51	\$ 17.96	31.60%	\$ 16.46	\$ 23.64	24.00%	\$ 23.27	\$ 33.41
General Administrative	Document Control Clerk / Filing Specialist	\$ 10.25	\$ 15.00	31.60%	\$ 13.49	\$ 19.74	24.00%	\$ 19.07	\$ 27.90
General Administrative	Executive Secretary	\$ 15.76	\$ 19.59	31.60%	\$ 20.74	\$ 25.78	24.00%	\$ 29.31	\$ 36.44
General Administrative	Executive Secretary Senior	\$ 19.62	\$ 29.06	31.60%	\$ 25.82	\$ 38.24	24.00%	\$ 36.49	\$ 54.05
General Administrative	Intake Specialist (HMGP)	\$ 17.50	\$ 20.75	31.60%	\$ 23.03	\$ 27.31	24.00%	\$ 32.55	\$ 38.60
General Administrative	Inventory Specialist	\$ 15.00	\$ 18.00	31.60%	\$ 19.74	\$ 23.69	24.00%	\$ 27.90	\$ 33.48
General Administrative	Legal Assistant	\$ 12.46	\$ 14.61	31.60%	\$ 16.40	\$ 19.23	24.00%	\$ 23.18	\$ 27.17
General Administrative	Legal Assistant Senior	\$ 14.64	\$ 36.91	31.60%	\$ 19.27	\$ 48.57	24.00%	\$ 27.23	\$ 68.65
General Administrative	Library Assistant	\$ 10.00	\$ 17.51	31.60%	\$ 13.16	\$ 23.04	24.00%	\$ 18.60	\$ 32.57
General Administrative	Medical Assistant I	\$ 11.94	\$ 13.93	31.60%	\$ 15.71	\$ 18.33	24.00%	\$ 22.21	\$ 25.91
General Administrative	Medical Assistant II	\$ 13.97	\$ 19.86	31.60%	\$ 18.38	\$ 26.14	24.00%	\$ 25.98	\$ 36.94
General Administrative	Medical Biller I	\$ 10.41	\$ 12.78	31.60%	\$ 13.70	\$ 16.82	24.00%	\$ 19.36	\$ 23.77
General Administrative	Medical Biller II	\$ 12.81	\$ 19.90	31.60%	\$ 16.86	\$ 26.19	24.00%	\$ 23.83	\$ 37.01
General Administrative	Medical Records Clerk I	\$ 12.51	\$ 18.22	31.60%	\$ 16.46	\$ 23.98	24.00%	\$ 23.27	\$ 33.89
General Administrative	Medical Records Clerk II	\$ 13.51	\$ 19.54	31.60%	\$ 17.78	\$ 25.71	24.00%	\$ 25.13	\$ 36.34
General Administrative	Office Manager	\$ 21.05	\$ 32.04	31.60%	\$ 27.70	\$ 42.16	24.00%	\$ 39.15	\$ 59.59
General Administrative	Office Services Aide	\$ 11.65	\$ 16.05	31.60%	\$ 15.33	\$ 21.12	24.00%	\$ 21.67	\$ 29.85
General Administrative	Office Services Assistant	\$ 12.49	\$ 16.95	31.60%	\$ 16.44	\$ 22.31	24.00%	\$ 23.23	\$ 31.53
General Administrative	Office Services Specialist	\$ 13.16	\$ 17.74	31.60%	\$ 17.32	\$ 23.35	24.00%	\$ 24.48	\$ 33.00
General Administrative	Office Services Supervisor	\$ 13.77	\$ 18.13	31.60%	\$ 18.12	\$ 23.86	24.00%	\$ 25.61	\$ 33.72
General Administrative	Office Services Supervisor Senior	\$ 15.96	\$ 20.34	31.60%	\$ 21.00	\$ 26.77	24.00%	\$ 29.69	\$ 37.83

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate		Overtime Markup	Overtime Bill Rate	
		Low	High		Low	High		Low	High
General Administrative	Operator I	\$ 10.00	\$ 12.44	31.60%	\$ 13.16	\$ 16.37	24.00%	\$ 18.60	\$ 23.14
General Administrative	Operator II	\$ 12.46	\$ 14.54	31.60%	\$ 16.40	\$ 19.13	24.00%	\$ 23.18	\$ 27.04
General Administrative	Operator III (Key Disc Operator)	\$ 14.58	\$ 16.51	31.60%	\$ 19.19	\$ 21.73	24.00%	\$ 27.12	\$ 30.71
General Administrative	Operator IV (Key Disc Operator)	\$ 16.52	\$ 19.14	31.60%	\$ 21.74	\$ 25.19	24.00%	\$ 30.73	\$ 35.60
General Administrative	Paralegal	\$ 14.00	\$ 23.50	31.60%	\$ 18.42	\$ 30.93	24.00%	\$ 26.04	\$ 43.71
General Administrative	Personal Assistant	\$ 11.09	\$ 14.84	31.60%	\$ 14.59	\$ 19.53	24.00%	\$ 20.63	\$ 27.60
General Administrative	Personal Assistant Senior	\$ 14.85	\$ 15.83	31.60%	\$ 19.54	\$ 20.83	24.00%	\$ 27.62	\$ 29.44
General Administrative	Photocopy Supervisor	\$ 11.99	\$ 16.65	31.60%	\$ 15.78	\$ 21.91	24.00%	\$ 22.30	\$ 30.97
General Administrative	Photocopy Technician	\$ 10.83	\$ 15.31	31.60%	\$ 14.25	\$ 20.15	24.00%	\$ 20.14	\$ 28.48
General Administrative	Photo-Typesetting Specialist	\$ 14.10	\$ 20.30	31.60%	\$ 18.56	\$ 26.71	24.00%	\$ 26.23	\$ 37.76
General Administrative	Photo-Typesetting Supervisor	\$ 15.06	\$ 22.04	31.60%	\$ 19.82	\$ 29.00	24.00%	\$ 28.01	\$ 40.99
General Administrative	Postal Aide	\$ 10.00	\$ 10.83	31.60%	\$ 13.16	\$ 14.25	24.00%	\$ 18.60	\$ 20.14
General Administrative	Postal Aide Senior	\$ 10.88	\$ 17.12	31.60%	\$ 14.32	\$ 22.53	24.00%	\$ 20.24	\$ 31.84
General Administrative	Postal Assistant	\$ 17.18	\$ 19.09	31.60%	\$ 22.61	\$ 25.12	24.00%	\$ 31.95	\$ 35.51
General Administrative	Program Manager	\$ 30.00	\$ 45.00	31.60%	\$ 39.48	\$ 59.22	24.00%	\$ 55.80	\$ 83.70
General Administrative	Project Assistant	\$ 20.00	\$ 25.00	31.60%	\$ 26.32	\$ 32.90	24.00%	\$ 37.20	\$ 46.50
General Administrative	Public Relations Coordinator	\$ 12.71	\$ 16.78	31.60%	\$ 16.73	\$ 22.08	24.00%	\$ 23.64	\$ 31.21
General Administrative	Public Relations Specialist	\$ 17.66	\$ 30.20	31.60%	\$ 23.24	\$ 39.74	24.00%	\$ 32.85	\$ 56.17
General Administrative	Public Relations Specialist Assistant	\$ 12.71	\$ 17.63	31.60%	\$ 16.73	\$ 23.20	24.00%	\$ 23.64	\$ 32.79
General Administrative	Receptionist	\$ 10.00	\$ 11.43	31.60%	\$ 13.16	\$ 15.04	24.00%	\$ 18.60	\$ 21.26
General Administrative	Receptionist Senior	\$ 11.44	\$ 18.04	31.60%	\$ 15.06	\$ 23.74	24.00%	\$ 21.28	\$ 33.55
General Administrative	Secretary	\$ 10.00	\$ 12.55	31.60%	\$ 13.16	\$ 16.52	24.00%	\$ 18.60	\$ 23.34
General Administrative	Secretary Senior	\$ 12.60	\$ 22.24	31.60%	\$ 16.58	\$ 29.27	24.00%	\$ 23.44	\$ 41.37
General Administrative	Systems Support Research Assistant	\$ 15.25	\$ 18.00	31.60%	\$ 20.07	\$ 23.69	24.00%	\$ 28.37	\$ 33.48
General Administrative	Translator	\$ 10.92	\$ 26.68	31.60%	\$ 14.37	\$ 35.11	24.00%	\$ 20.31	\$ 49.62
Human Resources	Claims Representative	\$ 20.00	\$ 26.49	31.29%	\$ 26.26	\$ 34.78	24.00%	\$ 37.20	\$ 49.27
Human Resources	Classification / Compensation Analyst	\$ 19.57	\$ 24.14	31.29%	\$ 25.69	\$ 31.69	24.00%	\$ 36.40	\$ 44.90
Human Resources	Classification / Compensation Analyst Senior	\$ 24.19	\$ 32.04	31.29%	\$ 31.76	\$ 42.07	24.00%	\$ 44.99	\$ 59.59
Human Resources	Classification / Compensation Consultant	\$ 32.06	\$ 42.94	31.29%	\$ 42.09	\$ 56.38	24.00%	\$ 59.63	\$ 79.87
Human Resources	EEO Program Analyst	\$ 18.90	\$ 30.17	31.29%	\$ 24.81	\$ 39.61	24.00%	\$ 35.15	\$ 56.12
Human Resources	EEO Program Specialist	\$ 20.84	\$ 32.91	31.29%	\$ 27.36	\$ 43.21	24.00%	\$ 38.76	\$ 61.21
Human Resources	Employee Relations Analyst	\$ 17.02	\$ 21.55	31.29%	\$ 22.35	\$ 28.29	24.00%	\$ 31.66	\$ 40.08
Human Resources	Employee Relations Analyst Senior	\$ 21.60	\$ 38.12	31.29%	\$ 28.36	\$ 50.05	24.00%	\$ 40.18	\$ 70.90
Human Resources	Human Resources Assistant	\$ 13.06	\$ 18.81	31.29%	\$ 17.15	\$ 24.70	24.00%	\$ 24.29	\$ 34.99
Human Resources	Human Resources Generalist	\$ 15.14	\$ 19.26	31.29%	\$ 19.88	\$ 25.29	24.00%	\$ 28.16	\$ 35.82
Human Resources	Human Resources Generalist Senior	\$ 19.37	\$ 33.83	31.29%	\$ 25.43	\$ 44.42	24.00%	\$ 36.03	\$ 62.92
Human Resources	Personnel Analyst	\$ 14.99	\$ 19.06	31.29%	\$ 19.68	\$ 25.02	24.00%	\$ 27.88	\$ 35.45
Human Resources	Personnel Analyst Senior	\$ 19.11	\$ 23.12	31.29%	\$ 25.09	\$ 30.35	24.00%	\$ 35.54	\$ 43.00

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate		Overtime Markup	Overtime Bill Rate	
		Low	High		Low	High		Low	High
Human Resources	Personnel Practices Analyst	\$ 23.18	\$ 27.30	31.29%	\$ 30.43	\$ 35.84	24.00%	\$ 43.11	\$ 50.78
Human Resources	Personnel Practices Analyst Senior	\$ 27.35	\$ 34.82	31.29%	\$ 35.91	\$ 45.72	24.00%	\$ 50.87	\$ 64.77
Human Resources	Personnel Practices Manager	\$ 34.26	\$ 42.62	31.29%	\$ 44.98	\$ 55.96	24.00%	\$ 63.72	\$ 79.27
Human Services	Social Worker	\$ 16.69	\$ 28.27	31.29%	\$ 21.91	\$ 37.12	24.00%	\$ 31.04	\$ 52.58
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 22.50	\$ 31.00	31.29%	\$ 29.54	\$ 40.70	24.00%	\$ 41.85	\$ 57.66
Human Services	Support Enforcement Specialist	\$ 12.66	\$ 17.48	31.29%	\$ 16.62	\$ 22.95	24.00%	\$ 23.55	\$ 32.51
Human Services	Support Enforcement Specialist Senior	\$ 17.54	\$ 20.69	31.29%	\$ 23.03	\$ 27.16	24.00%	\$ 32.62	\$ 38.48
Human Services	Utilization Review Analyst	\$ 17.54	\$ 25.16	31.29%	\$ 23.03	\$ 33.03	24.00%	\$ 32.62	\$ 46.80
Human Services	Utilization Review Analyst Senior	\$ 25.21	\$ 40.44	31.29%	\$ 33.10	\$ 53.09	24.00%	\$ 46.89	\$ 75.22
Insurance	Claims Adjuster I	\$ 14.49	\$ 17.54	31.29%	\$ 19.02	\$ 23.03	24.00%	\$ 26.95	\$ 32.62
Insurance	Claims Adjuster II	\$ 17.59	\$ 25.16	31.29%	\$ 23.09	\$ 33.03	24.00%	\$ 32.72	\$ 46.80
Insurance	Claims Specialist	\$ 25.21	\$ 31.77	31.29%	\$ 33.10	\$ 41.71	24.00%	\$ 46.89	\$ 59.09
Insurance	Worker's Compensation Specialist	\$ 23.82	\$ 35.63	31.29%	\$ 31.27	\$ 46.78	24.00%	\$ 44.31	\$ 66.27
Insurance	CDL Driver	\$ 12.71	\$ 18.24	36.50%	\$ 17.35	\$ 24.90	24.00%	\$ 23.64	\$ 33.93
Insurance	Amusement Ride Inspector	\$ 21.50	\$ 28.22	36.50%	\$ 29.35	\$ 38.52	24.00%	\$ 39.99	\$ 52.49
Insurance	Construction Codes	\$ 27.95	\$ 33.21	36.50%	\$ 38.15	\$ 45.33	24.00%	\$ 51.99	\$ 61.77
Insurance	Elevator Code Inspector	\$ 30.25	\$ 35.00	36.50%	\$ 41.29	\$ 47.78	24.00%	\$ 56.27	\$ 65.10
Insurance	Housing Inspector	\$ 24.75	\$ 30.00	36.50%	\$ 33.78	\$ 40.95	24.00%	\$ 46.04	\$ 55.80
Insurance	Multi-Swelling Inspector	\$ 24.75	\$ 29.50	36.50%	\$ 33.78	\$ 40.27	24.00%	\$ 46.04	\$ 54.87
Insurance	Plan Reviewer	\$ 31.50	\$ 37.75	36.50%	\$ 43.00	\$ 51.53	24.00%	\$ 58.59	\$ 70.22
Insurance	Sub Code Official	\$ 26.50	\$ 33.55	36.50%	\$ 36.17	\$ 45.80	24.00%	\$ 49.29	\$ 62.40
Insurance	Flagger / Laborer	\$ 13.64	\$ 19.55	36.50%	\$ 18.62	\$ 26.69	24.00%	\$ 25.37	\$ 36.36
Insurance	Forklift Operator	\$ 10.63	\$ 14.81	36.50%	\$ 14.51	\$ 20.22	24.00%	\$ 19.77	\$ 27.55
Insurance	Forklift Operator Senior	\$ 14.84	\$ 21.60	36.50%	\$ 20.26	\$ 29.48	24.00%	\$ 27.60	\$ 40.18
Insurance	Grounds Worker	\$ 10.00	\$ 11.94	36.50%	\$ 13.65	\$ 16.30	24.00%	\$ 18.60	\$ 22.21
Insurance	Grounds Worker Lead	\$ 11.99	\$ 16.01	36.50%	\$ 16.37	\$ 21.85	24.00%	\$ 22.30	\$ 29.78
Insurance	Grounds Worker Senior	\$ 12.80	\$ 15.91	36.50%	\$ 17.47	\$ 21.72	24.00%	\$ 23.81	\$ 29.59
Insurance	Groundskeeper / Landscaper	\$ 10.00	\$ 12.46	36.50%	\$ 13.65	\$ 17.01	24.00%	\$ 18.60	\$ 23.18
Insurance	Groundskeeper / Landscaper Senior	\$ 12.47	\$ 15.91	36.50%	\$ 17.02	\$ 21.72	24.00%	\$ 23.19	\$ 29.59
Insurance	Heavy Industrial Materials Handler (Warehouseman)	\$ 10.00	\$ 11.97	36.50%	\$ 13.65	\$ 16.34	24.00%	\$ 18.60	\$ 22.26
Insurance	Heavy Industrial Materials Handler, Freezer (Warehouseman)	\$ 10.00	\$ 11.97	36.50%	\$ 13.65	\$ 16.34	24.00%	\$ 18.60	\$ 22.26
Insurance	Heavy Industrial Worker (General Laborer)	\$ 10.00	\$ 11.97	36.50%	\$ 13.65	\$ 16.34	24.00%	\$ 18.60	\$ 22.26
Insurance	Housekeeping Supervisor	\$ 10.63	\$ 14.76	36.50%	\$ 14.51	\$ 20.15	24.00%	\$ 19.77	\$ 27.45
Insurance	Housekeeping Supervisor Senior	\$ 14.79	\$ 22.88	36.50%	\$ 20.19	\$ 31.23	24.00%	\$ 27.51	\$ 42.56
Insurance	Housekeeping Worker	\$ 10.00	\$ 12.05	36.50%	\$ 13.65	\$ 16.45	24.00%	\$ 18.60	\$ 22.41
Insurance	Housekeeping Worker Senior	\$ 12.10	\$ 15.45	36.50%	\$ 16.52	\$ 21.09	24.00%	\$ 22.51	\$ 28.74
Insurance	Inventory Worker Light	\$ 10.00	\$ 14.74	36.50%	\$ 13.65	\$ 20.12	24.00%	\$ 18.60	\$ 27.42
Insurance	Light Industrial Worker (General Laborer)	\$ 10.00	\$ 16.54	36.50%	\$ 13.65	\$ 22.58	24.00%	\$ 18.60	\$ 30.76

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate		Overtime Markup	Overtime Bill Rate	
		Low	High		Low	High		Low	High
Laborer/Industrial	Motor Vehicle Operator A	\$ 10.00	\$ 11.44	36.50%	\$ 13.65	\$ 15.62	24.00%	\$ 18.60	\$ 21.28
Laborer/Industrial	Motor Vehicle Operator B	\$ 11.49	\$ 18.55	36.50%	\$ 15.68	\$ 25.32	24.00%	\$ 21.37	\$ 34.50
Laborer/Industrial	Packer	\$ 10.00	\$ 11.97	36.50%	\$ 13.65	\$ 16.34	24.00%	\$ 18.60	\$ 22.26
Laborer/Industrial	Warehouse Specialist I	\$ 10.00	\$ 11.97	36.50%	\$ 13.65	\$ 16.34	24.00%	\$ 18.60	\$ 22.26
Laborer/Industrial	Warehouse Specialist II	\$ 11.99	\$ 14.99	36.50%	\$ 16.37	\$ 20.46	24.00%	\$ 22.30	\$ 27.88
Laborer/Industrial	Warehouse Specialist III	\$ 15.04	\$ 19.16	36.50%	\$ 20.53	\$ 26.15	24.00%	\$ 27.97	\$ 35.64
Laborer/Industrial	<u>Warehouse worker (included)</u>	\$ 10.00	\$ 11.00	36.50%	\$ 13.65	\$ 15.02	24.00%	\$ 18.60	\$ 20.46
Laborer/Industrial	Warehouse Worker I	\$ 10.00	\$ 11.97	36.50%	\$ 13.65	\$ 16.34	24.00%	\$ 18.60	\$ 22.26
Laborer/Industrial	Warehouse Worker II	\$ 11.99	\$ 14.99	36.50%	\$ 16.37	\$ 20.46	24.00%	\$ 22.30	\$ 27.88
Laborer/Industrial	<u>Subcode Official - Building</u>	\$ 24.45	\$ 32.00	36.50%	\$ 33.37	\$ 43.68	24.00%	\$ 45.48	\$ 59.52
Laborer/Industrial	<u>Subcode Official - Electrical</u>	\$ 24.45	\$ 29.50	36.50%	\$ 33.37	\$ 40.27	24.00%	\$ 45.48	\$ 54.87
Laborer/Industrial	<u>Subcode Official - Plumbing</u>	\$ 24.45	\$ 29.50	36.50%	\$ 33.37	\$ 40.27	24.00%	\$ 45.48	\$ 54.87
Media	Audio Visual Technician	\$ 11.44	\$ 14.76	31.29%	\$ 15.02	\$ 19.38	24.00%	\$ 21.28	\$ 27.45
Media	Audio Visual Technician Senior	\$ 14.79	\$ 24.51	31.29%	\$ 19.42	\$ 32.18	24.00%	\$ 27.51	\$ 45.59
Media	Graphic Artist	\$ 13.47	\$ 16.08	31.29%	\$ 17.68	\$ 21.11	24.00%	\$ 25.05	\$ 29.91
Media	Graphic Artist Senior	\$ 16.08	\$ 22.62	31.29%	\$ 21.11	\$ 29.70	24.00%	\$ 29.91	\$ 42.07
Media	Graphic Designer	\$ 13.47	\$ 16.08	31.29%	\$ 17.68	\$ 21.11	24.00%	\$ 25.05	\$ 29.91
Media	Graphic Designer Senior	\$ 16.11	\$ 22.62	31.29%	\$ 21.15	\$ 29.70	24.00%	\$ 29.96	\$ 42.07
Media	Photographer	\$ 10.00	\$ 11.77	31.29%	\$ 13.13	\$ 15.45	24.00%	\$ 18.60	\$ 21.89
Media	Photographer Senior	\$ 11.79	\$ 18.86	31.29%	\$ 15.48	\$ 24.76	24.00%	\$ 21.93	\$ 35.08
Media	TV / Video Production Specialist	\$ 17.79	\$ 22.89	31.29%	\$ 23.36	\$ 30.05	24.00%	\$ 33.09	\$ 42.58
Media	TV / Video Production Technician	\$ 22.92	\$ 31.01	31.29%	\$ 30.09	\$ 40.71	24.00%	\$ 42.63	\$ 57.68
Security	Armed Security Officer	\$ 14.24	\$ 19.06	47.59%	\$ 21.02	\$ 28.13	24.00%	\$ 26.49	\$ 35.45
Security	<u>Captain</u>	\$ 20.00	\$ 28.50	47.59%	\$ 29.52	\$ 42.06	24.00%	\$ 37.20	\$ 53.01
Security	Dispatcher/Police	\$ 13.80	\$ 23.52	47.59%	\$ 20.37	\$ 34.71	24.00%	\$ 25.67	\$ 43.75
Security	<u>Lieutenant</u>	\$ 18.00	\$ 25.00	47.59%	\$ 26.57	\$ 36.90	24.00%	\$ 33.48	\$ 46.50
Security	<u>Sergeant</u>	\$ 16.50	\$ 23.00	47.59%	\$ 24.35	\$ 33.95	24.00%	\$ 30.69	\$ 42.78
Security	Unarmed Security Guard	\$ 10.00	\$ 18.80	47.59%	\$ 14.76	\$ 27.75	24.00%	\$ 18.60	\$ 34.97
Tax	Data Entry Clerk	\$ 10.00	\$ 11.44	31.29%	\$ 13.13	\$ 15.02	24.00%	\$ 18.60	\$ 21.28
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 11.49	\$ 18.04	31.29%	\$ 15.09	\$ 23.68	24.00%	\$ 21.37	\$ 33.55
Tax	Error Resolution and Document Processor	\$ 14.95	\$ 20.77	31.29%	\$ 19.63	\$ 27.27	24.00%	\$ 27.81	\$ 38.63
Tax	General Clerical	\$ 10.00	\$ 12.79	31.29%	\$ 13.13	\$ 16.79	24.00%	\$ 18.60	\$ 23.79
Tax	On-Site Administrator (Day)	\$ 10.11	\$ 21.86	31.29%	\$ 13.27	\$ 28.70	24.00%	\$ 18.80	\$ 40.66
Tax	On-Site Administrator (Evening)	\$ 10.11	\$ 21.86	31.29%	\$ 13.27	\$ 28.70	24.00%	\$ 18.80	\$ 40.66
Tax	Remittance Processor	\$ 17.97	\$ 26.63	31.29%	\$ 23.59	\$ 34.96	24.00%	\$ 33.42	\$ 49.53
Tax	Taxpayer Information & Assistance Agent	\$ 15.92	\$ 22.87	31.29%	\$ 20.90	\$ 30.03	24.00%	\$ 29.61	\$ 42.54
Technical	Agricultural Technician	\$ 16.37	\$ 26.57	35.78%	\$ 22.23	\$ 36.08	24.00%	\$ 30.45	\$ 49.42
Technical	Agricultural Technician Lead	\$ 18.36	\$ 29.34	35.78%	\$ 24.93	\$ 39.84	24.00%	\$ 34.15	\$ 54.57

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate - Low		Regular Bill Rate - High		Overtime Markup	Overtime Bill Rate - Low		Overtime Bill Rate - High	
		Low	High		Low	High	Low	High		Low	High		
Technical	Agricultural Technician Supervisor	\$ 22.05	\$ 35.35	35.78%	\$ 29.94	\$ 48.00	24.00%	\$ 41.01	\$ 65.75				
Technical	Analytical Chemist	\$ 17.35	\$ 29.34	35.78%	\$ 23.56	\$ 39.84	24.00%	\$ 32.27	\$ 54.57				
Technical	Analytical Chemist Assistant	\$ 20.27	\$ 33.38	35.78%	\$ 27.52	\$ 45.32	24.00%	\$ 37.70	\$ 62.09				
Technical	Analytical Chemist Senior	\$ 25.58	\$ 41.75	35.78%	\$ 34.73	\$ 56.69	24.00%	\$ 47.58	\$ 77.66				
Technical	Archaeologist	\$ 19.80	\$ 31.03	35.78%	\$ 26.88	\$ 42.13	24.00%	\$ 36.82	\$ 57.72				
Technical	Architectural Historian	\$ 28.89	\$ 37.45	35.78%	\$ 39.23	\$ 50.85	24.00%	\$ 53.74	\$ 69.66				
Technical	Bridge Design Drafter	\$ 18.32	\$ 27.55	35.78%	\$ 24.87	\$ 37.41	24.00%	\$ 34.08	\$ 51.24				
Technical	Bridge Design Drafter Senior	\$ 19.54	\$ 29.79	35.78%	\$ 26.53	\$ 40.45	24.00%	\$ 36.34	\$ 55.41				
Technical	Cartographic Drafter	\$ 23.03	\$ 32.44	35.78%	\$ 31.27	\$ 44.05	24.00%	\$ 42.84	\$ 60.34				
Technical	Cartographic Drafter Assistant	\$ 18.05	\$ 27.15	35.78%	\$ 24.51	\$ 36.86	24.00%	\$ 33.57	\$ 50.50				
Technical	Cartographic Supervisor	\$ 31.42	\$ 42.24	35.78%	\$ 42.66	\$ 57.35	24.00%	\$ 58.44	\$ 78.57				
Technical	Computer Operator Assistant	\$ 16.00	\$ 19.50	35.78%	\$ 21.72	\$ 26.48	24.00%	\$ 29.76	\$ 36.27				
Technical	Direct Certification Coordinator	\$ 39.59	\$ 48.15	35.78%	\$ 53.76	\$ 65.38	24.00%	\$ 73.64	\$ 89.56				
Technical	Engineering Design Drafting Specialist	\$ 27.70	\$ 39.21	35.78%	\$ 37.61	\$ 53.24	24.00%	\$ 51.52	\$ 72.93				
Technical	Engineering Design Drafting Supervisor	\$ 32.23	\$ 44.93	35.78%	\$ 43.76	\$ 61.01	24.00%	\$ 59.95	\$ 83.57				
Technical	Engineering Design Drafting Technician	\$ 15.56	\$ 20.60	35.78%	\$ 21.13	\$ 27.97	24.00%	\$ 28.94	\$ 38.32				
Technical	Engineering Drafting Technician	\$ 15.59	\$ 20.60	35.78%	\$ 21.17	\$ 27.97	24.00%	\$ 29.00	\$ 38.32				
Technical	Engineering Drafting Technician Senior	\$ 18.07	\$ 26.27	35.78%	\$ 24.54	\$ 35.67	24.00%	\$ 33.61	\$ 48.86				
Technical	Environmental Engineer	\$ 25.59	\$ 40.43	35.78%	\$ 34.75	\$ 54.90	24.00%	\$ 47.60	\$ 75.20				
Technical	Environmental Engineer Senior	\$ 27.56	\$ 44.23	35.78%	\$ 37.42	\$ 60.06	24.00%	\$ 51.26	\$ 82.27				
Technical	Environmental Program Analyst	\$ 21.71	\$ 32.08	35.78%	\$ 29.48	\$ 43.56	24.00%	\$ 40.38	\$ 59.67				
Technical	Environmental Program Planner	\$ 23.20	\$ 34.66	35.78%	\$ 31.50	\$ 47.06	24.00%	\$ 43.15	\$ 64.47				
Technical	Environmental Program Specialist	\$ 24.94	\$ 31.32	35.78%	\$ 33.86	\$ 42.53	24.00%	\$ 46.39	\$ 58.26				
Technical	Environmental Specialist - Field	\$ 23.20	\$ 33.86	35.78%	\$ 31.50	\$ 45.98	24.00%	\$ 43.15	\$ 62.98				
Technical	Environmental Specialist Senior - Field	\$ 23.86	\$ 35.44	35.78%	\$ 32.40	\$ 48.12	24.00%	\$ 44.38	\$ 65.92				
Technical	Environmental Technician	\$ 21.71	\$ 32.08	35.78%	\$ 29.48	\$ 43.56	24.00%	\$ 40.38	\$ 59.67				
Technical	Environmental Technician Senior	\$ 23.20	\$ 34.66	35.78%	\$ 31.50	\$ 47.06	24.00%	\$ 43.15	\$ 64.47				
Technical	Help Desk Support	\$ 15.50	\$ 25.00	35.78%	\$ 21.05	\$ 33.95	24.00%	\$ 28.83	\$ 46.50				
Technical	Home Repair Coordinator	\$ 17.25	\$ 24.00	35.78%	\$ 23.42	\$ 32.59	24.00%	\$ 32.09	\$ 44.64				
Technical	Housing Recovery Advisor	\$ 19.26	\$ 23.54	35.78%	\$ 26.15	\$ 31.96	24.00%	\$ 35.82	\$ 43.78				
Technical	Laboratory Technician	\$ 16.57	\$ 24.82	35.78%	\$ 22.50	\$ 33.70	24.00%	\$ 30.82	\$ 46.17				
Technical	Laboratory Technician Senior	\$ 17.59	\$ 26.76	35.78%	\$ 23.88	\$ 36.33	24.00%	\$ 32.72	\$ 49.77				
Technical	Program Support Specialist	\$ 22.00	\$ 26.50	35.78%	\$ 29.87	\$ 35.98	24.00%	\$ 40.92	\$ 49.29				
Technical	Regional Recovery Outreach Manager	\$ 25.68	\$ 34.24	35.78%	\$ 34.87	\$ 46.49	24.00%	\$ 47.76	\$ 63.69				
Technical	Residential Plan Reviewer	\$ 19.23	\$ 30.04	35.78%	\$ 26.11	\$ 40.79	24.00%	\$ 35.77	\$ 55.87				
Technical	Right of Way Technician	\$ 27.29	\$ 43.15	35.78%	\$ 37.05	\$ 58.59	24.00%	\$ 50.76	\$ 80.26				
Technical	Right of Way Technician Supervisor	\$ 29.46	\$ 47.37	35.78%	\$ 40.00	\$ 64.32	24.00%	\$ 54.80	\$ 88.11				
Technical	Safety Engineer	\$ 26.89	\$ 42.17	35.78%	\$ 36.51	\$ 57.26	24.00%	\$ 50.02	\$ 78.44				

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate		Overtime Markup	Overtime Bill Rate	
		Low	High		Low	High		Low	High
Technical	Safety Engineer Senior	\$ 30.57	\$ 48.25	35.78%	\$ 41.51	\$ 65.51	24.00%	\$ 56.86	\$ 89.75
Technical	Title Examiner	\$ 18.73	\$ 26.34	35.78%	\$ 25.43	\$ 35.76	24.00%	\$ 34.84	\$ 48.99
Technical	Traffic Controller	\$ 22.67	\$ 36.65	35.78%	\$ 30.78	\$ 49.76	24.00%	\$ 42.17	\$ 68.17
Technical	Traffic Controller Senior	\$ 27.29	\$ 43.15	35.78%	\$ 37.05	\$ 58.59	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Analyst	\$ 22.67	\$ 36.65	35.78%	\$ 30.78	\$ 49.76	24.00%	\$ 42.17	\$ 68.17
Technical	Transportation Data Analyst Senior	\$ 27.29	\$ 43.15	35.78%	\$ 37.05	\$ 58.59	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Analyst Supervisor	\$ 27.29	\$ 43.15	35.78%	\$ 37.05	\$ 58.59	24.00%	\$ 50.76	\$ 80.26
Technical	Transportation Data Technician	\$ 22.67	\$ 36.65	35.78%	\$ 30.78	\$ 49.76	24.00%	\$ 42.17	\$ 68.17
Technical	Transportation District Utilities Specialist	\$ 26.78	\$ 43.14	35.78%	\$ 36.36	\$ 58.58	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Engineering Technician -Survey	\$ 27.81	\$ 47.20	35.78%	\$ 37.76	\$ 64.09	24.00%	\$ 51.73	\$ 87.79
Technical	Transportation Engineering Technician -Survey Senior	\$ 30.70	\$ 49.39	35.78%	\$ 41.68	\$ 67.06	24.00%	\$ 57.10	\$ 91.87
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 32.41	\$ 52.76	35.78%	\$ 44.01	\$ 71.64	24.00%	\$ 60.28	\$ 98.13
Technical	Transportation Materials Technician	\$ 13.02	\$ 18.73	35.78%	\$ 17.68	\$ 25.43	24.00%	\$ 24.22	\$ 34.84
Technical	Transportation Materials Technician Senior	\$ 13.89	\$ 20.31	35.78%	\$ 18.86	\$ 27.58	24.00%	\$ 25.84	\$ 37.78
Technical	Transportation Materials Technician Specialist	\$ 27.81	\$ 46.18	35.78%	\$ 37.76	\$ 62.70	24.00%	\$ 51.73	\$ 85.89
Technical	Transportation Materials Technician Supervisor	\$ 32.41	\$ 52.76	35.78%	\$ 44.01	\$ 71.64	24.00%	\$ 60.28	\$ 98.13
Technical	Transportation Planning Specialist	\$ 26.78	\$ 43.14	35.78%	\$ 36.36	\$ 58.58	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Planning Specialist Senior	\$ 30.70	\$ 49.39	35.78%	\$ 41.68	\$ 67.06	24.00%	\$ 57.10	\$ 91.87
Technical	Transportation Technical Program Coordinator	\$ 26.78	\$ 43.14	35.78%	\$ 36.36	\$ 58.58	24.00%	\$ 49.81	\$ 80.24
Technical	Transportation Technical Support Coordinator	\$ 26.78	\$ 43.14	35.78%	\$ 36.36	\$ 58.58	24.00%	\$ 49.81	\$ 80.24
Technical	Veterinary Pathologist	\$ 37.50	\$ 45.00	35.78%	\$ 50.92	\$ 61.10	24.00%	\$ 69.75	\$ 83.70
Trades	Boiler Operator I	\$ 15.49	\$ 19.06	42.73%	\$ 22.11	\$ 27.20	24.00%	\$ 28.81	\$ 35.45
Trades	Boiler Operator II	\$ 19.11	\$ 21.94	42.73%	\$ 27.28	\$ 31.31	24.00%	\$ 35.54	\$ 40.81
Trades	Boiler Operator Senior I	\$ 21.96	\$ 23.97	42.73%	\$ 31.34	\$ 34.21	24.00%	\$ 40.85	\$ 44.58
Trades	Boiler Operator Senior II	\$ 23.99	\$ 32.84	42.73%	\$ 34.24	\$ 46.87	24.00%	\$ 44.62	\$ 61.08
Trades	Carpenter Assistant	\$ 10.32	\$ 13.96	42.73%	\$ 14.73	\$ 19.93	24.00%	\$ 19.20	\$ 25.97
Trades	Carpenter	\$ 13.97	\$ 19.57	42.73%	\$ 19.94	\$ 27.93	24.00%	\$ 25.98	\$ 36.40
Trades	Carpenter Senior	\$ 20.66	\$ 27.91	42.73%	\$ 29.49	\$ 39.84	24.00%	\$ 38.43	\$ 51.91
Trades	Electrician	\$ 22.03	\$ 36.66	42.73%	\$ 31.44	\$ 52.32	24.00%	\$ 40.98	\$ 68.19
Trades	Electrician Assistant	\$ 11.75	\$ 14.50	42.73%	\$ 16.77	\$ 20.70	24.00%	\$ 21.86	\$ 26.97
Trades	Electrician Senior	\$ 17.01	\$ 19.62	42.73%	\$ 24.28	\$ 28.00	24.00%	\$ 31.64	\$ 36.49
Trades	Electrician Supervisor Senior	\$ 19.67	\$ 34.58	42.73%	\$ 28.07	\$ 49.36	24.00%	\$ 36.59	\$ 64.32
Trades	Electronic Equipment Install & Repair Supervisor	\$ 21.46	\$ 31.90	42.73%	\$ 30.63	\$ 45.53	24.00%	\$ 39.92	\$ 59.33
Trades	Electronic Equipment Install & Repair Technician	\$ 17.03	\$ 21.35	42.73%	\$ 24.31	\$ 30.47	24.00%	\$ 31.68	\$ 39.71
Trades	Electronic Technician	\$ 12.96	\$ 16.47	42.73%	\$ 18.50	\$ 23.51	24.00%	\$ 24.11	\$ 30.63
Trades	Electronic Technician Senior	\$ 16.52	\$ 29.22	42.73%	\$ 23.58	\$ 41.71	24.00%	\$ 30.73	\$ 54.35
Trades	Equipment Repair Supervisor	\$ 23.49	\$ 27.50	42.73%	\$ 33.53	\$ 39.25	24.00%	\$ 43.69	\$ 51.15
Trades	Equipment Repair Technician	\$ 12.96	\$ 16.47	42.73%	\$ 18.50	\$ 23.51	24.00%	\$ 24.11	\$ 30.63

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate		Regular Markup	Regular Bill Rate		Overtime Markup	Overtime Bill Rate	
		Low	High		Low	High		Low	High
Trades	Equipment Repair Technician Senior	\$ 16.52	\$ 23.43	42.73%	\$ 23.58	\$ 33.44	24.00%	\$ 30.73	\$ 43.58
Trades	HVAC Installation & Repair Assistant	\$ 10.11	\$ 16.13	42.73%	\$ 14.43	\$ 23.02	24.00%	\$ 18.80	\$ 30.00
Trades	HVAC Installation & Repair Assistant Senior	\$ 16.13	\$ 27.50	42.73%	\$ 23.02	\$ 39.25	24.00%	\$ 30.00	\$ 51.15
Trades	Laboratory/Mechanic	\$ 12.97	\$ 17.59	42.73%	\$ 18.51	\$ 25.11	24.00%	\$ 24.12	\$ 32.72
Trades	Laboratory/Mechanic Senior	\$ 17.59	\$ 26.76	42.73%	\$ 25.11	\$ 38.19	24.00%	\$ 32.72	\$ 49.77
Trades	Locksmith	\$ 15.91	\$ 23.40	42.73%	\$ 22.71	\$ 33.40	24.00%	\$ 29.59	\$ 43.52
Trades	Maintenance Field Worker	\$ 12.96	\$ 16.57	42.73%	\$ 18.50	\$ 23.65	24.00%	\$ 24.11	\$ 30.82
Trades	Mason Plasterer	\$ 16.01	\$ 18.45	42.73%	\$ 22.85	\$ 26.33	24.00%	\$ 29.78	\$ 34.32
Trades	Mason Plasterer Assistant	\$ 18.49	\$ 27.35	42.73%	\$ 26.39	\$ 39.04	24.00%	\$ 34.39	\$ 50.87
Trades	Mechanic	\$ 10.42	\$ 23.45	42.73%	\$ 14.87	\$ 33.47	24.00%	\$ 19.38	\$ 43.62
Trades	Painter	\$ 10.02	\$ 22.24	42.73%	\$ 14.30	\$ 31.74	24.00%	\$ 18.64	\$ 41.37
Trades	Plumber / Steamfitter	\$ 21.73	\$ 33.04	42.73%	\$ 31.02	\$ 47.16	24.00%	\$ 40.42	\$ 61.45
Trades	Plumber / Steamfitter Assistant	\$ 12.96	\$ 21.66	42.73%	\$ 18.50	\$ 30.92	24.00%	\$ 24.11	\$ 40.29
Trades	Printing Press Operator B	\$ 21.21	\$ 31.15	42.73%	\$ 30.27	\$ 44.46	24.00%	\$ 39.45	\$ 57.94
Trades	Production Supervisor	\$ 25.15	\$ 38.52	42.73%	\$ 35.90	\$ 54.98	24.00%	\$ 46.78	\$ 71.65
Trades	Radio Specialist	\$ 14.99	\$ 19.22	42.73%	\$ 21.40	\$ 27.43	24.00%	\$ 27.88	\$ 35.75
Trades	Radio Specialist Senior	\$ 19.25	\$ 25.16	42.73%	\$ 27.48	\$ 35.91	24.00%	\$ 35.81	\$ 46.80
Trades	Sheet Metal Worker	\$ 14.26	\$ 18.35	42.73%	\$ 20.35	\$ 26.19	24.00%	\$ 26.52	\$ 34.13
Trades	Sheet Metal Worker Assistant	\$ 10.83	\$ 14.49	42.73%	\$ 15.46	\$ 20.68	24.00%	\$ 20.14	\$ 26.95
Trades	Sheet Metal Worker Lead	\$ 18.40	\$ 25.17	42.73%	\$ 26.26	\$ 35.93	24.00%	\$ 34.22	\$ 46.82
Trades	Shipping / Receiving Clerk	\$ 14.34	\$ 19.66	42.73%	\$ 20.47	\$ 28.06	24.00%	\$ 26.67	\$ 36.57
Trades	Storekeeper Assistant I	\$ 10.66	\$ 15.60	42.73%	\$ 15.22	\$ 22.27	24.00%	\$ 19.83	\$ 29.02
Trades	Storekeeper Assistant II	\$ 11.60	\$ 16.77	42.73%	\$ 16.56	\$ 23.94	24.00%	\$ 21.58	\$ 31.19
Trades	Storekeeper I	\$ 10.00	\$ 10.42	42.73%	\$ 14.27	\$ 14.87	24.00%	\$ 18.60	\$ 19.38
Trades	Storekeeper II	\$ 10.48	\$ 12.71	42.73%	\$ 14.96	\$ 18.14	24.00%	\$ 19.49	\$ 23.64
Trades	Storekeeper III	\$ 12.75	\$ 15.60	42.73%	\$ 18.20	\$ 22.27	24.00%	\$ 23.72	\$ 29.02
Trades	Storekeeper Senior	\$ 15.62	\$ 18.22	42.73%	\$ 22.29	\$ 26.01	24.00%	\$ 29.05	\$ 33.89
Trades	Tool Room Assistant	\$ 10.00	\$ 12.71	42.73%	\$ 14.27	\$ 18.14	24.00%	\$ 18.60	\$ 23.64
Trades	Tool Room Assistant Senior	\$ 12.71	\$ 17.74	42.73%	\$ 18.14	\$ 25.32	24.00%	\$ 23.64	\$ 33.00
Trades	Trades Utilities Worker Senior	\$ 12.97	\$ 19.00	42.73%	\$ 18.51	\$ 27.12	24.00%	\$ 24.12	\$ 35.34
Trades	Trades Utility Worker	\$ 10.00	\$ 12.92	42.73%	\$ 14.27	\$ 18.44	24.00%	\$ 18.60	\$ 24.03
Trades	Tradesman Helper	\$ 10.00	\$ 15.96	42.73%	\$ 14.27	\$ 22.78	24.00%	\$ 18.60	\$ 29.69
Trades	Tradesman Helper Senior	\$ 15.96	\$ 19.89	42.73%	\$ 22.78	\$ 28.39	24.00%	\$ 29.69	\$ 37.00
Trades	Welder	\$ 10.92	\$ 18.09	42.73%	\$ 15.59	\$ 25.82	24.00%	\$ 20.31	\$ 33.65
Trades	Welder Senior	\$ 18.14	\$ 21.75	42.73%	\$ 25.89	\$ 31.04	24.00%	\$ 33.74	\$ 40.46
Trades	Work Zone Safety Officer	\$ 22.67	\$ 36.65	42.73%	\$ 32.36	\$ 52.31	24.00%	\$ 42.17	\$ 68.17

Misc

Arizona (2017 HOURLY MINIMUM WAGE = \$10.00)

Position Category	Job Position	Pay Rate	Pay Rate	Regular Markup	Regular Bill Rate -	Regular Bill Rate -	Overtime Markup	Overtime Bill Rate -	Overtime Bill Rate -
		Low	High		Low	High		Low	High
Misc Finance/Acctg	Misc Finance/Accounting personnel not otherwise listed	Neg	Neg	31.05%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed	Neg	Neg	31.60%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed	Neg	Neg	48.00%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed	Neg	Neg	31.29%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed	Neg	Neg	31.29%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed	Neg	Neg	36.50%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed	Neg	Neg	31.29%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed	Neg	Neg	47.59%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed	Neg	Neg	31.29%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed	Neg	Neg	35.78%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed	Neg	Neg	42.73%	TBD	TBD	24.00%	TBD	TBD

Note: The bill rates and markups implied therefrom presented above include costs related to the "Affordable Care Act", but exclude certain statutory business and payroll costs that are imposed by some states and local government entities. Such costs include, for example, but are not limited to, Sales Taxes, WA Business and Occupational Tax, Ohio Commercial Activity Tax, San Francisco Payroll Expense Tax, Mandatory Paid Time Off for Illness ("Sick Time"), and other levies on business activity. These costs will be billed separately as incurred, based on actual costs, with no markup. Should any current statutory costs increase substantially or should new statutory costs be mandated, Acro reserves the right to pass the burden of such cost increases through to clients as incurred, based on actual costs, with no markup.

RESOLUTION RE: AUTHORIZATION TO EXECUTE A SUBORDINATION OF MORTGAGES BETWEEN THE BOARD OF CHOSEN FREEHOLDERS, COUNTY OF SUSSEX, SCARC, INC., AND THE AUGUSTA CENTER FOR PERSONS WITH DISABILITIES, FOR PREMISES LOCATED IN THE TOWNSHIP OF FRANKFORD, COUNTY OF SUSSEX, KNOWN AS LOT 1.05, BLOCK 17 ON THE FRANKFORD TOWNSHIP TAX MAPS

WHEREAS, SCARC, Inc., a non-profit organization dedicated to the empowerment and support of persons with developmental disabilities (SCARC) is in the process of developing the property commonly known as 11 US Route 206, Frankford Township, Block 17 Lot 1.05, New Jersey (the "Property") that its related entity, Augusta Center for Persons with Disabilities ("Augusta Center"), acquired adjacent to SCARC's main office on Route 206 in Frankford; and

WHEREAS, SCARC gave an access easement for use of its driveway on the Property in favor of Augusta Center which Right of Way Easement Agreement ("Easement") was recorded in Deed Book 3468 page 433, on March 13, 2018, in the Sussex County Clerk's Office and;

WHEREAS, SCARC is currently in the process of obtaining construction financing for the project and as a condition to the loan approval, the proposed lender, Lakeland Bank, and the title company, Lakeland Title Group, LLC require that the Board of Chosen Freeholders ("the Board") and the County of Sussex (the "County") subordinate the existing mortgages on the Property in favor of the Easement; and

WHEREAS, the County/Board provided funding to SCARC, and as a result hold two mortgages made by SCARC (the "Mortgages"); the first mortgage to the Board dated May 1, 2006, recorded May 26, 2006 in Mortgage Book 7575, page 347 to secure \$250,000.00 and the second mortgage to the County dated April 28, 2014, recorded May 6, 2014 in Mortgage Book 9229, page 209 to secure \$149,500.00; which mortgage was modified by Agreement recorded July 14, 2015 in Book 9328, page 518 increasing the secured amount to \$173,093.00.; and

WHEREAS, the Board believes it to be in the best interest of the County and SCARC to subordinate the Mortgages to the aforementioned Easement.

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Sussex, State of New Jersey as follows:

1. The Freeholder Director and the Clerk of the Board are hereby authorized to execute the Subordination of Mortgages between SCARC, Augusta Center for Persons with Disabilities and the Board of Chosen Freeholders of the County of Sussex and the County of Sussex, a copy of which Subordination of Mortgages is attached hereto and made a part hereof, along with any other related documents that may be required to complete the transaction.
2. A certified copy of this Resolution and four originals of the Subordination of Mortgages shall be delivered to M. Richard Valenti, Esq., One Main Street, P.O. Box 67, Newton, NJ 07860.

Certified as a true copy of the
Resolution adopted by the
Board of Chosen Freeholders
on the 23rd day of May 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex, State of New Jersey

Prepared by:

Name: M. Richard Valenti, Esq.
Address: One Main Street, PO Box 67, Newton, NJ 07860
Telephone: (973) 383-2700

Return to:

Name: M. Richard Valenti, Esq.
Address: One Main Street, PO Box 67, Newton, NJ 07860

Subordination of Mortgages

Subordination Date: _____, 2018

Mortgage Holder: County of Sussex/Board of Chosen Freeholders of the County of Sussex

Mortgage Information: The following two mortgages:

I.	Date of Mortgage:	May 1, 2006	II.	Date of Mortgage:	April 28, 2014
	Date of Recording:	May 26, 2006		Date of Recording:	May 6, 2014
	Book: 7575	Page: 347		Book: 9229	Page: 209
	Instrument #:			Modified:	July 14, 2015
				Book: 9328	Page: 518

Mortgaged Property:

Street Address:	11 US Route 206	
Municipality:	Frankford	County: Sussex
Parcel Identifier:	Block 17, Lot 1.05	State: New Jersey

Owner/Mortgagor: SCARC, INC.

Easement Holder: Augusta Center for Persons with Disabilities
11 US Route 206, Augusta, NJ 07822

INTENDING TO BE LEGALLY BOUND, the Mortgage Holder identified above covenants and agrees as follows for the benefit of the Owner identified above and the Easement Holder identified above.

1. Consent

Mortgage Holder consents to the further encumbrance of the Mortgaged Property identified above by an Access Easement (the "Access Easement") in favor of Augusta Center for Persons with Disabilities ("Easement Holder"), said Access Easement was recorded in Deed Book 3468 page 433, on March 13, 2018, in the Sussex County Clerk's Office.

2. Sale Subject to Access Easement

Mortgage Holder confirms and agrees that the Access Easement shall survive any sale or other execution upon the two mortgages described above. The term "Mortgages" when used in this Subordination of Mortgages includes all documents and instruments secured by the Mortgages. No sale of the Mortgaged Property by Mortgage Holder, or by, through or under the powers vested in Mortgage Holder pursuant to the Mortgages, shall occur except under and subject to the Access Easement. This covenant applies not only to a sheriff's sale or other judicial sale of the Mortgaged Property on account of a default or other violation of the Mortgages but also to any sale that directly or indirectly benefits the Mortgage Holder as a creditor of Owner or a secured creditor with respect to the Mortgaged Property. In furtherance of, but without limiting, this covenant, Mortgage Holder agrees as follows:

- (a) Easement Holder will not be named as an interest to be divested in any such sale.

(b) Any such sale will be advertised as being held under and subject to the Access Easement.

3. Subordination

This Mortgage Subordination is intended to constitute the subordination of the Mortgages, and be interpreted as such.

4. Notices

Mortgage Holder agrees to use commercially reasonable efforts to notify Easement Holder, at its address for notices identified above, of its intent to foreclose or otherwise sell or transfer the Mortgaged Property.

5. Binding Effect

This Subordination of Mortgages is both a contract and a covenant running with the land. Mortgage Holder agrees that this Subordination of Mortgages is binding upon Mortgage Holder and its successors and assigns as owner of the Mortgaged Property or holder of any interest therein by, through, or under Mortgage Holder. This includes any persons who at any time may own, or hold an interest in, the Mortgaged Property by, through or under Mortgage Holder including any sale held on account of the Mortgages or the interest of Mortgage Holder as a secured creditor with respect to the Mortgaged Property.

6. Consideration

Mortgage Holder confirms that it has received legally sufficient consideration for this Mortgages Subordination and understands that Owner and Easement Holder are relying upon this Subordination of Mortgages in granting and accepting the Access Easement.

INTENDING TO BE LEGALLY BOUND, Mortgage Holder has signed and delivered this Subordination of Mortgages as of the date hereof.

THE COUNTY OF SUSSEX

Witness/Attest: _____

Jonathan Rose
Freeholder Director

RESOLUTION RE: AUTHORIZATION TO EXECUTE AN AMENDMENT TO DEED RESTRICTION BETWEEN THE COUNTY OF SUSSEX, FRANKFORD TOWNSHIP AND SCARC, INC., FOR PREMISES LOCATED IN THE TOWNSHIP OF FRANKFORD, COUNTY OF SUSSEX, KNOWN AS LOT 2, BLOCK 23 ON THE FRANKFORD TOWNSHIP TAX MAPS

WHEREAS, by Resolution adopted July 27, 2016, the County of Sussex (the "County") authorized the Freeholder Director and the Clerk of the Board to execute a Lease Agreement between SCARC, Inc., a non-profit organization dedicated to the empowerment and support of persons with developmental disabilities (SCARC), and the County of Sussex on or after July 27, 2016, regarding real property and premises located in the Township of Frankford at the intersection of County Route 655 (Morris Turnpike) and Morris Avenue (Lot 2, Block 23), County of Sussex, State of New Jersey (the "Property"); and

WHEREAS, by Resolution adopted on September 14, 2016, the County authorized the Freeholder Director and the Clerk of the Board to execute a Memorandum of Lease of the Property between SCARC and the County which was recorded in the Office of the Clerk of Sussex County; and

WHEREAS, the Term of the Lease between SCARC and the County of Sussex is a twenty-five year term, expiring on July 26, 2041 with a twenty-five year renewal option; and

WHEREAS, SCARC and the Township of Frankford are parties to an Affordable Housing Trust Fund Contribution Agreement, dated November 2016, (the "Agreement") which provided for a \$50,000.00 contribution from the Affordable Housing Trust Fund of the Township of Frankford; and

WHEREAS, the Agreement is being amended to provide for an additional contribution of \$22,297.00 from the Township of Frankford to SCARC, for a total contribution of \$72,297.00, for SCARC's aforementioned affordable housing project located on the Property; and

WHEREAS, the parties had previously executed a Deed Restriction dated January 19, 2017, and execute this Amendment to the Deed Restriction in order to reflect the additional \$22,297.00 contribution by the Township of Frankford to SCARC for a total contribution of \$72,297.00; and

WHEREAS, all aspects of the County's July 27, 2016, September 14, 2016 and December 14, 2016, Resolutions remain in full force and effect, and the within Resolution does not replace but supplements the prior ones.

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Sussex, State of New Jersey as follows:

1. The Freeholder Director and the Clerk of the Board are hereby authorized to execute the Amendment to Deed Restriction between Frankford Township, SCARC and the County of Sussex, a copy of which is attached hereto and made a part hereof.
2. A certified copy of this Resolution and four originals of the Amendment to Deed Restriction shall be delivered to Angelo Bolcato, Esq., Laddey Clark & Ryan, LLP, 60 Blue Heron Road, Suite 300, Sparta, NJ 07871, attorney for SCARC, Inc.

Certified as a true copy of the
Resolution adopted by the
Board of Chosen Freeholders
on the 23rd day of May 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex, State of New Jersey

Amendment to Deed Restriction

To State Regulated Multi-Family Rental Property

With Covenants Restricting Rentals,

Conveyance and Improvements

And Requiring Notice of Foreclosure and Bankruptcy

THIS AMENDMENT TO DEED RESTRICTION, entered into as of this the ____ day of _____, 2018, by and among the Township of Frankford (“Administrative Agent”), SCARC, Inc., a New Jersey non-profit corporation having offices at 11 US Route 206, Suite 100, Augusta, NJ 07822 the developer/sponsor (the “Owner”) of a residential very low and low-or moderate-income rental project subsidized by the Administrative Agent as reflected in this Deed Restriction and the County of Sussex, the Owner of the Property (the “Property Owner”). .

WHEREAS, the Administrative Agent and the Owner are parties to an Affordable Housing Trust Fund Contribution Agreement, dated November 2016 (the “Agreement”) which provided for a \$50,000.00 contribution from the Administrative Agent’s Affordable Housing Trust Fund. The Agreement is being amended to provide for an additional contribution of \$22,297.00 from the Administrative Agent to the Owner, for a total contribution of \$72,297.00, for the Owner’s affordable housing project, which consists of group homes occupied by individuals with developmental disabilities, located at 80-82 Morris Avenue, (Block 23, Lot 2) Frankford, New Jersey (the “Property”); and

WHEREAS, the parties had previously executed a Deed Restriction dated January 19, 2017, which was recorded in the Sussex County Clerk’s Office on February 6, 2017, in Book 3417, Page 621 (the “Deed Restriction”). The parties have executed this Amendment to the Deed Restriction in order to reflect the additional \$22,297.00 contribution by the Administrative Agent to the Owner for a total contribution of \$72,297.00. The parties desire to amend the terms of the Deed Restriction as set forth below.

WITNESSETH

Article 1. Consideration-Article 1 of the Deed Restriction is replaced as follows:

In consideration of the Seventy Two Thousand Two Hundred Ninety-Seven and 00/100 Dollars (\$72,297.00) Affordable Housing Trust Funds received by the Owner from the Administrative Agent for the Project, the Owner hereby agrees to abide by the covenants, terms and conditions set forth in the Deed restriction, with respect to the improvements more specifically described in Article 2, thereof (the Property).

Article 2. Ratification

Except as otherwise amended herein, the parties agree that the Deed Restriction is hereby affirmed and continues in full force and effect. Upon execution of this Amendment to Deed Restriction, all references to the “Deed

Restriction” shall be deemed to be references to the Deed Restriction as amended by this Amendment

IN WITNESS WHEREOF, the Administrative Agent, the Owner and the Property Owner have executed this Amendment to Deed Restriction effective as of the date first above written.

FRANKFORD TOWNSHIP

BY:

.....

Edward Risdon, Jr, Mayor

SCARC, INC. (owner of the two buildings)

BY:

.....

Richard Lecher, President/CEO

COUNTY OF SUSSEX (property owner)

BY:

Jonathan M. Rose, Freehold Director

STATE OF NEW JERSEY, COUNTY OF _____ SS:

I CERTIFY that on _____, 2018, Patricia Bussow personally came before me and acknowledged under oath, to my satisfaction, that (or if more than one, each person):

- (a) this person is the Municipal Clerk of Frankford Township, the municipal corporation named in this document;
- (b) this person is the attesting witness to the signing of this document by Edward Risdon, Jr, the proper corporate officer who is the Mayor of the municipal corporation;
- (c) this document was signed and delivered by the municipal corporation as its voluntary act duly authorized by an ordinance dated _____, 2018;
- (d) this person knows the proper seal of the municipal corporation which was affixed to this document; and,
- (e) this person signed this proof to attest to the truth of these facts.

Patricia Bussow, Clerk

Signed and sworn to before

me on _____, 2018.

Notary Public of New Jersey

STATE OF NEW JERSEY, COUNTY OF _____ SS:

I CERTIFY as follows:

1. On _____, 2018 Richard Lecher personally appeared before me;
2. I was satisfied that this person is the person who executed this instrument as President & CEO of SCARC, Inc., the corporation named in this instrument; and
3. This person stated that he was authorized to execute the instrument on behalf of the corporation, and that (s)he executed the instrument as the act of such corporation.

Notary Public/Attorney at Law of New Jersey

STATE OF NEW JERSEY, COUNTY OF SUSSEX_ SS:

I CERTIFY that on _____, 2018, Teresa Lyons personally came before me and acknowledged under oath, to my satisfaction, that (or if more than one, each person):

- (a) this person is the Clerk of the Board of Chosen Freeholders, Sussex County named in this document;
- (b) this person is the attesting witness to the signing of this document by Jonathan M. Rose, the proper officer who is the Freeholder Director;
- (c) this document was signed and delivered by the County of Sussex as its voluntary act duly authorized by a resolution dated _____, 2018;
- (d) this person knows the proper seal of the County of Sussex which was affixed to this document; and,
- (e) this person signed this proof to attest to the truth of these facts.

Teresa Lyons, Clerk

Signed and sworn to before

me on _____, 2018.

Notary Public of New Jersey

RESOLUTION RE: AUTHORIZING THE ENTRY INTO A PROFESSIONAL SERVICES AGREEMENT WITH JAMES L. LOTT, JR. OF RIKER, DANZIG, SCHERER, HYLAND & PERRETTI, LLP FOR THE PROVISION OF SPECIAL COUNSEL SERVICES FOR VARIOUS MATTERS RELATING TO COCHRAN HOUSE CONDOMINIUM ASSOCIATION WITHOUT COMPETITIVE BIDDING AS A PROFESSIONAL SERVICE PURSUANT TO N.J.S.A. 40A:11-5(1)(a)(i) FOR THE PERIOD OF MARCH 15, 2018 THROUGH DECEMBER 31, 2018 IN THE AMOUNT OF \$80,000.00

WHEREAS, there exists a need for Special Counsel to protect and represent the County of Sussex in resolving various matters relating to its participation in the Cochran House Condominium Association and related issues pursuant to the provisions of N.J.S.A. 40A:11-5(1)(a)(i); and

WHEREAS, James L. Lott, Jr., Esq. of Riker, Danzig, Scherer, Hyland & Perretti, LLP is an attorney particularly qualified to provide the required services due to his legal competence, experience and expertise; and

WHEREAS, James L. Lott, Jr. presented a proposal to provide the services requested at an hourly rate of \$150.00 in these legal matters, in an amount not to exceed \$80,000.00; and

WHEREAS, Valerie Steccato, Purchasing Agent, has determined and certified in writing that the value of this agreement with this vendor will exceed \$17,500 during the Contract Period; and

WHEREAS, Riker, Danzig, Scherer, Hyland & Perretti, LLP has executed a Certification that certifies that the business entity has not made a contribution that would bar it from receiving this contract in excess of \$17,500.00 and the business entity will report to the New Jersey Election Law Enforcement Commission any contribution that would violate the Pay-To-Play Law (N.J.S.A. 19:44A-20.4 et seq.) through the Contract Period; and

WHEREAS, the County of Sussex and James L. Lott, Jr., Esq. of Riker, Danzig, Scherer, Hyland & Perretti, LLP desire to enter into an Agreement setting forth the respective responsibility of the parties in relation to the aforementioned proposal; and

WHEREAS, the funds necessary to pay for said services are available and have been certified by the County Treasurer in an amount not to exceed \$80,000.00, as evidenced by the attached Treasurer's Certification.

NOW, THEREFORE, BE IT RESOLVED that the Board of Chosen Freeholders of the County of Sussex hereby agrees to enter into an Agreement with Riker, Danzig, Scherer, Hyland & Perretti, LLP, pursuant to N.J.S.A. 40A:11-5(1)(a)(i), for the purpose of providing Special Counsel Services related to the Cochran House Condominium Association; and

BE IT FURTHER RESOLVED that the Freeholder Director and the Clerk of the Board be and are hereby authorized to execute, on behalf of the County, the Professional Services Agreement, which is annexed hereto and made a part hereof; and

BE IT FURTHER RESOLVED that this Agreement is awarded without competitive bidding as a "Professional Service" in accordance with N.J.S.A. 40A:11-5(1)(a) of the Local Public Contracts Law because the Agreement is for a service performed by a person(s) authorized by law to practice a recognized profession that is regulated by law; and

BE IT FURTHER RESOLVED that inasmuch as this Agreement is awarded without public advertising for competitive bidding under the provisions of the Local Public Contracts Law, as a Professional Services Contract, a notice of award of this Agreement shall forthwith be published once in the New Jersey Herald following passage of this Resolution, as required by law; and

BE IT FURTHER RESOLVED that a copy of this Resolution and the Contract itself is to be made available for public inspection at the Office of the Clerk of the Board of Chosen Freeholders, pursuant to the Local Public Contracts Law, N.J.S.A. 40A:11-1 et seq.; and

BE IT FURTHER RESOLVED that a copy of this Resolution, along with the Agreement, be forwarded to Riker, Danzig, Scherer, Hyland, & Perretti, LLP Attn: James L. Lott, Jr., Esq., One Speedwell Avenue, Headquarters Plaza, Morristown, NJ 07962.

Certified as a true copy of the
Resolution adopted by the
Board of Chosen Freeholders
on the 23th day May, 2018

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex, New Jersey

PROFESSIONAL SERVICES AGREEMENT

Between

James L. Lott, Jr., Esq. of Riker, Danzig, Scherer, Hyland & Perretti, LLP

And

The County of Sussex

THIS AGREEMENT, made as of the 15th day of March, 2018, by and between **the County of Sussex**, with administrative offices at One Spring Street, Newton, New Jersey 07860, (hereinafter referred to as the "County") and **James L. Lott, Jr., Esq. of Riker, Danzig, Scherer, Hyland & Perretti, LLP**, with offices at One Speedwell Avenue, Headquarters Plaza, Morristown, NJ 07962, (hereinafter referred to as the "Contractor").

WITNESSETH:

WHEREAS, there exists a need for Special Counsel to protect and represent the County in resolving various matters relating to its participation in the Cochran House Condominium Association and related issues; and

WHEREAS, the County desires to effectuate a contract for Special Counsel for said representation in accordance with the needs of the County; and

WHEREAS, the Contractor is a firm specializing in providing professional legal services; and James L. Lott, Jr., Esq. is particularly qualified to provide the required services due to his legal competence and expertise.

NOW, THEREFORE, the Contractor does hereby agree with the County to perform the following services for the term as herein set forth for the consideration as stipulated:

1. Contractor shall perform services for the County of Sussex. Said services shall include, but not be limited to, legal consultation, legal research, review and drafting of documents, negotiations on behalf of the County, as well as other legal representation and assistance with various legal issues related to the Cochran House Condominium Association.

2. The consideration for the work performed by the Contractor is at the hourly rate of \$150.00 for attorneys and \$100.00 for paralegals, in an amount not to exceed \$80,000.00.

3. The Contractor shall indemnify and hold harmless the County for any and all claims and damages against and incurred by the County resulting from its performance of the services to be provided under this agreement.

4. This agreement shall be in effect from date of Professional Services Agreement through December 31, 2018.

5. The State of New Jersey Notice entitled "Mandatory Equal Employment Opportunity Language *N.J.S.A. 10:5-31 et seq.* (P.L. 1975, C. 127) *N.J.A.C. 17:27*," attached hereto as **Exhibit A**, is hereby incorporated by reference into this agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above written.

ATTEST:

BOARD OF CHOSEN FREEHOLDERS

Teresa Lyons, Clerk

By: _____
Jonathan Rose, Director

Date: _____

WITNESS:

RIKER, DANZIG, SCHERER, HYLAND &
PERRETTI

By: _____
James L. Lott, Jr., Esquire

Date: _____

NOTICE OF PROFESSIONAL SERVICES AGREEMENT

The Board of Chosen Freeholders of the County of Sussex has awarded a Professional Services Agreement without competitive bidding pursuant to N.J.S.A. 40A:11-5(1)(a). The Contract and Resolution authorizing same are available for public inspection in the Office of the Clerk of the Board of Chosen Freeholders at any time during regular business hours of said official.

Awarded To: James L. Lott, Jr., Esq.
Riker, Danzig, Scherer, Hyland & Perretti, LLP
One Speedwell Avenue
Headquarters Plaza, Morristown, NJ 07962

Services: To provide Special Counsel to protect and represent the County of Sussex in resolving various matters relating to its participation in the Cochran House Condominium Association

Cost: Legal Services at an hourly rate of \$150.00/hour for attorneys and \$100.00/hour for paralegals, amount not to exceed \$80,000.00.

Term: March 15, 2018 – December 31, 2018

**BY ORDER OF THE BOARD OF CHOSEN
FREEHOLDERS OF THE COUNTY OF SUSSEX**

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex, New Jersey

Dated: May 23, 2018

CERTIFICATION RE: BUDGET APPROPRIATION FOR AWARDING OF AGREEMENT

I, Robert J. Maikis, Jr., Treasurer, County of Sussex, hereby certify to the Clerk, Board of Chosen Freeholders, that this certification is subject to adequate funds being appropriated in the 2017 County Budget appropriation(s) entitled:

County Counsel:
Other Expenses
01-201-20-155-644 Special Counsel
\$80,000.00

For Awarding of an Agreement for:

Special Counsel Services pursuant to a Professional Services Agreement between the County of Sussex and James L. Lott, Jr., Esq. of Riker, Danzig, Scherer, Hyland & Perretti, to protect and represent the County in resolving various matters relating to its participation in the Cochran House Condominium Association and related issues from March 15, 2018 to December 31, 2018.

Amount not to exceed \$80,000.00

To: James L. Lott, Jr., Esq.
Riker, Danzig, Scherer, Hyland & Perretti, LLP
One Speedwell Avenue
Headquarters Plaza, Morristown, NJ 07962

Robert J. Maikis, Jr., Treasurer
County of Sussex

Dated: May 23, 2018

**RESOLUTION RE: AUTHORIZING THE ISSUANCE OF PURCHASE ORDERS
IN COMPLIANCE WITH N.J.S.A. 19:44A-20.4 ET SEQ.
FOR VARIOUS BID EXEMPT SERVICES AS STATED
BELOW**

WHEREAS, the County of Sussex has a need to acquire various services as non-fair and open contracts in compliance with N.J.S.A. 19:44A-20.4 et seq.; and

WHEREAS, Valerie Steccato, Purchasing Agent, has determined and certified in writing that the value of these services with each vendor(s) listed has in the past and will exceed \$40,000.00 during this fiscal year; and

WHEREAS, these vendor(s) provide goods and/or services exempt from public bidding and as such purchase requisitions under \$40,000.00 but accumulating to over \$40,000.00 can be issued during normal business operations; and

WHEREAS, the term of these expenditures is for the 2018 fiscal year; and

WHEREAS, the following vendor(s) have executed a certification that certifies that the business entity has not made a contribution that would bar them from receiving purchase orders in excess of \$17,500.00, and the business entity will report to the Election Law Enforcement Commission any contribution that would violate the Pay-To-Play Law (N.J.S.A. 19:44A-20.4 et seq.) through this fiscal year.

NOW, THEREFORE, BE IT RESOLVED that the Board of Chosen Freeholders of the County of Sussex authorizes the Purchasing Agent to issue purchase orders to the following vendor(s) for the various services described below:

	<u>Vendor Name</u>	<u>Description of Service</u>	<u>N.J.S.A</u>
1	Benecard	Prescription Services	40A:11-5(1)(a)(i)
2	Bibliotheca	Books/Library Materials	40A:11-5(1)(q)
3	Audio Editions / Blackstone Audio	Books/Library Materials	40A:11-5(1)(q)
4	Cellebrite	Digital Support Services	40A:11-5(1)(dd)
5	Computer Design and Integration	Software and Support	40A:11-5(1)(dd)
6	Cream O Land Dairies LLP	Perishable Foods	40A:11-5(1)(e)
7	Demco	Books/Library Materials	40A:11-5(1)(q)
8	Elda P. Sancho Mora	Medical Services	40A:11-5(1)(a)(i)
9	Environmental Safety Management Corp	Consulting Services	40A:11-5(1)(a)(i)
10	Frontier Precision Inc. (Electronic Data Solutions Inc.)	Software and Support	40A:11-5(1)(dd)
11	HQW Architects, LLC	Architectural Services	40A:11-5(1)(a)(i)
12	Lowenstein Sandler LLP	Legal Services	40A:11-5(1)(a)(i)
13	OCLC, Inc.	Books/Library Materials	40A:11-5(1)(q)

14	Pocono Produce Company	Perishable Foods	40A:11-5(1)(e)
15	Pulitzer/Bogard & Associates, Inc.	Consulting Services	40A:11-5(1)(a)(i)
16	Ralph Woodward	Consulting Services	40A:11-5(1)(a)(i)
17	RP Baker	Perishable Foods	40A:11-5(1)(e)
18	Spillman Technologies	Software and Support	40A:11-5(1)(dd)
19	The Printing Center	Election Materials	40A:11-5(1)(l)

BE IT FURTHER RESOLVED that the Business Disclosure Entity Certification and Certification of Value shall be placed on file with this Resolution.

Certified as a true copy of the Resolution adopted by the Board on the 23rd day of May, 2018

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

Certification of Value

I, Valerie Steccato, Purchasing Agent, for the County of Sussex do hereby certify that based on past expenditure history of the following vendor(s) will probably exceed the sum of \$17,500.00 during the 2018 fiscal year:

	<u>Vendor Name</u>	<u>Description of Service</u>	<u>N.J.S.A</u>
1	Benecard	Prescription Services	40A:11-5(1)(a)(i)
2	Bibliotheca	Books/Library Materials	40A:11-5(1)(q)
3	Audio Editions / Blackstone Audio	Books/Library Materials	40A:11-5(1)(q)
4	Cellebrite	Digital Support Services	40A:11-5(1)(dd)
5	Computer Design and Integration	Software and Support	40A:11-5(1)(dd)
6	Cream O Land Dairies LLP	Perishable Foods	40A:11-5(1)(e)
7	Demco	Books/Library Materials	40A:11-5(1)(q)
8	Elda P. Sancho Mora	Medical Services	40A:11-5(1)(a)(i)
9	Environmental Safety Management Corp	Consulting Services	40A:11-5(1)(a)(i)
10	Frontier Precision Inc. (Electronic Data Solutions Inc.)	Software and Support	40A:11-5(1)(dd)
11	HQW Architects, LLC	Architectural Services	40A:11-5(1)(a)(i)
12	Lowenstein Sandler LLP	Legal Services	40A:11-5(1)(a)(i)
13	OCLC, Inc.	Books/Library Materials	40A:11-5(1)(q)
14	Pocono Produce Company	Perishable Foods	40A:11-5(1)(e)
15	Pulitzer/Bogard & Associates, Inc.	Consulting Services	40A:11-5(1)(a)(i)
16	Ralph Woodward	Consulting Services	40A:11-5(1)(a)(i)
17	RP Baker	Perishable Foods	40A:11-5(1)(e)
18	Spillman Technologies	Software and Support	40A:11-5(1)(dd)
19	The Printing Center	Election Materials	40A:11-5(1)(l)

Date: May 23, 2018

Valerie Steccato, Purchasing Agent
Department of Central and Shared Services

Resolution Summary

Other

RESOLUTION RE: AUTHORIZING THE ISSUANCE OF PURCHASE ORDERS IN COMPLIANCE WITH N.J.S.A. 19:44A-20.4 ET SEQ. FOR VARIOUS BID EXEMPT SERVICES AS STATED BELOW

Description of Resolution:

The following vendor(s) are exempt from public bidding and the Purchasing Agent has determined that services will likely exceed \$40,000.00 through the fiscal year of 2018.

Also these vendor(s) have provided the certified documentation to support the Pay-To-Play Law (N.J.S.A. 19:44A-20.4 ET SEQ) through the fiscal year of 2018. This authorizes the Purchasing Agent to issue purchase orders in excess of \$17,500 and execute other documents if necessary for various goods and services.

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

Checklist

The following documents are required for any expenditure over \$17,500.00 with the exception of formal bid proposals or formal RFP's. These forms need to be completed when requesting quotes for goods/services or construction projects along with the three quote requirement, or when preparing a Professional Service Agreement.

Omission of any of the required documents will automatically disqualify your proposal for consideration:

	Requested Documents	Initial each entry and submit document
1. ✓	W-9 (Copy attached is available for completion)	
2. ✓	Business Registration Certificate (Issued by the State of NJ)	
3. ✓	Affirmative Action Regulations	
4. ✓	Statement of Ownership Disclosure	
5. ✓	Chapter 25 of the Laws of 2012 (N.J.S.A. 52:32-55 et seq.)	
6. ✓	Americans with Disabilities Act	
7. ✓	Certificate of Insurance: (Coverage by service) <input checked="" type="checkbox"/> Goods/Services <input type="checkbox"/> Professional Services <input type="checkbox"/> Construction	
8. ✓	Pay to Play	
9. ✓	Respondent Signature	

Request for Taxpayer Identification Number and Certification

Give Form to the
 requester. Do not
 send to the IRS.

Print or type See Specific Instructions on page 2.	1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank. BENECARD SERVICES LLC		
	2 Business name/disregarded entity name, if different from above		
	3 Check appropriate box for federal tax classification; check only one of the following seven boxes: <input type="checkbox"/> Individual/sole proprietor or single-member LLC <input checked="" type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=partnership) > <u>C</u> <small>Note. For a single-member LLC that is disregarded, do not check LLC; check the appropriate box in the line above for the tax classification of the single-member owner.</small> <input type="checkbox"/> Other (see instructions) >	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from FATCA reporting code (if any) _____ <small>(Applies to accounts maintained outside the U.S.)</small>	
	5 Address (number, street, and apt. or suite no.) 1200 ROUTE 46 WEST	Requester's name and address (optional)	
	6 City, state, and ZIP code CLIFTON, NJ 07013		
	7 List account number(s) here (optional)		

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Note. If the account is in more than one name, see the instructions for line 1 and the chart on page 4 for guidelines on whose number to enter.

Social security number	
[] [] [] - [] [] - [] [] [] []	or
Employer identification number	
6	1 - 1 7 2 8 2 8 3

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions on page 3.

Sign Here	Signature of U.S. person >	Date > <u>1/5/15</u>
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.
 Future developments. Information about developments affecting Form W-9 (such as legislation enacted after we release it) is at www.irs.gov/fw9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following:

- Form 1099-INT (interest earned or paid)
- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)

- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
 - Form 1099-C (canceled debt)
 - Form 1099-A (acquisition or abandonment of secured property)
- Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding? on page 2.

- By signing the filled-out form, you:
- Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
 - Certify that you are not subject to backup withholding, or
 - Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income, and
 - Certify that FATCA code(s) entered on this form (if any) indicating that you are exempt from the FATCA reporting, is correct. See *What is FATCA reporting?* on page 2 for further information.



STATE OF NEW JERSEY BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name: BENECARD SERVICES,LLC

Trade Name:

Address: 1200 ROUTE 46 WEST
CLIFTON, NJ 07013-2440

Certificate Number: 1925222

Effective Date: January 14, 2015

Date of Issuance: January 15, 2015

For Office Use Only:

20150115094328982

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

AFFIRMATIVE ACTION REGULATIONS

ALL RESPONDENTS MUST SUBMIT AFFIRMATIVE ACTION EVIDENCE. Stipulate below if such evidence shall be in the form of a Federal Certificate of Approval, N.J. Affirmative Action Certificate of Approval or an Affirmative Action Employee Information Report (Form AA302). If Form AA302 is to be used, then it must be completed and returned within ten (10) calendar days after receipt of notification of intent to award contract. An affirmative action plan approved by the Federal Government or the N.J. Affirmative Action Office is an acceptable alternate. In the space provided below indicate which requirement has been met.

_____ A Federal Certificate of Approval has been received.

X A N.J. Affirmative Action Certificate of Approval has been received.

_____ Intend to complete the Affirmative Action Information Report form AA302. The AA302 form is available online at www.state.nj.us/treasury/contract_compliance/forms.shtml . One copy of the form should be sent to the State for processing along with your check and another copy should be sent to the County of Sussex.

For Construction Contracts:

_____ Intend to complete the Affirmative Action Initial Project Workforce Report form AA201. The AA201 form is available online at www.state.nj.us/treasury/contract_compliance/forms.shtml

Certification 54064

CERTIFICATE OF EMPLOYEE INFORMATION REPORT

RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-FEB-2018** to **15-FEB-2021**

**BENECARD SERVICES LLC
1200 ROUTE 46 WEST
CLIFTON**

NJ 07013



A handwritten signature in black ink, appearing to read "Ford M. Scudder", is positioned above the printed name.

FORD M. SCUDDER
State Treasurer

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of

Organization: Benecard Services, LLC

Organization

Address: 3131 Princeton Pike, Bldg. 2-B, Suite #103, Lawrenceville, NJ 08648

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
 Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
 For-Profit Corporation (any type) Limited Liability Company (LLC)
 Partnership Limited Partnership Limited Liability Partnership (LLP)
 Other (be specific): _____

Part II

- The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

- No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
Benecard Holdings, Inc	1200 Route 46 West, Clifton, NJ 07013

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

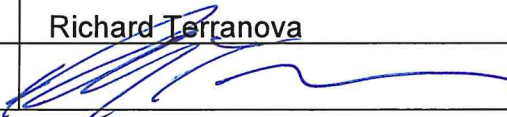
Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above.** The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the **County of Sussex** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **County of Sussex** to notify the **County of Sussex** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the **County of Sussex** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Richard Terranova	Title:	Treasurer/CFO
Signature:		Date:	May 2, 2018

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

CHAPTER 25 OF THE LAWS OF 2012 (N.J.S.A. 52:32-55 et seq.)

All government contracting units in New Jersey are now required to receive certification that the person or entity submitting a bid, proposal or accepting any renewal of contract awarded pursuant to a bid or proposal shall complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any of its parents, subsidiaries, or affiliates, is identified on the Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The Chapter 25 list is found on the Division's website at www.state.nj.us/treasury/purchase/pdf/chapter25list.pdf. Respondent must review this list prior to completing the below certification. Failure to complete this certification will render a bid or proposal non-responsive.

PLEASE CHECK THE APPROPRIATE BOX:

I certify, pursuant to Public Law 2012, c. 25, that neither the respondent listed below nor any of the respondent's parents, subsidiaries, or affiliates is listed on the N.J. Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 (Chapter 25 List). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. I will skip Part 2 and sign and complete the Certification below.

OR

I am unable to certify as above because the respondent and/or one or more of its parents, subsidiaries, or affiliates is listed on the Department's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below and sign and complete the Certification below. Failure to provide such will result in the proposal being rendered as nonresponsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

=====

PART 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN

You must provide a detailed, accurate and precise description of the activities of the bidding person/entity, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the information below.

PLEASE PROVIDE THOROUGH ANSWERS TO EACH QUESTION. IF YOU NEED TO MAKE ADDITIONAL ENTRIES PLEASE ADD ADDITIONAL PAGES.


Name _____ Relationship to Respondent _____

Description of Activities _____

Duration of Engagement _____ Anticipation Cessation Date _____

Respondent Contact Name _____ Phone # _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity. I acknowledge that the State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the State to notify the State in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the State of New Jersey and that the State at its option may declare any contract(s) resulting from this certification void and unenforceable.

Signed  _____ Company Benecard Services, LLC

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

AMERICANS WITH DISABILITIES ACT

Mandatory Americans with Disabilities Act of 1990 Language (42 U.S.C. S121 01 et seq.) the act prohibits discrimination on the basis of disability by public entities in all services, programs and activities provided or made available by public entities.

**APPENDIX A
AMERICANS WITH DISABILITIES ACT OF 1990
Equal Opportunity for Individuals with Disability**

The respondent and the County of Sussex, (hereafter "owner") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") (42 U.S.C. S121 01 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, and activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the owner pursuant to this contract, the respondent agrees that the performance will be in strict compliance with the Act. In the event that the respondent, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the respondent will defend the owner in any action or administrative proceeding commenced pursuant to this Act. The respondent will indemnify, protect, and save harmless the owner, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The respondent will, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the owner's grievance procedure, the respondent agrees to abide by any decision of the owner which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the owner, or if the owner incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the respondent will satisfy and discharge the same at its own expense.

The owner will, as soon as practicable after a claim has been made against it, give written notice thereof to the respondent along with full and complete particulars of the claim. If any action or administrative proceeding is brought against the owner or any of its agents, servants, and employees, the *owner will* expeditiously forward or have forwarded to the respondent every demand, complaint, notice, summons, pleading, or other process received by the owner or its representatives.

It is expressly agreed and understood that any approval by the owner of the services provided by the respondent pursuant to this contract will not relieve the respondent of the obligation to comply with the Act and to defend, indemnify, protect, and save harmless the owner pursuant to this paragraph.

It is further agreed and understood that the owner assumes no obligation to indemnify or save harmless the respondent, its agents, servants, employees and subcontractors for any claim which may arise out of their performance of this Agreement. Furthermore, the respondent expressly understands and agrees that the provisions of this indemnification clause will in no way limit the respondent's obligations assumed in this Agreement, nor will they be construed to relieve the respondent from any liability, nor preclude the owner from taking any other actions available to it under any other provisions of the Agreement or otherwise at law.

Signed  Company Benecard Services, LLC

Certificate of Insurance (Con't)

OTHER Coverage

INSR LTR	TYPE OF INSURANCE	ADDL INSR	WVD SUBR	POLICY NUMBER	EFFECTIVE DATE (MM/DD/YY)	EXPIRATION DATE (MM/DD/YY)	LIMIT
D	Errors & Omissions			01-238-04-27	4/12/15	4/12/16	\$5,000,000 Limit/\$150,000 Retention
E	Excess D&O/ EPLI			NHS662355	4/12/15	4/12/16	\$5,000,000 XS \$5,000,000 Limit
F	Crime			01-237-71-72	4/12/15	4/12/16	\$5,000,000 Limit/\$25,000 Ded
F	D&O/EPLI			01-237-71-70	4/12/15	4/12/16	\$5,000,000 shared limit D&O/EPLI
F	Fiduciary			01-237-71-70	4/12/15	4/12/16	\$1,000,000

STOCKHOLDER DISCLOSURE CERTIFICATION

REQUESTOR: COUNTY OF SUSSEX

NAME OF BUSINESS: BENECARD SERVICES, LLC

I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned.

OR

I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned.

Check the box that represents the type of business organization:

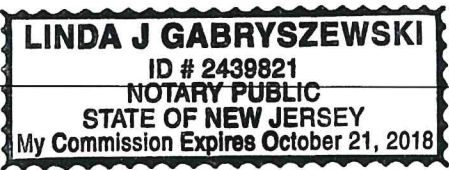
- Partnership
- Limited Partnership
- Subchapter S Corporation
- Corporation
- Limited Liability Corporation
- Sole Proprietorship
- Limited Liability Partnership

Sign and notarize the form below, and, if necessary, complete the stockholder list below.

Stockholders: During the 12-month period ended May 3, 2018

Name: Benecard Holdings Inc.	Name:
Business Address: 1200 Route 46 West Clifton, NJ 07013	Home Address:
Name:	Name:
Home Address:	Home Address:
Name:	Name:
Home Address:	Home Address:

Subscribed and sworn before me this date: _____ <small>Date</small> <u>May 3, 2018</u>	 _____ <small>(Affiant)</small>
Notary Public: _____ My Commission expires: _____ <small>Affix Seal</small>	David S. Karlin, President <small>(Print name & title of affiant)</small> <small>(Corporate Seal)</small>



EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

RESPONDENT SIGNATURE (REQUIRED)

The respondent **must** sign and date this document for their proposal to be considered.


Respectfully submitted,

Benecard Services, LLC
Company/Corporation

1200 Route 46 West
Address

Richard Terranova
Name of Respondent (typed or printed)

Clifton, NJ 07013
City and State Zip Code


Authorized Signature (Mandatory)

973-574-2464
Telephone Number

Treasurer/CFO
Title of Person Signing

May 2, 2018
Date

richard.terranova@benecard.com
Email (Person signing Contract)

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

Checklist

The following documents are required for any expenditure over \$17,500.00 with the exception of formal bid proposals or formal RFP's. These forms need to be completed when requesting quotes for goods/services or construction projects along with the three quote requirement, or when preparing a Professional Service Agreement.

Omission of any of the required documents will automatically disqualify your proposal for consideration:

	Requested Documents	Initial each entry and submit document
1.	W-9 (Copy attached is available for completion)	KL
2.	Business Registration Certificate (Issued by the State of NJ)	KL
3.	Affirmative Action Regulations	KL
4.	Statement of Ownership Disclosure	KL
5.	Chapter 25 of the Laws of 2012 (N.J.S.A. 52:32-55 et seq.)	KL
6.	Americans with Disabilities Act	KL
7.	Certificate of Insurance: (Coverage by service) <input checked="" type="checkbox"/> Goods/Services <input type="checkbox"/> Professional Services <input type="checkbox"/> Construction	KL
8.	Pay to Play	KL
9.	Respondent Signature	

Request for Taxpayer Identification Number and Certification

**Give Form to the
 requester. Do not
 send to the IRS.**

▶ Go to www.irs.gov/FormW9 for instructions and the latest information.

Print or type.
 See Specific Instructions on page 3.

	1 Name (as shown on your income tax return). Name is required on this line, do not leave this line blank. bibliotheqa, LLC	
	2 Business name/disregarded entity name, if different from above	
	3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one or the following seven boxes. <input type="checkbox"/> Individual/sole proprietor or single-member LLC <input type="checkbox"/> C Corporation <input type="checkbox"/> S Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate <input checked="" type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ <u>C</u> <small>Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.</small> <input type="checkbox"/> Other (see instructions) ▶	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code, if any, _____ Exemption from FATCA reporting code (if any) _____ <small>(All other accounts must be reported to the U.S.)</small>
	5 Address (number, street, and apt. or suite no.; see instructions). 3169 Holcomb Bridge Road., Ste 200	Requester's name and address (optional)
	6 City, state, and ZIP code Norcross, GA 30071	
	7 List account number(s) here (optional)	

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number									
OR									
Employer identification number									
3	8	-	3	8	3	7	5	2	1

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here	Signature of U.S. person ▶ <i>Adrian Becker</i>	Date ▶ <i>1/4/2018</i>
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amounts reportable on an information return. Examples of information returns include, but are not limited to, the following:

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.

03/23/16

Taxpayer Identification# 383-837-521/000

Dear Business Representative:

Congratulations! You are now registered with the New Jersey Division of Revenue.

Use the Taxpayer Identification Number listed above on all correspondence with the Divisions of Revenue and Taxation, as well as with the Department of Labor (if the business is subject to unemployment withholdings). Your tax returns and payments will be filed under this number, and you will be able to access information about your account by referencing it.

Additionally, please note that State law requires all contractors and subcontractors with Public agencies to provide proof of their registration with the Division of Revenue. The law also amended Section 92 of the Casino Control Act, which deals with the casino service industry.

We have attached a Proof of Registration Certificate for your use. To comply with the law, if you are currently under contract or entering into a contract with a State agency, you must provide a copy of the certificate to the contracting agency.

If you have any questions or require more information, feel free to call our Registration Hotline at (800)292-8292.

I wish you continued success in your business endeavors.

Sincerely,



James J. Fruscione
Director
New Jersey Division of Revenue

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

DEPARTMENT OF TREASURY/
DIVISION OF REVENUE
PO BOX 252
TRENTON, N J 08646-0252

TAXPAYER NAME:

BIBLIOTHECA, LLC

TRADE NAME:

ADDRESS:

3189 HOLCOMB BRIDGE ROAD STE 2
NORCROSS GA 30071

SEQUENCE NUMBER:

1676268

EFFECTIVE DATE:

09/18/12

ISSUANCE DATE:

03/23/16



Director
New Jersey Division of Revenue

FORM 880

DO NOT FORWARD

**STATE OF NEW JERSEY
DEPARTMENT OF THE TREASURY
DIVISION OF REVENUE AND ENTERPRISE SERVICES
SHORT FORM STANDING**

**BIBLIOTHECA, LLC
0400518317**

I, the Treasurer of the State of New Jersey, do hereby certify that the above-named Delaware Foreign Limited Liability Company was registered by this office on September 17, 2012.

As of the date of this certificate, said business continues as an active business in good standing in the State of New Jersey, and its Annual Reports are current.

I further certify that the registered agent and office are:

**CORPORATION SERVICE COMPANY
PRINCETON SOUTH CORPORATE CTR
STE 160, 100 CHARLES EWING BLVD
EWING, NJ 08628**



IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my Official Seal at Trenton, this 25th day of April, 2018.

A handwritten signature in cursive script, appearing to read 'Elizabeth Maher Muoio'.

**Elizabeth Maher Muoio
State Treasurer**

Certificate Number : 6087798021

Verify this certificate online at

https://www1.state.nj.us/TYTR_StandingCert/JSP/Verify_Cert.jsp

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

AFFIRMATIVE ACTION REGULATIONS

ALL RESPONDENTS MUST SUBMIT AFFIRMATIVE ACTION EVIDENCE. Stipulate below if such evidence shall be in the form of a Federal Certificate of Approval, N.J. Affirmative Action Certificate of Approval or an Affirmative Action Employee Information Report (Form AA302). If Form AA302 is to be used, then it must be completed and returned within ten (10) calendar days after receipt of notification of intent to award contract. An affirmative action plan approved by the Federal Government or the N.J. Affirmative Action Office is an acceptable alternate. In the space provided below indicate which requirement has been met.

A Federal Certificate of Approval has been received.

A N.J. Affirmative Action Certificate of Approval has been received.

Intend to complete the Affirmative Action Information Report form AA302. The AA302 form is available online at www.state.nj.us/treasury/contract_compliance/forms.shtml One copy of the form should be sent to the State for processing along with your check and another copy should be sent to the County of Sussex.

For Construction Contracts:

Intend to complete the Affirmative Action Initial Project Workforce Report form AA201. The AA201 form is available online at www.state.nj.us/treasury/contract_compliance/forms.shtml

Certification 58462

CERTIFICATE OF EMPLOYEE INFORMATION REPORT

INITIAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-DEC-2017** to **15-DEC-2020**

**BIBLIOTHECO., LLC
3169 HOLCOMB BRIDGE ROAD
NORCROSS GA 30071**



Ford M. Scudder

**FORD M. SCUDDER
State Treasurer**

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of

Organization: Bibliotheca, LLC

Organization

Address: 3169 Holcomb Bridge Road, Suite 200, Norcross, GA 30071

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
 Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
 For-Profit Corporation (any type) Limited Liability Company (LLC)
 Partnership Limited Partnership Limited Liability Partnership (LLP)
 Other (be specific): _____

Part II

- The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

- No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s


Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above.** The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the **County of Sussex** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **County of Sussex** to notify the **County of Sussex** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the **County of Sussex** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Karen Roscher	Title:	CFO
Signature:		Date:	5/3/2018

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

CHAPTER 25 OF THE LAWS OF 2012 (N.J.S.A. 52:32-55 et seq.)

All government contracting units in New Jersey are now required to receive certification that the person or entity submitting a bid, proposal or accepting any renewal of contract awarded pursuant to a bid or proposal shall complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any of its parents, subsidiaries, or affiliates, is identified on the Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The Chapter 25 list is found on the Division's website at www.state.nj.us/treasury/purchase/pdf/chapter25list.pdf. Respondent must review this list prior to completing the below certification. Failure to complete this certification will render a bid or proposal non-responsive.

PLEASE CHECK THE APPROPRIATE BOX:

I certify, pursuant to Public Law 2012, c. 25, that neither the respondent listed below nor any of the respondent's parents, subsidiaries, or affiliates is listed on the N.J. Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 (Chapter 25 List). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. I will skip Part 2 and sign and complete the Certification below.

OR

I am unable to certify as above because the respondent and/or one or more of its parents, subsidiaries, or affiliates is listed on the Department's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below and sign and complete the Certification below. Failure to provide such will result in the proposal being rendered as nonresponsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

=====

PART 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN

You must provide a detailed, accurate and precise description of the activities of the bidding person/entity, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the information below.

PLEASE PROVIDE THOROUGH ANSWERS TO EACH QUESTION. IF YOU NEED TO MAKE ADDITIONAL ENTRIES PLEASE ADD ADDITIONAL PAGES.

Name _____ Relationship to Respondent _____

Description of Activities _____

Duration of Engagement _____ Anticipation Cessation Date _____

Respondent Contact Name _____ Phone # _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity. I acknowledge that the State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the State to notify the State in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the State of New Jersey and that the State at its option may declare any contract(s) resulting from this certification void and unenforceable.

Signed  Company Bibliotheca, LLC

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

AMERICANS WITH DISABILITIES ACT

Mandatory Americans with Disabilities Act of 1990 Language (42 U.S.C. S121 01 et seq.) the act prohibits discrimination on the basis of disability by public entities in all services, programs and activities provided or made available by public entities.

APPENDIX A

AMERICANS WITH DISABILITIES ACT OF 1990

Equal Opportunity for Individuals with Disability

The respondent and the County of Sussex, (hereafter "owner") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") (42 U.S.C. S121 01 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, and activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the owner pursuant to this contract, the respondent agrees that the performance will be in strict compliance with the Act. In the event that the respondent, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the respondent will defend the owner in any action or administrative proceeding commenced pursuant to this Act. The respondent will indemnify, protect, and save harmless the owner, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The respondent will, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the owner's grievance procedure, the respondent agrees to abide by any decision of the owner which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the owner, or if the owner incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the respondent will satisfy and discharge the same at its own expense.

The owner will, as soon as practicable after a claim has been made against it, give written notice thereof to the respondent along with full and complete particulars of the claim. If any action or administrative proceeding is brought against the owner or any of its agents, servants, and employees, the *owner will* expeditiously forward or have forwarded to the respondent every demand, complaint, notice, summons, pleading, or other process received by the owner or its representatives.

It is expressly agreed and understood that any approval by the owner of the services provided by the respondent pursuant to this contract will not relieve the respondent of the obligation to comply with the Act and to defend, indemnify, protect, and save harmless the owner pursuant to this paragraph.

It is further agreed and understood that the owner assumes no obligation to indemnify or save harmless the respondent, its agents, servants, employees and subcontractors for any claim which may arise out of their performance of this Agreement. Furthermore, the respondent expressly understands and agrees that the provisions of this indemnification clause will in no way limit the respondent's obligations assumed in this Agreement, nor will they be construed to relieve the respondent from any liability, nor preclude the owner from taking any other actions available to it under any other provisions of the Agreement or otherwise at law.

Signed Walter King Company bibliotheca LLC

Endorsement

<i>Policy Period</i>	JANUARY 1, 2018 TO JANUARY 1, 2019
<i>Effective Date</i>	JANUARY 1, 2017
<i>Policy Number</i>	9950-08-12 GAB
<i>Insured</i>	BIBLIOTHECA, LLC
<i>Name of Company</i>	FEDERAL INSURANCE COMPANY
<i>Date Issued</i>	JANUARY 1, 2018

This Endorsement applies to the following forms:

GENERAL LIABILITY
 INTEGRATED LIABILITY AND INDEMNITY INSURANCE
 INTEGRATED LIABILITY AND INDEMNITY INSURANCE EXTENSION FOR TECHNOLOGY

Under Who Is An Insured, the following provision is added.

Who Is An Insured**Additional Insured -
Scheduled Person
Or Organization**

Persons or organizations shown in the Schedule are **insureds**; but they are **insureds** only if you are obligated pursuant to a contract or agreement to provide them with such insurance as is afforded by this policy.

However, the person or organization is an **insured** only:

- if and then only to the extent the person or organization is described in the Schedule;
- to the extent such contract or agreement requires the person or organization to be afforded status as an **insured**;
- for activities that did not occur, in whole or in part, before the execution of the contract or agreement; and
- with respect to damages, loss, cost or expense for injury or damage to which this insurance applies.

No person or organization is an **insured** under this provision:

- that is more specifically identified under any other provision of the Who Is An Insured section (regardless of any limitation applicable thereto).
- with respect to any assumption of liability (of another person or organization) by them in a contract or agreement. This limitation does not apply to the liability for damages, loss, cost or expense for injury or damage, to which this insurance applies, that the person or organization would have in the absence of such contract or agreement.

Liability Endorsement
(continued)

Under Conditions, the following provision is added to the condition titled Other Insurance.

Conditions

**Other Insurance –
Primary, Noncontributory
Insurance – Scheduled
Person Or Organization**

If you are obligated, pursuant to a contract or agreement, to provide the person or organization shown in the Schedule with primary insurance such as is afforded by this policy, then in such case this insurance is primary and we will not seek contribution from insurance available to such person or organization.

Schedule

Persons or organizations that you are obligated, pursuant to a contract or agreement, to provide with such insurance as is afforded by this policy.

All other terms and conditions remain unchanged.

Authorized Representative



EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

**This form or its permitted facsimile must be submitted to the local unit
no later than 10 days prior to the award of the contract.**

Part I – Vendor Information

Vendor Name:	Bibliotheca, LLC		
Address:	3169 Holcomb Bridge Road		
City:	Norcross	State:	GA Zip: 30071

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

 _____ CFO
Signature Printed Name Title

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than \$300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
None			\$

Check here if the information is continued on subsequent page(s)

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

List of Agencies with Elected Officials Required for Political Contribution Disclosure
N.J.S.A. 19:44A-20.26

County Name: Sussex

State: Governor, and Legislative Leadership Committees

Legislative District #s: 24

State Senator and two members of the General Assembly per district.

County:

Freeholders

County Clerk

Sheriff

Surrogate

Municipalities (Mayor and members of governing body, regardless of title):

Andover Borough
Andover Township
Branchville Borough
Byram Township
Frankford Township
Franklin Borough
Fredon Township
Green Township

Hamburg Borough
Hampton Township
Hardyston Township
Hopatcong Borough
Lafayette Township
Montague Township
Newton Town
Ogdensburg Borough

Sandyston Township
Sparta Township
Stanhope Borough
Stillwater Township
Sussex Borough
Vernon Township
Walpack Township
Wantage Township

Boards of Education (Members of the Board):

Andover Regional
Branchville Borough
Byram Township
Frankford Township
Franklin Borough
Fredon Township
Green Township
Hamburg Borough
Hampton Township

Hardyston Township
High Point Regional
Hopatcong
Kittatinny Regional
Lafayette Township
Lanape Valley Regional
Montague Township
Newton Town
Ogdensburg Borough

Sandyston-Walpack Township
Sparta Township
Stanhope Borough
Stillwater Township
Sussex-Wantage Regional
Vernon Township
Walkill Valley Regional


Fire Districts (Board of Fire Commissioners):

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

RESPONDENT SIGNATURE (REQUIRED)

The respondent **must** sign and date this document for their proposal to be considered.

Respectfully submitted,

Bibliotheca, LLC
Company/Corporation
Karen Roscher
Name of Respondent (typed or printed)

Authorized Signature (Mandatory)
CFO
Title of Person Signing

3169 Holcomb Bridge Road, Suite 200
Address
Norcross, GA 30071
City and State Zip Code
877-307-3127
Telephone Number
5/3/2018
Date
k.roscher@bibliotheca.com
Email (Person signing Contract)

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Blackstone Publishing

Organization Address: 31 Mistletoe Road Ashland, OR 97520

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
 Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
 For-Profit Corporation (any type) Limited Liability Company (LLC)
 Partnership Limited Partnership Limited Liability Partnership (LLP)
 Other (be specific): _____

Part II

- The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. (COMPLETE THE LIST BELOW IN THIS SECTION)

OR

- No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. (SKIP TO PART IV)

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
Craig Black	135 Lilly Jacksonville, OR 97530
Michelle Black	135 Lilly Jacksonville, OR 97530

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**


Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s
N/A	

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II other than for any publicly traded parent entities referenced above. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address
N/A	

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the *County of Sussex* is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the *County of Sussex* to notify the *County of Sussex* in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the *County of Sussex* to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Heather Johnson	Title:	CFO
Signature:		Date:	1/30/18

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

Checklist

The following documents are required for any expenditure over \$17,500.00 with the exception of formal bid proposals or formal RFP's. These forms need to be completed when requesting quotes for goods/services or construction projects along with the three quote requirement, or when preparing a Professional Service Agreement.

Omission of any of the required documents will automatically disqualify your proposal for consideration:

	Requested Documents	Initial each entry and submit document
1.	W-9 (Copy attached is available for completion)	
2.	Business Registration Certificate (Issued by the State of NJ)	
3.	Affirmative Action Regulations	
4.	Statement of Ownership Disclosure	
5.	Chapter 25 of the Laws of 2012 (N.J.S.A. 52:32-55 et seq.)	
6.	Americans with Disabilities Act	
7.	Certificate of Insurance: (Coverage by service) <input type="checkbox"/> Goods/Services <input type="checkbox"/> Professional Services <input type="checkbox"/> Construction	
8.	Pay to Play	
9.	Respondent Signature	

Request for Taxpayer Identification Number and Certification

**Give Form to the
 requester. Do not
 send to the IRS.**

▶ Go to www.irs.gov/FormW9 for instructions and the latest information.

Print or type.
See Specific Instructions on page 3.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank. Cellebrite Inc.	
2 Business name/disregarded entity name, if different from above	
3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one of the following seven boxes. <input type="checkbox"/> Individual/sole proprietor or single-member LLC <input checked="" type="checkbox"/> C Corporation <input type="checkbox"/> S Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate <input type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ _____ Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner. <input type="checkbox"/> Other (see instructions) ▶ _____	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from FATCA reporting code (if any) _____ <small>(Applies to accounts maintained outside the U.S.)</small>
5 Address (number, street, and apt. or suite no.) See instructions. 7 Campus Drive Suite 210	Requester's name and address (optional)
6 City, state, and ZIP code Parsippany NJ 07054	
7 List account number(s) here (optional)	

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Social security number											
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or											
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2	2		3	7	7	0	0	5	9		

Note: If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here	Signature of U.S. person ▶	Date ▶ <u>1/5/18.</u>
------------------	----------------------------	-----------------------

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.



STATE OF NEW JERSEY BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name: CELLEBRITE INC.
Trade Name:
Address: 7 CAMPUS DRIVE STE 210
PARSIPPANY, NJ 07054
Certificate Number: 1209243
Effective Date: July 02, 2012
Date of Issuance: March 05, 2018

For Office Use Only:
20180305142739043

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Cellebrite Inc.

Organization Address: 7 Campus Dr. STE210 Parsippany NJ 07054

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

Part II

The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
Cellebrite Mobile Sync. LTD	Israel

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s
www.sun-denshi.co.jp/eng/ir-info/stock/	

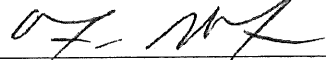
Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above.** The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address
Sun Corporation	Japan

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the **County of Sussex** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **County of Sussex** to notify the **County of Sussex** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the **County of Sussex** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Francis Felice	Title:	CFO
Signature:		Date:	2/27/18

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

CHAPTER 25 OF THE LAWS OF 2012 (N.J.S.A. 52:32-55 et seq.)

All government contracting units in New Jersey are now required to receive certification that the person or entity submitting a bid, proposal or accepting any renewal of contract awarded pursuant to a bid or proposal shall complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any of its parents, subsidiaries, or affiliates, is identified on the Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The Chapter 25 list is found on the Division's website at www.state.nj.us/treasury/purchase/pdf/chapter25list.pdf. Respondent must review this list prior to completing the below certification. Failure to complete this certification will render a bid or proposal non-responsive.

PLEASE CHECK THE APPROPRIATE BOX:

I certify, pursuant to Public Law 2012, c. 25, that neither the respondent listed below nor any of the respondent's parents, subsidiaries, or affiliates is listed on the N.J. Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 (Chapter 25 List). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. I will skip Part 2 and sign and complete the Certification below.

OR

I am unable to certify as above because the respondent and/or one or more of its parents, subsidiaries, or affiliates is listed on the Department's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below and sign and complete the Certification below. Failure to provide such will result in the proposal being rendered as nonresponsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

=====

PART 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN

You must provide a detailed, accurate and precise description of the activities of the bidding person/entity, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the information below.

PLEASE PROVIDE THOROUGH ANSWERS TO EACH QUESTION. IF YOU NEED TO MAKE ADDITIONAL ENTRIES PLEASE ADD ADDITIONAL PAGES.

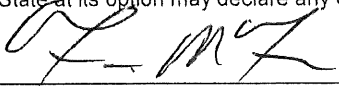
Name _____ Relationship to Respondent _____

Description of Activities _____

Duration of Engagement _____ Anticipation Cessation Date _____

Respondent Contact Name _____ Phone # _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity. I acknowledge that the State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the State to notify the State in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the State of New Jersey and that the State at its option may declare any contract(s) resulting from this certification void and unenforceable.

Signed  Company Cellebrite Inc.

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

AMERICANS WITH DISABILITIES ACT

Mandatory Americans with Disabilities Act of 1990 Language (42 U.S.C. S121 01 et seq.) the act prohibits discrimination on the basis of disability by public entities in all services, programs and activities provided or made available by public entities.

APPENDIX A

AMERICANS WITH DISABILITIES ACT OF 1990

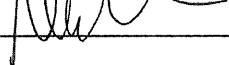
Equal Opportunity for Individuals with Disability

The respondent and the County of Sussex, (hereafter "owner") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") (42 U.S.C. S121 01 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, and activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the owner pursuant to this contract, the respondent agrees that the performance will be in strict compliance with the Act. In the event that the respondent, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the respondent will defend the owner in any action or administrative proceeding commenced pursuant to this Act. The respondent will indemnify, protect, and save harmless the owner, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The respondent will, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the owner's grievance procedure, the respondent agrees to abide by any decision of the owner which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the owner, or if the owner incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the respondent will satisfy and discharge the same at its own expense.

The owner will, as soon as practicable after a claim has been made against it, give written notice thereof to the respondent along with full and complete particulars of the claim. If any action or administrative proceeding is brought against the owner or any of its agents, servants, and employees, the *owner will* expeditiously forward or have forwarded to the respondent every demand, complaint, notice, summons, pleading, or other process received by the owner or its representatives.

It is expressly agreed and understood that any approval by the owner of the services provided by the respondent pursuant to this contract will not relieve the respondent of the obligation to comply with the Act and to defend, indemnify, protect, and save harmless the owner pursuant to this paragraph.

It is further agreed and understood that the owner assumes no obligation to indemnify or save harmless the respondent, its agents, servants, employees and subcontractors for any claim which may arise out of their performance of this Agreement. Furthermore, the respondent expressly understands and agrees that the provisions of this indemnification clause will in no way limit the respondent's obligations assumed in this Agreement, nor will they be construed to relieve the respondent from any liability, nor preclude the owner from taking any other actions available to it under any other provisions of the Agreement or otherwise at law.

Signed  Company Cellebrite Inc.

**STATE OF NEW JERSEY
DEPARTMENT OF THE TREASURY
DIVISION OF REVENUE AND ENTERPRISE SERVICES
SHORT FORM STANDING**

**CELLEBRITE INC.
0400494278**

I, the Treasurer of the State of New Jersey, do hereby certify that the above-named Delaware Foreign For-Profit Corporation was registered by this office on May 18, 2012.

As of the date of this certificate, said business continues as an active business in good standing in the State of New Jersey, and its Annual Reports are current.

I further certify that the registered agent and office are:

*NANCY ALBILIA
7 CAMPUS DRIVE, SUITE 210
PARSIPPANY, NJ 07054*



*IN TESTIMONY WHEREOF, I have
hereunto set my hand and affixed
my Official Seal at Trenton, this
7th day of September, 2017*

*Ford M. Scudder
Acting State Treasurer*

Certificate Number : 6082376347

Verify this certificate online at

https://www1.state.nj.us/TYTR_StandingCert/JSP/Verify_Cert.jsp



CNA PARAMOUNT

Technology General Liability Extension Endorsement

It is understood and agreed that this endorsement amends the **COMMERCIAL GENERAL LIABILITY COVERAGE PART** as follows. If any other endorsement attached to this policy amends any provision also amended by this endorsement, then that other endorsement controls with respect to such provision, and the changes made by this endorsement with respect to such provision do not apply.

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1.	Additional Insureds
2.	Additional Insured - Primary And Non-Contributory To Additional Insured's Insurance
3.	Bodily Injury – Expanded Definition
4.	Broad Knowledge of Occurrence/ Notice of Occurrence
5.	Broad Named Insured
6.	Estates, Legal Representatives and Spouses
7.	Expected Or Intended Injury – Exception for Reasonable Force
8.	In Rem Actions
9.	Incidental Health Care Malpractice Coverage
10.	Joint Ventures/Partnership/Limited Liability Companies
11.	Legal Liability – Damage To Premises
12.	Medical Payments
13.	Non-owned Aircraft Coverage
14.	Non-owned Watercraft
15.	Personal And Advertising Injury – Discrimination or Humiliation
16.	Personal And Advertising Injury - Limited Contractual Liability
17.	Property Damage - Elevators
18.	Supplementary Payments
19.	Property Damage – Patterns, Molds and Dies
20.	Unintentional Failure To Disclose Hazards
21.	Waiver of Subrogation – Blanket

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CNA74872XX (1-15)
Page 1 of 14
The Continental Insurance Co.
Insured Name: CELLEBRITE, INC

Policy No: 6020292836
Endorsement No: 3
Effective Date: 08/10/2017



Technology General Liability Extension Endorsement

1. ADDITIONAL INSUREDS

a. **WHO IS AN INSURED** is amended to include as an **Insured** any person or organization described in paragraphs **A. through K.** below whom a **Named Insured** is required to add as an additional insured on this **Coverage Part** under a written contract or written agreement, provided such contract or agreement:

(1) is currently in effect or becomes effective during the term of this **Coverage Part**; and

(2) was executed prior to:

(a) the **bodily injury** or **property damage**; or

(b) the offense that caused the **personal and advertising injury**,

for which such additional insured seeks coverage.

b. However, subject always to the terms and conditions of this policy, including the limits of insurance, the Insurer will not provide such additional insured with:

(1) a higher limit of insurance than required by such contract or agreement; or

(2) coverage broader than required by such contract or agreement, and in no event broader than that described by the applicable paragraph **A. through K.** below.

Any coverage granted by this endorsement shall apply only to the extent permissible by law.

A. Controlling Interest

Any person or organization with a controlling interest in a **Named Insured**, but only with respect to such person or organization's liability for **bodily injury, property damage** or **personal and advertising injury** arising out of:

1. such person or organization's financial control of a **Named Insured**; or

2. premises such person or organization owns, maintains or controls while a **Named Insured** leases or occupies such premises;

provided that the coverage granted by this paragraph does not apply to structural alterations, new construction or demolition operations performed by, on behalf of, or for such additional insured.

B. Co-owner of Insured Premises

A co-owner of a premises co-owned by a **Named Insured** and covered under this insurance but only with respect to such co-owner's liability for **bodily injury, property damage** or **personal and advertising injury** as co-owner of such premises.

C. Grantor of Franchise

Any person or organization that has granted a franchise to a **Named Insured**, but only with respect to such person or organization's liability for **bodily injury, property damage** or **personal and advertising injury** as grantor of a franchise to the **Named Insured**.

D. Lessor of Equipment

Any person or organization from whom a **Named Insured** leases equipment, but only with respect to liability for **bodily injury, property damage** or **personal and advertising injury** caused, in whole or in part, by the **Named Insured's** maintenance, operation or use of such equipment, provided that the **occurrence** giving rise to such **bodily injury, property damage** or the offense giving rise to such **personal and advertising injury** takes place prior to the termination of such lease.



Technology General Liability Extension Endorsement

E. Lessor of Land

Any person or organization from whom a Named Insured leases land but only with respect to liability for bodily injury, property damage or personal and advertising injury arising out of the ownership, maintenance or use of such land, provided that the occurrence giving rise to such bodily injury, property damage or the offense giving rise to such personal and advertising injury takes place prior to the termination of such lease. The coverage granted by this paragraph does not apply to structural alterations, new construction or demolition operations performed by, on behalf of, or for such additional insured.

F. Lessor of Premises

An owner or lessor of premises leased to the Named Insured, or such owner or lessor's real estate manager, but only with respect to liability for bodily injury, property damage or personal and advertising injury arising out of the ownership, maintenance or use of such part of the premises leased to the Named Insured, and provided that the occurrence giving rise to such bodily injury or property damage, or the offense giving rise to such personal and advertising injury, takes place prior to the termination of such lease. The coverage granted by this paragraph does not apply to structural alterations, new construction or demolition operations performed by, on behalf of, or for such additional insured.

G. Mortgagee, Assignee or Receiver

A mortgagee, assignee or receiver of premises but only with respect to such mortgagee, assignee or receiver's liability for bodily injury, property damage or personal and advertising injury arising out of the Named Insured's ownership, maintenance, or use of a premises by a Named Insured.

The coverage granted by this paragraph does not apply to structural alterations, new construction or demolition operations performed by, on behalf of, or for such additional insured.

H. State or Governmental Agency or Subdivision or Political Subdivisions -- Permits

A state or governmental agency or subdivision or political subdivision that has issued a permit or authorization but only with respect to such state or governmental agency or subdivision or political subdivision's liability for bodily injury, property damage or personal and advertising injury arising out of:

- 1. the following hazards in connection with premises a Named Insured owns, rents, or controls and to which this insurance applies:
 - a. the existence, maintenance, repair, construction, erection, or removal of advertising signs, awnings, canopies, cellar entrances, coal holes, driveways, manholes, marquees, hoistaway openings, sidewalk vaults, street banners, or decorations and similar exposures; or
 - b. the construction, erection, or removal of elevators; or
 - c. the ownership, maintenance or use of any elevators covered by this insurance; or
- 2. the permitted or authorized operations performed by a Named Insured or on a Named Insured's behalf.

The coverage granted by this paragraph does not apply to:

- a. Bodily injury, property damage or personal and advertising injury arising out of operations performed for the state or governmental agency or subdivision or political subdivision; or
- b. Bodily injury or property damage included within the products-completed operations hazard.

With respect to this provision's requirement that additional insured status must be requested under a written contract or agreement, the Insurer will treat as a written contract any governmental permit that requires the Named Insured to add the governmental entity as an additional insured.

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Technology General Liability Extension Endorsement

I. Trade Show Event Lessor

1. With respect to a **Named Insured's** participation in a trade show event as an exhibitor, presenter or displayer, any person or organization whom the **Named Insured** is required to include as an additional insured, but only with respect to such person or organization's liability for **bodily injury, property damage or personal and advertising injury** caused by:
 - a. the **Named Insured's** acts or omissions; or
 - b. the acts or omissions of those acting on the **Named Insured's** behalf,in the performance of the **Named Insured's** ongoing operations at the trade show event premises during the trade show event.
2. The coverage granted by this paragraph does not apply to **bodily injury or property damage** included within the **products-completed operations hazard**.

J. Vendor

Any person or organization but only with respect to such person or organization's liability for **bodily injury or property damage** arising out of **your products** which are distributed or sold in the regular course of such person or organization's business, provided that:

1. The coverage granted by this paragraph does not apply to:
 - a. **bodily injury or property damage** for which such person or organization is obligated to pay **damages** by reason of the assumption of liability in a contract or agreement unless such liability exists in the absence of the contract or agreement;
 - b. any express warranty unauthorized by the **Named Insured**;
 - c. any physical or chemical change in any product made intentionally by such person or organization;
 - d. repackaging, except when unpacked solely for the purpose of inspection, demonstration, testing, or the substitution of parts under instructions from the manufacturer, and then repackaged in the original container;
 - e. any failure to make any inspections, adjustments, tests or servicing that such person or organization has agreed to make or normally undertakes to make in the usual course of business, in connection with the distribution or sale of the products;
 - f. demonstration, installation, servicing or repair operations, except such operations performed at such person or organization's premises in connection with the sale of a product;
 - g. products which, after distribution or sale by the **Named Insured**, have been labeled or relabeled or used as a container, part or ingredient of any other thing or substance by or for such person or organization; or
 - h. **bodily injury or property damage** arising out of the sole negligence of such person or organization for its own acts or omissions or those of its employees or anyone else acting on its behalf. However, this exclusion does not apply to:
 - (1) the exceptions contained in Subparagraphs **d.** or **f.** above; or
 - (2) such inspections, adjustments, tests or servicing as such person or organization has agreed with the **Named Insured** to make or normally undertakes to make in the usual course of business, in connection with the distribution or sale of the products.
2. This Paragraph J. does not apply to any insured person or organization, from whom the **Named Insured** has acquired such products, nor to any ingredient, part or container, entering into, accompanying or containing such products.



Technology General Liability Extension Endorsement

- 3. This Paragraph J. also does not apply:
 - a. to any vendor specifically scheduled as an additional insured by endorsement to this Coverage Part;
 - b. to any of your products for which coverage is excluded by endorsement to this Coverage Part; nor
 - c. if bodily injury or property damage included within the products-completed operations hazard is excluded by endorsement to this Coverage Part.

K. Other Person Or Organization / Your Work

Any person or organization who is not an additional insured under Paragraphs A. through J. above. Such additional insured is an insured solely for bodily injury, property damage or personal and advertising injury for which such additional insured is liable because of the Named Insured's acts or omissions.

The coverage granted by this paragraph does not apply to any person or organization:

- 1. who is specifically scheduled as an additional insured on another endorsement to this Coverage Part; nor
- 2. for bodily injury or property damage included within the products-completed operations hazard except to the extent all of the following apply:
 - a. this Coverage Part provides such coverage;
 - b. the written contract or agreement described in the opening paragraph of this ADDITIONAL INSUREDS Provision requires the Named Insured to provide the additional insured such coverage; and
 - c. the bodily injury or property damage results from your work that is the subject of the written contract or agreement, and such work has not been excluded by endorsement to this Coverage Part.

2. ADDITIONAL INSURED - PRIMARY AND NON-CONTRIBUTORY TO ADDITIONAL INSURED'S INSURANCE

A. The Other Insurance Condition in the COMMERCIAL GENERAL LIABILITY CONDITIONS Section is amended to add the following paragraph:

If the Named Insured has agreed in writing in a contract or agreement that this insurance is primary and non-contributory relative to an additional insured's own insurance, then this insurance is primary, and the Insurer will not seek contribution from that other insurance. For the purpose of this Provision 2., the additional insured's own insurance means insurance on which the additional insured is a named insured.

B. With respect to persons or organizations that qualify as additional insureds pursuant to paragraph 1.K. of this endorsement, the following sentence is added to the paragraph above:

Otherwise, and notwithstanding anything to the contrary elsewhere in this Condition, the insurance provided to such person or organization is excess of any other insurance available to such person or organization.

3. BODILY INJURY – EXPANDED DEFINITION

Under DEFINITIONS, the definition of bodily injury is deleted and replaced by the following:

Bodily injury means physical injury, sickness or disease sustained by a person, including death, humiliation, shock, mental anguish or mental injury sustained by that person at any time which results as a consequence of the physical injury, sickness or disease.

4. BROAD KNOWLEDGE OF OCCURRENCE/ NOTICE OF OCCURRENCE

Under CONDITIONS, the condition entitled Duties in The Event of Occurrence, Offense, Claim or Suit Condition is amended to add the following provisions:

A. BROAD KNOWLEDGE OF OCCURRENCE

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**Technology General Liability Extension Endorsement**

The **Named Insured** must give the Insurer or the Insurer's authorized representative notice of an **occurrence**, offense or **claim** only when the **occurrence**, offense or **claim** is known to a natural person **Named Insured**, to a partner, executive officer, manager or member of a **Named Insured**, or to an **employee** designated by any of the above to give such notice.

B. NOTICE OF OCCURRENCE

The **Named Insured's** rights under this **Coverage Part** will not be prejudiced if the **Named Insured** fails to give the Insurer notice of an **occurrence**, offense or **claim** and that failure is solely due to the **Named Insured's** reasonable belief that the **bodily injury** or **property damage** is not covered under this **Coverage Part**. However, the **Named Insured** shall give written notice of such **occurrence**, offense or **claim** to the Insurer as soon as the **Named Insured** is aware that this insurance may apply to such **occurrence**, offense or **claim**.

5. BROAD NAMED INSURED

WHO IS AN INSURED is amended to delete its Paragraph **3.** in its entirety and replace it with the following:

- 3.** Pursuant to the limitations described in Paragraph **4.** below, any organization in which a **Named Insured** has management control:

- a. on the effective date of this **Coverage Part**; or
- b. by reason of a **Named Insured** creating or acquiring the organization during the **policy period**,

qualifies as a **Named Insured**, provided that there is no other similar liability insurance, whether primary, contributory, excess, contingent or otherwise, which provides coverage to such organization, or which would have provided coverage but for the exhaustion of its limit, and without regard to whether its coverage is broader or narrower than that provided by this insurance.

But this **BROAD NAMED INSURED** provision does not apply to:

- (a) any partnership or joint venture; or
- (b) any organization for which coverage is excluded by another endorsement attached to this **Coverage Part**.

For the purpose of this provision, and of this endorsement's **JOINT VENTURES / PARTNERSHIP / LIMITED LIABILITY COMPANIES** provision, management control means:

- A. owning interests representing more than 50% of the voting, appointment or designation power for the selection of a majority of the Board of Directors of a corporation, or the members of the management board of a limited liability company; or
 - B. having the right, pursuant to a written trust agreement, to protect, control the use of, encumber or transfer or sell property held by a trust.
- 4.** With respect to organizations which qualify as **Named Insureds** by virtue of Paragraph **3.** above, this insurance does not apply to:
- a. **bodily injury** or **property damage** that first occurred prior to the date of management control, or that first occurs after management control ceases; nor
 - b. **personal or advertising injury** caused by an offense that first occurred prior to the date of management control or that first occurs after management control ceases.
- 5.** The insurance provided by this **Coverage Part** applies to **Named Insureds** when trading under their own names or under such other trading names or doing-business-as names (dba) as any **Named Insured** should choose to employ.



Technology General Liability Extension Endorsement

6. ESTATES, LEGAL REPRESENTATIVES, AND SPOUSES

The estates, heirs, legal representatives and spouses of any natural person Insured shall also be insured under this policy; provided, however, coverage is afforded to such estates, heirs, legal representatives, and spouses only for claims arising solely out of their capacity or status as such and, in the case of a spouse, where such claim seeks damages from marital community property, jointly held property or property transferred from such natural person Insured to such spouse. No coverage is provided for any act, error or omission of an estate, heir, legal representative, or spouse outside the scope of such person's capacity or status as such, provided however that the spouse of a natural person Named Insured and the spouses of members or partners of joint venture or partnership Named Insureds are Insureds with respect to such spouses' acts, errors or omissions in the conduct of the Named Insured's business.

7. EXPECTED OR INTENDED INJURY – EXCEPTION FOR REASONABLE FORCE

Under COVERAGES, Coverage A – Bodily Injury And Property Damage Liability, the paragraph entitled Exclusions is amended to delete the exclusion entitled Expected or Intended Injury and replace it with the following:

This insurance does not apply to:

Expected or Intended Injury

Bodily injury or property damage expected or intended from the standpoint of the Insured. This exclusion does not apply to bodily injury or property damage resulting from the use of reasonable force to protect persons or property.

8. IN REM ACTIONS

A quasi in rem action against any vessel owned or operated by or for the Named Insured, or chartered by or for the Named Insured, will be treated in the same manner as though the action were in personam against the Named Insured.

9. INCIDENTAL HEALTH CARE MALPRACTICE COVERAGE

Solely with respect to bodily injury that arises out of a health care incident:

A. Under COVERAGES, Coverage A – Bodily Injury And Property Damage Liability, the Insuring Agreement is amended to replace Paragraphs 1.b.(1) and 1.b.(2) with the following:

b. This insurance applies to bodily injury provided that the professional health care services are incidental to the Named Insured's primary business purpose, and only if:

(1) such bodily injury is caused by an occurrence that takes place in the coverage territory.

(2) the bodily injury first occurs during the policy period. All bodily injury arising from an occurrence will be deemed to have occurred at the time of the first act, error, or omission that is part of the occurrence; and

B. Under COVERAGES, Coverage A – Bodily Injury And Property Damage Liability, the paragraph entitled Exclusions is amended to:

i. add the following to the Employers Liability exclusion:

This exclusion applies only if the bodily injury arising from a health care incident is covered by other liability insurance available to the Insured (or which would have been available but for exhaustion of its limits).

ii. delete the exclusion entitled Contractual Liability and replace it with the following:

This insurance does not apply to:

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**Technology General Liability Extension Endorsement****Contractual Liability**

the **Insured's** actual or alleged liability under any oral or written contract or agreement, including but not limited to express warranties or guarantees.

iii. add the following additional exclusions.

This insurance does not apply to:

Discrimination

any actual or alleged discrimination, humiliation or harassment, that includes but shall not be limited to **claims** based on an individual's race, creed, color, age, gender, national origin, religion, disability, marital status or sexual orientation.

Dishonesty or Crime

Any actual or alleged dishonest, criminal or malicious act, error or omission.

Medicare/Medicaid Fraud

any actual or alleged violation of law with respect to Medicare, Medicaid, Tricare or any similar federal, state or local governmental program.

Services Excluded by Endorsement

Any **health care incident** for which coverage is excluded by endorsement.

C. DEFINITIONS is amended to:

i. add the following definitions:

Health care incident means an act, error or omission by the **Named Insured's employees or volunteer workers** in the rendering of:

- a. **professional health care services** on behalf of the **Named Insured** or
- b. Good Samaritan services rendered in an emergency and for which no payment is demanded or received.

Professional health care services means any health care services or the related furnishing of food, beverages, medical supplies or appliances by the following providers in their capacity as such but solely to the extent they are duly licensed as required:

- a. Physician;
- b. Nurse;
- c. Nurse practitioner;
- d. Emergency medical technician;
- e. Paramedic;
- f. Dentist;
- g. Physical therapist;
- h. Psychologist;
- i. Speech therapist;
- j. Other allied health professional; or

Professional health care services does not include any services rendered in connection with human clinical trials or product testing.



Technology General Liability Extension Endorsement

Named Insured is an **Insured** with respect to its interest in such joint venture, partnership or limited liability company but only to the extent that:

- a. any offense giving rise to **personal and advertising injury** occurred prior to such termination date, and the **personal and advertising injury** arising out of such offense, first occurred after such termination date;
- b. the **bodily injury or property damage** first occurred after such termination date; and
- c. there is no other valid and collectible insurance purchased specifically to insure the partnership, joint venture or limited liability company.

11. LEGAL LIABILITY – DAMAGE TO PREMISES

- A. Under **COVERAGES, Coverage A – Bodily Injury and Property Damage Liability**, the paragraph entitled **Exclusions** is amended to delete the first paragraph immediately following subparagraph (6) of the **Damage to Property** exclusion and replace it with the following:

Paragraphs (1), (3) and (4) of this exclusion do not apply to **property damage** (other than damage by fire, lightning, explosion, smoke or leakage from automatic fire protective systems) to premises rented to the **Named Insured** or temporarily occupied by the **Named Insured** with the permission of the owner, nor to the contents of premises rented to the **Named Insured** for a period of 7 or fewer consecutive days. A separate limit of insurance applies to Damage To Premises Rented To You as described in **LIMITS OF INSURANCE**.

- B. Under **COVERAGES, Coverage A – Bodily Injury and Property Damage Liability**, the paragraph entitled **Exclusions** is amended to delete its last paragraph and replace it with the following:

Exclusions c. through n. do not apply to damage by fire, lightning, explosion, smoke or leakage from automatic fire protective systems to premises while rented to a **Named Insured** or temporarily occupied by a **Named Insured** with permission of the owner, nor to damage to the contents of premises rented to a **Named Insured** for a period of 7 or fewer consecutive days.

A separate limit of insurance applies to this coverage as described in the **LIMITS OF INSURANCE** Section.

- C. **LIMITS OF INSURANCE** is amended to delete Paragraph 6. (the Damage To Premises Rented To You Limit) and replace it with the following:

6. Subject to Paragraph 5. above, (the Each Occurrence Limit), the Damage To Premises Rented To You Limit is the most the Insurer will pay under **COVERAGE A** for **damages** because of **property damage** to:

- a. any one premises while rented to a **Named Insured** or temporarily occupied by a **Named Insured** with the permission of the owner; and
- b. contents of such premises if the premises is rented to the **Named Insured** for a period of 7 or fewer consecutive days.

The Damage To Premises Rented To You Limit is \$500,000. unless a higher Damage to Premises Rented to You Limit is shown in the Declarations.

- D. The **Other Insurance** Condition is amended to delete Paragraph **b.(1)(a)(ii)**, and replace it with the following:

(ii) That is property insurance for premises rented to a **Named Insured**, for premises temporarily occupied by the **Named Insured** with the permission of the owner; or for personal property of others in the **Named Insured's** care, custody or control;

- E. This Provision 11. does not apply if liability for damage to premises rented to a **Named Insured** is excluded by another endorsement attached to this **Coverage Part**.



Technology General Liability Extension Endorsement

12. MEDICAL PAYMENTS

A. LIMITS OF INSURANCE is amended to delete Paragraph 7. (the Medical Expense Limit) and replace it with the following:

7. Subject to Paragraph 5. above (the Each Occurrence Limit), the Medical Expense Limit is the most the Insurer will pay under Coverage C – Medical Payments for all medical expenses because of bodily injury sustained by any one person. The Medical Expense Limit is the greater of:

- (1) \$15,000 unless a different amount is shown here: ; or
(2) the amount shown in the Declarations for Medical Expense Limit.

B. Under COVERAGES, the Insuring Agreement of Coverage C – Medical Payments is amended to replace Paragraph 1.a.(3)(b) with the following:

(b) The expenses are incurred and reported to the Insurer within three years of the date of the accident; and

13. NON-OWNED AIRCRAFT

Under COVERAGES, Coverage A – Bodily Injury and Property Damage Liability, the paragraph entitled Exclusions is amended as follows:

The exclusion entitled Aircraft, Auto or Watercraft is amended to add the following:

This exclusion does not apply to an aircraft not owned by any Named Insured, provided that:

- 1. the pilot in command holds a currently effective certificate issued by the duly constituted authority of the United States of America or Canada, designating that person as a commercial or airline transport pilot;
2. the aircraft is rented with a trained, paid crew to the Named Insured; and
3. the aircraft is not being used to carry persons or property for a charge.

14. NON-OWNED WATERCRAFT

Under COVERAGES, Coverage A – Bodily Injury and Property Damage Liability, the paragraph entitled Exclusions is amended to delete subparagraph (2) of the exclusion entitled Aircraft, Auto or Watercraft, and replace it with the following.

This exclusion does not apply to:

- (2) a watercraft that is not owned by any Named Insured, provided the watercraft is:
(a) less than 75 feet long; and
(b) not being used to carry persons or property for a charge.

15. PERSONAL AND ADVERTISING INJURY –DISCRIMINATION OR HUMILIATION

A. Under DEFINITIONS, the definition of personal and advertising injury is amended to add the following tort:

- Discrimination or humiliation that results in injury to the feelings or reputation of a natural person.

B. Under COVERAGES, Coverage B – Personal and Advertising Injury Liability, the paragraph entitled Exclusions is amended to:

- 1. delete the Exclusion entitled Knowing Violation Of Rights Of Another and replace it with the following:

This insurance does not apply to:

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Technology General Liability Extension Endorsement

Knowing Violation of Rights of Another

Personal and advertising injury caused by or at the direction of the **Insured** with the knowledge that the act would violate the rights of another and would inflict **personal and advertising injury**. This exclusion shall not apply to discrimination or humiliation that results in injury to the feelings or reputation of a natural person, but only if such discrimination or humiliation is not done intentionally by or at the direction of:

- (a) the **Named Insured**; or
- (b) any **executive officer**, director, stockholder, partner, member or manager (if the **Named Insured** is a limited liability company) of the **Named Insured**.

2. add the following exclusions:

This insurance does not apply to:

Employment Related Discrimination

Discrimination or humiliation directly or indirectly related to the employment, prospective employment, past employment or termination of employment of any person by any **Insured**.

Premises Related Discrimination

discrimination or humiliation arising out of the sale, rental, lease or sub-lease or prospective sale, rental, lease or sub-lease of any room, dwelling or premises by or at the direction of any **Insured**.

Notwithstanding the above, there is no coverage for fines or penalties levied or imposed by a governmental entity because of discrimination.

The coverage provided by this **PERSONAL AND ADVERTISING INJURY –DISCRIMINATION OR HUMILIATION** Provision does not apply to any person or organization whose status as an **Insured** derives solely from

- Provision 1. **ADDITIONAL INSURED** of this endorsement; or
- attachment of an additional insured endorsement to this **Coverage Part**.

16. PERSONAL AND ADVERTISING INJURY - LIMITED CONTRACTUAL LIABILITY

A. Under **COVERAGES, Coverage B –Personal and Advertising Injury Liability**, the paragraph entitled **Exclusions** is amended to delete the exclusion entitled **Contractual Liability** and replace it with the following:

This insurance does not apply to:

Contractual Liability

Personal and advertising injury for which the **Insured** has assumed liability in a contract or agreement.

This exclusion does not apply to liability for **damages**:

- (1) that the **Insured** would have in the absence of the contract or agreement; or
- (2) assumed in a contract or agreement that is an **insured contract** provided the offense that caused such **personal or advertising injury** first occurred subsequent to the execution of such **insured contract**. Solely for the purpose of liability assumed in an **insured contract**, reasonable attorney fees and necessary litigation expenses incurred by or for a party other than an **Insured** are deemed to be **damages** because of **personal and advertising injury** provided:
 - (a) liability to such party for, or for the cost of, that party's defense has also been assumed in such **insured contract**; and
 - (b) such attorney fees and litigation expenses are for defense of such party against a civil or alternative dispute resolution proceeding in which covered **damages** are alleged.



Technology General Liability Extension Endorsement

B. Solely for the purpose of the coverage provided by this paragraph, DEFINITIONS is amended to delete the definition of insured contract in its entirety, and replace it with the following:

Insured contract means that part of a written contract or written agreement pertaining to the Named Insured's business under which the Named Insured assumes the tort liability of another party to pay for personal or advertising injury arising out of the offense of false arrest, detention or imprisonment. Tort liability means a liability that would be imposed by law in the absence of any contract or agreement.

C. Solely for the purpose of the coverage provided by this paragraph, the following changes are made to the Section entitled SUPPLEMENTARY PAYMENTS – COVERAGES A AND B:

1. Paragraph 2.d. is replaced by the following:

d. The allegations in the suit and the information the Insurer knows about the offense alleged in such suit are such that no conflict appears to exist between the interests of the Insured and the interests of the indemnitee;

2. The first unnumbered paragraph beneath Paragraph 2.f.(2)(b) is deleted and replaced by the following:

So long as the above conditions are met, attorneys fees incurred by the Insurer in the defense of that indemnitee, necessary litigation expenses incurred by the Insurer, and necessary litigation expenses incurred by the indemnitee at the Insurer's request will be paid as defense costs. Notwithstanding the provisions of Paragraph e.(2) of the Contractual Liability exclusion (as amended by this Endorsement), such payments will not be deemed to be damages for personal and advertising injury and will not reduce the limits of insurance.

D. This PERSONAL AND ADVERTISING INJURY - LIMITED CONTRACTUAL LIABILITY Provision does not apply if Coverage B –Personal and Advertising Injury Liability is excluded by another endorsement attached to this Coverage Part.

17. PROPERTY DAMAGE – ELEVATORS

A. Under COVERAGES, Coverage A – Bodily Injury and Property Damage Liability, the paragraph entitled Exclusions is amended such that the Damage to Your Product Exclusion and subparagraphs (3), (4) and (6) of the Damage to Property Exclusion do not apply to property damage that results from the use of elevators.

B. Solely for the purpose of the coverage provided by this PROPERTY DAMAGE – ELEVATORS Provision, the Other Insurance conditions is amended to add the following paragraph:

This insurance is excess over any of the other insurance, whether primary, excess, contingent or on any other basis that is Property insurance covering property of others damaged from the use of elevators.

18. SUPPLEMENTARY PAYMENTS

The section entitled SUPPLEMENTARY PAYMENTS – COVERAGES A AND B is amended as follows:

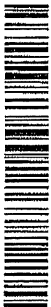
A. Paragraph 1.b. is amended to delete the \$250 limit shown for the cost of bail bonds and replace it with a \$5,000. limit; and

B. Paragraph 1.d. is amended to delete the limit of \$250 shown for daily loss of earnings and replace it with a \$1,000. limit.

19. PROPERTY DAMAGE - PATTERNS MOLDS AND DIES

Under COVERAGES, Coverage A – Bodily Injury and Property Damage Liability, the paragraph entitled Exclusions is amended to delete subparagraphs (3) and (4) of the Exclusion entitled Damage to Property, but only with respect to patterns, molds or dies that are in the care, custody or control of the Insured, and only if such patterns, molds or dies are not being used to perform operations at the time of loss. A limit of insurance of \$25,000 per policy period applies to this PROPERTY DAMAGE - PATTERNS MOLDS AND DIES coverage, and this limit:

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**Technology General Liability Extension Endorsement**

- A. is included within the General Aggregate Limit as described in **LIMITS OF INSURANCE**; and
- B. applies excess over any valid and collectible property insurance available to the **Insured**, including any deductible applicable to such insurance; the **Other Insurance** condition is changed accordingly.

20. UNINTENTIONAL FAILURE TO DISCLOSE HAZARDS

If the **Named Insured** unintentionally fails to disclose all existing hazards at the inception date of the **Named Insured's Coverage Part**, the Insurer will not deny coverage under this **Coverage Part** because of such failure.

21. WAIVER OF SUBROGATION - BLANKET

Under **CONDITIONS**, the condition entitled **Transfer Of Rights Of Recovery Against Others To Us** is amended to add the following:

The Insurer waives any right of recovery the Insurer may have against any person or organization because of payments the Insurer makes for injury or damage arising out of:

1. the **Named Insured's** ongoing operations; or
2. **your work** included in the **products-completed operations hazard**.

However, this waiver applies only when the **Named Insured** has agreed in writing to waive such rights of recovery in a written contract or written agreement, and only if such contract or agreement:

1. is in effect or becomes effective during the term of this **Coverage Part**; and
2. was executed prior to the **bodily injury, property damage or personal and advertising injury** giving rise to the **claim**.

All other terms and conditions of the Policy remain unchanged.

This endorsement, which forms a part of and is for attachment to the Policy issued by the designated Insurers, takes effect on the effective date of said Policy at the hour stated in said Policy, unless another effective date is shown below, and expires concurrently with said Policy.

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit
no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:	Celebrite Inc.		
Address:	7 Campus dr. STE 210		
City:	Parsippany	State:	NJ
		Zip:	07054

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

FFM Francis Felice CFO
Signature Printed Name Title

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than \$300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
N/A			\$

Check here if the information is continued on subsequent page(s)

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

RESPONDENT SIGNATURE (REQUIRED)

The respondent must sign and date this document for their proposal to be considered.

Respectfully submitted,

Cellebrite Inc.

Company/Corporation

Francis Felice

Name of Respondent (typed or printed)



Authorized Signature (Mandatory)

cto

Title of Person Signing

7 Campus Drive

Address

Parsippany, NJ 07054

City and State Zip Code

Telephone Number

2/27/18

Date

francis.felice@cellebrite

Email (Person signing Contract) .com

New Jersey Local Unit "Pay To Pay" Law
Chapter 19, P.L. 2004 (as amended by P.L. 2005, c.51)*
and
Chapter 271, P.L. 2005

19:44A-20.4 Contributors to county committee of political party of elective officers; eligibility for county contracts.

3. Notwithstanding the provisions of any other law to the contrary:

a county, or any agency or instrumentality thereof, shall not enter into a contract having an anticipated value in excess of \$17,500, as determined in advance and certified in writing by the county, agency or instrumentality, with a business entity, except a contract that is awarded pursuant to a fair and open process, if, during the preceding one-year period, that business entity has made a contribution that is reportable by the recipient under P.L.1973, c.83 (C.19:44A-1 et seq.), to any county committee of a political party in that county if a member of that political party is serving in an elective public office of that county when the contract is awarded or to any candidate committee of any person serving in an elective public office of that county when the contract is awarded; and

a business entity that has entered into a contract having an anticipated value in excess of \$17,500 with a county, or any agency or instrumentality thereof, except a contract that is awarded pursuant to a fair and open process, shall not make such a contribution, reportable by the recipient under P.L.1973, c.83 (C.19:44A-1 et seq.), to any county committee of a political party in that county if a member of that political party is serving in an elective public office of that county when the contract is awarded or to any candidate committee of any person serving in an elective public office of that county when the contract is awarded, during the term of that contract.

No such committee shall accept such a contribution from a business entity during the term of its contract with the county.

L.2004,c.19,s.3.

19:44A-20.5 Contributors to municipal committee of political party of elective officers; eligibility for municipal contracts.

4. Notwithstanding the provisions of any other law to the contrary:

a municipality, or any agency or instrumentality thereof, shall not enter into a contract having an anticipated value in excess of \$17,500, as determined in advance and certified in writing by the municipality, agency or instrumentality, with a business entity, except a contract that is awarded pursuant to a fair and open process, if, during the preceding one-year period, that business entity has made a contribution that is reportable by the recipient under P.L.1973, c.83 (C.19:44A-1 et seq.), to any municipal committee of a political party in that

municipality if a member of that political party is serving in an elective public office of that municipality when the contract is awarded or to any candidate committee of any person serving in an elective public office of that municipality when the contract is awarded; and

a business entity that has entered into a contract having an anticipated value in excess of \$17,500 with a municipality, or any agency or instrumentality thereof, except a contract that is awarded pursuant to a fair and open process, shall not make such a contribution, reportable by the recipient under P.L.1973, c.83 (C.19:44A-1 et seq.), to any municipal committee of a political party in that municipality if a member of that political party is serving in an elective public office of that municipality when the contract is awarded or to any candidate committee of any person serving in an elective public office of that municipality when the contract is awarded, during the term of that contract.

No such committee shall accept such a contribution from a business entity during the term of its contract with the municipality.

L.2004,c.19,s.4.

*Excludes references to the State Legislature in the law.

19:44A-20.6 Certain contributions deemed as contributions by business entity.

5. When a business entity is a natural person, a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity. When a business entity is other than a natural person, a contribution by any person or other business entity having an interest therein shall be deemed to be a contribution by the business entity.

L.2004,c.19,s.5.

19:44A-20.7 Definitions relative to certain campaign contributions.

6. As used in sections 2 through 12 of this act:

"business entity" means any natural or legal person, business corporation, professional services corporation, limited liability company, partnership, limited partnership, business trust, association or any other legal commercial entity organized under the laws of this State or of any other state or foreign jurisdiction;

"interest" means the ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit, as appropriate;

"fair and open process" means, at a minimum, that the contract shall be: publicly advertised in newspapers or on the Internet website maintained by the public entity in sufficient time to give notice in advance of the contract; awarded under a process that provides for public solicitation of proposals or qualifications and awarded and disclosed under criteria established in writing by the public entity prior to the solicitation of proposals or qualifications; and publicly opened and announced when awarded. The decision of a public entity as to what constitutes a fair and open process shall be final.

"State agency in the Legislative Branch" means the Legislature of the State and any office, board, bureau or commission within or created by the Legislative Branch.

L.2004,c.19,s.14; amended 2005, c.51, s.14.

19:44A-20.8 Business entity to provide written certification, ELEC reports.

7. a. Prior to awarding any contract, except a contract that is awarded pursuant to a fair and open process, a State agency in the Legislative Branch, a county, or a municipality shall require the business entity to which the contract is to be awarded to provide a written certification that it has not made a contribution that would bar the award of a contract pursuant to this act.

b. A business entity shall have a continuing duty to report to the Election Law Enforcement Commission any contributions that constitute a violation of this act that are made during the duration of a contract.

L.2004,c.19,s.7; amended 2005, c.51, s.15.

19:44A-20.9 Repayment of contribution.

8. If a business entity makes a contribution that would cause it to be ineligible to receive a public contract or, in the case of a contribution made during the term of a public contract, that would constitute a violation of this act, the business entity may request, in writing, within 60 days of the date on which the contribution was made, that the recipient thereof repay the contribution and, if repayment is received within those 60 days, the business entity would again be eligible to receive a contract or would no longer be in violation, as appropriate.

L.2004,c.19,s.8.

19:44A-20.10 Violations by business entities, penalties.

9. A business entity which is determined by the Election Law Enforcement Commission to have willfully and intentionally made a contribution or failed to reveal a contribution in violation of this act may be liable to a penalty of up to the value of its contract with the public entity and may be debarred by the State Treasurer from contracting with any public entity for up to five years.

L.2004,c.19,s.9.

19:44A-20.11 Penalty for acceptance of unlawful contribution.

10. Any person who is determined by the Election Law Enforcement Commission to have willfully and intentionally accepted a contribution in violation of the provisions of sections 1 through 4 of this act shall be liable to a penalty for each such violation equal to the penalties set forth in subsection e. of section 22 of P.L. 1973, c.83 (C.19:44A-22).

L.2004,c.19,s.10.

19:44A-20.12 Construction of act relative to public exigency.

11. Nothing contained in this act shall be construed as prohibiting the awarding of a contract when the public exigency requires the immediate delivery of goods or performance of emergency services as determined by the State Treasurer.

L.2004,c.19,s.11.

Temporary and Executing

12. Nothing contained in this act shall be construed as affecting the eligibility of any business entity to perform a public contract because that entity made a contribution to any committee during the one-year period immediately preceding the effective date of this act.

L.2004,c.19,s.12.

19:44A-11.3a Limitations on receipt of contributions, certain, between county committees; violations, penalties.

13. In addition to any other applicable limit prescribed by law, between January 1 and June 30 of each year, a county committee of a political party shall not make a contribution to any other county committee of a political party, nor shall any such county committee accept a contribution from any other county committee during that time period. In addition to any other penalty provided by law, a county committee that willfully and intentionally violates this section, or willfully and intentionally makes a contribution to any candidate or committee with the intent, condition, understanding or belief that the candidate or committee has made or shall make a contribution to another county committee, shall be liable to a penalty equal to four times the amount of the contribution.

14. Section 2 of P.L. 1973, c.83 (C.19:44A-22) is amended to read as follows:

19:44A-22 Violations; civil penalties; forfeiture.

22. a. (1) Except as provided in subsection e. or f., any person, including any candidate, treasurer, candidate committee or joint candidates committee, political committee, continuing political committee, political party committee or legislative leadership committee, charged with the responsibility under the terms of this act for the preparation, certification, filing or retention of any reports, records, notices or other documents, who fails, neglects or omits to prepare, certify, file or retain any such report, record, notice or document at the time or during the time period, as the case may be, and in the manner prescribed by law, or who omits or incorrectly states or certifies any of the information required by law to be included in such report, record, notice or document, any person who proposes to undertake or undertakes a public solicitation, testimonial affair or other activity relating to contributions or expenditures in any way regulated by the provisions of this act who fails to comply with those regulatory provisions, and any other person who in any way violates any of the provisions of this act shall, in addition to any other penalty provided by law, be liable to a penalty of not more than \$3,000.00 for the first offense and not more than \$6,000.00 for the second and each subsequent offense.

(2) No person shall willfully and intentionally agree with another person to make a contribution to a candidate, candidate committee, joint candidates committee, political committee, continuing political committee, political party committee, or legislative leadership committee with the intent, or upon the condition, understanding or belief, that the recipient candidate or committee shall make or have made a contribution to another such candidate or committee, but this paragraph shall not be construed to prohibit a county or municipal committee of a political party from making a contribution or contributions to any candidate, candidate committee, joint candidates committee, political committee, continuing political committee, political party committee, or legislative leadership committee. A finding of a violation of this paragraph shall be made only upon clear and convincing evidence. A person who violates the provisions of this

paragraph shall be liable to a penalty equal to four times the amount of the contribution which that person agreed to make to the recipient candidate or committee.

b. Upon receiving evidence of any violation of this section, the Election Law Enforcement Commission shall have power to hold, or to cause to be held under the provisions of subsection d. of this section, hearings upon such violation and, upon finding any person to have committed such a violation, to assess such penalty, within the limits prescribed in subsection a. of this section, as it deems proper under the circumstances, which penalty shall be paid forthwith into the State Treasury for the general purposes of the State.

c. In assessing any penalty under this section, the Election Law Enforcement Commission may provide for the remission of all or any part of such penalty conditioned upon the prompt correction of any failure, neglect, error or omission constituting the violation for which said penalty was assessed.

d. The commission may designate a hearing officer to hear complaints of violations of this act. Such hearing officer shall take testimony, compile a record and make factual findings, and shall submit the same to the commission, which shall have power to assess penalties within the limits and under the conditions prescribed in subsections b. and c. of this section. The commission shall review the record and findings of the hearing officer, but it may also seek such additional testimony as it deems necessary. The commission's determination shall be by majority vote of the entire authorized membership thereof.

e. Any person who willfully and intentionally makes or accepts any contribution in violation of section 4 of P.L.1974, c.26 (C.19:44A-29) or section 18, 19 or 20 of P.L.1993, c.65 (C.19:44A-11.3, C.19:44A-11.4 or C.19:44A-11.5), shall be liable to a penalty of:

(1) Not more than \$5,000.00 if the cumulative total amount of those contributions is less than or equal to \$5,000.00;

(2) Not more than \$75,000.00 if the cumulative total amount of those contributions was more than \$5,000.00 but less than \$75,000; and

(3) Not more than \$100,000.00 if the cumulative total amount of those contributions is equal to or more than \$75,000.00.

f. In addition to any penalty imposed pursuant to subsection e. of this section, a person holding any elective public office shall forfeit that public office if the Election Law Enforcement Commission determines that the cumulative total amount of the illegal contributions was more than \$50,000.00 and that the violation had a significant impact on the outcome of the election.

g. Any penalty prescribed in this section shall be enforced in a summary proceeding under the "Penalty Enforcement Law of 1999," P.L.1999, c.274 (C.2A:58-10 et seq.).

Chapter 271, P.L. 2005

40A:11-51 Limitations on awarding public contracts to entities that made political contributions; authority of local units, nonpreemption by State law.

1. a. A county, municipality, independent authority, board of education, or fire district is hereby authorized to establish by ordinance, resolution or regulation, as may be appropriate, measures limiting the awarding of public contracts therefrom to business entities that have made a contribution pursuant to P.L.1973, c.83 (C.19:44A-1 et seq.) and limiting the contributions that the holders of a contract can make during the term of a contract, notwithstanding the provisions and parameters of sections 1 through 12 of P.L.2004, c.19 (C.19:44A-20.2 et al.) and section 22 of P.L.1973, c.83 (C.19:44A-22).

b. The provisions of P.L.2004, c.19 shall not be construed to supersede or preempt any ordinance, resolution or regulation of a unit of local government that limits political contributions by business entities performing or seeking to perform government contracts. Any ordinance, resolution or regulation in effect on the effective date of P.L.2004, c.19 shall remain in effect and those adopted after that effective date shall be valid and enforceable.

c. An ordinance, resolution or regulation adopted or promulgated as provided in this section shall be filed with the Secretary of State.

19:44A-20.26 Submission of list of political contributions by contractor to State, local agencies; definitions.

2. a. Not later than 10 days prior to entering into any contract having an anticipated value in excess of \$17,500, except for a contract that is required by law to be publicly advertised for bids, a State agency, county, municipality, independent authority, board of education, or fire district shall require any business entity bidding thereon or negotiating therefor, to submit along with its bid or price quote, a list of political contributions as set forth in this subsection that are reportable by the recipient pursuant to the provisions of P.L.1973, c.83 (C.19:44A-1 et seq.) and

that were made by the business entity during the preceding 12-month period, along with the date and amount of each contribution and the name of the recipient of each contribution. A business entity contracting with a State agency shall disclose contributions to any State, county, or municipal committee of a political party, legislative leadership committee, candidate committee of a candidate for, or holder of, a State elective office, or any continuing political committee. A business entity contracting with a county, municipality, independent authority, other than an independent authority that is a State agency, board of education, or fire district shall disclose contributions to: any State, county, or municipal committee of a political party; any legislative leadership committee; or any candidate committee of a candidate for, holder of, an elective office of that public entity, of that county in which that public entity is located, of another public entity within that county, or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county, or any continuing political committee.

The provisions of this section shall not apply to a contract when a public emergency requires the immediate delivery of goods or services.

b. When a business entity is a natural person, a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity. When a business entity is other than a natural person, a contribution by any person or other business entity having an interest therein shall be deemed to be a contribution by the business entity. When a business entity is other than a natural person, a contribution by: all principals, partners, officers, or directors of the business entity or their spouses; any subsidiaries directly or indirectly controlled by the business entity; or any political organization organized under section 527 of the Internal Revenue Code that is directly or indirectly controlled by the business entity, other than a candidate committee, election fund, or political party committee, shall be deemed to be a contribution by the business entity.

c. As used in this section:

"business entity" means a natural or legal person, business corporation, professional services corporation, limited liability company, partnership, limited partnership, business trust, association or any other legal commercial entity organized under the laws of this State or of any other state or foreign jurisdiction;

"interest" means the ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit, as appropriate; and

"State agency" means any of the principal departments in the Executive Branch of the State Government, and any division, board, bureau, office, commission or other instrumentality within or created by such department, the Legislature of the State and any office, board, bureau or commission within or created by the Legislative Branch, and any independent State authority, commission, instrumentality or agency.

d. Any business entity that fails to comply with the provisions of this section shall be subject to a fine imposed by the New Jersey Election Law Enforcement Commission in an amount to be determined by the commission which may be based upon the amount that the business entity failed to report.

19:44A-20.27 Annual disclosure statement by business entity of contributions filed with ELEC; definitions; enforcement.

3. a. Any business entity making a contribution of money or any other thing of value, including an in-kind contribution, or pledge to make a contribution of any kind to a candidate for or the holder of any public office having ultimate responsibility for the awarding of public contracts, or to a political party committee, legislative leadership committee, political committee or continuing political committee, which has received in any calendar year \$50,000 or more in the aggregate through agreements or contracts with a public entity, shall file an annual disclosure statement with the New Jersey Election Law Enforcement Commission, established pursuant to section 5 of P.L.1973, c.83 (C.19:44A-5), setting forth all such contributions made by the business entity during the 12 months prior to the reporting deadline.

b. The commission shall prescribe forms and procedures for the reporting required in subsection a. of this section which shall include, but not be limited to:

(1) the name and mailing address of the business entity making the contribution, and the amount contributed during the 12 months prior to the reporting deadline;

(2) the name of the candidate for or the holder of any public office having ultimate responsibility for the awarding of public contracts, candidate committee, joint candidates committee, political party committee, legislative leadership committee, political committee or continuing political committee receiving the contribution; and

(3) the amount of money the business entity received from the public entity through contract or agreement, the dates, and information identifying each contract or agreement and describing the goods, services or equipment provided or property sold.

c. The commission shall maintain a list of such reports for public inspection both at its office and through its Internet site.

d. When a business entity is a natural person, a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity. When a business entity is other than a natural person, a contribution by any person or other business entity having an interest therein shall be deemed to be a contribution by the business entity. When a business entity is other than a natural person, a contribution by: all principals, partners, officers, or directors of the business entity, or their spouses; any subsidiaries directly or indirectly controlled by the business entity; or any political organization organized under section 527 of the Internal Revenue Code that is directly or indirectly controlled by the business entity, other than a candidate committee, election fund, or political party committee, shall be deemed to be a contribution by the business entity.

As used in this section:

"business entity" means a natural or legal person, business corporation, professional services corporation, limited liability company, partnership, limited partnership, business trust, association or any other legal commercial entity organized under the laws of this State or of any other state or foreign jurisdiction; and

"interest" means the ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit, as appropriate.

e. Any business entity that fails to comply with the provisions of this section shall be subject to a fine imposed by the New Jersey Election Law Enforcement Commission in an amount to be determined by the commission which may be based upon the amount that the business entity failed to report.

The following Executive Order applies the State of New Jersey Contracts:

**State of New Jersey
Executive Order #117**

Governor Jon S. Corzine

WHEREAS, the residents of New Jersey are entitled to a government that is effective, efficient, and free from corruption, favoritism, and waste; and

WHEREAS, in pursuit of those goals, a series of actions have been taken in New Jersey since 2004 – through legislation, executive order, and regulation – to protect the integrity of government contractual decisions and increase the public’s confidence in government by prohibiting the awarding of government contracts to business entities that also are contributors to certain candidates and political parties; and

WHEREAS, among those actions were the issuance of Executive Order No. 134 (2004) and the codification of its provisions into statute in P.L.2005, c.51 (C.19:44A-20.13 et seq.) (“Chapter 51”); and

WHEREAS, since its adoption, Chapter 51 has significantly reduced the influence of contractor contributions in the process of awarding State government contracts and has proven to be an effective method of ensuring that merit and cost-effectiveness drive the government contracting process; and

WHEREAS, this administration is committed to ensuring the highest ethical standards in government contracting and rooting out corruption, favoritism, and waste; and

WHEREAS, experience has shown that additional measures are needed to ensure there is no dilution of the protections provided by Chapter 51 against the improper influence of political contributions on the process of awarding State government contracts and to ensure compliance with the provisions of Chapter 51; and

WHEREAS, many State government contractors, particularly those that provide professional services, are business entities whose form of business organization and ownership structure are such that the political contribution limits in Chapter 51 apply to few if any of the individuals who own or control the entity; and

WHEREAS, the strong public interest in limiting political contributions by businesses that contract with the State requires that the contribution limits in Chapter 51 be applied to such individuals and that those limits otherwise be applied in such a way that the purposes of Chapter 51 will be served regardless of the form of business organization of the State government contractor; and

WHEREAS, because New Jersey’s campaign finance laws permit large, and in some cases unlimited, political contributions to flow between and among various types of political committees and State officeholders, the effectiveness of the restrictions in Chapter 51 can be, and have been,

undermined by the current ability of State government contractors to make large contributions to legislative leadership committees and municipal political party committees; and

WHEREAS, the Constitution of this State requires the Governor to manage the operations of State government effectively and fairly, uphold the law to ensure public order and prosperity, and confront and uproot malfeasance in whatever form it may take; and

WHEREAS, it is the Governor's responsibility to safeguard the integrity of the State government procurement process by ensuring that there is no dilution of the protections provided by Chapter 51 against the improper influence of political contributions on the process of awarding and overseeing the performance of State government contracts and that there be full compliance with the provisions of Chapter 51;

NOW, THEREFORE, I, JON S. CORZINE, Governor of the State of New Jersey, by virtue of the authority vested in me by the Constitution and by the Statutes of this State, do hereby ORDER and DIRECT:

1. For the purposes of this Order:

a. "Business entity" means:

i. a for-profit entity as follows:

- A. in the case of a corporation: the corporation, any officer of the corporation, and any person or business entity that owns or controls 10% or more of the stock of the corporation;
- B. in the case of a general partnership: the partnership and any partner;
- C. in the case of a limited partnership: the limited partnership and any partner;
- D. in the case of a professional corporation: the professional corporation and any shareholder or officer;
- E. in the case of a limited liability company: the limited liability company and any member;
- F. in the case of a limited liability partnership: the limited liability partnership and any partner;
- G. in the case of a sole proprietorship: the proprietor; and
- H. in the case of any other form of entity organized under the laws of this State or any other state or foreign jurisdiction: the entity and any principal, officer, or partner thereof;

ii. any subsidiary directly or indirectly controlled by the business entity;

- iii. any political organization organized under section 527 of the Internal Revenue Code that is directly or indirectly controlled by the business entity, other than a candidate committee, election fund, or political party committee; and
 - iv. with respect to an individual who is included within the definition of business entity, that individual's spouse or civil union partner, and any child residing with the individual, provided, however, that, this Order shall not apply to a contribution made by such spouse, civil union partner, or child to a candidate for whom the contributor is entitled to vote or to a political party committee within whose jurisdiction the contributor resides unless such contribution is in violation of section 9 of P.L.2005, c.51 (C.19:44A-20.13 et seq.) ("Chapter 51").
- b. "Contribution" means a contribution reportable by the recipient under "The New Jersey Campaign Contributions and Expenditures Reporting Act," P.L.1973, c.83 (C.19:44A-1 et seq.) made on or after the effective date of this Order.
2. Any Executive Branch department, agency, authority, or independent State authority charged with implementing and enforcing Chapter 51 shall apply its provisions to a "business entity" as defined in Paragraph 1(a) of this Order in the same manner as those provisions apply to a "business entity" as defined in section 5 of Chapter 51.
 3. Any Executive Branch department, agency, authority, or independent State authority charged with implementing and enforcing Chapter 51 shall apply its provisions to a contribution made to a legislative leadership committee or a municipal political party committee in the same manner as those provisions apply to a contribution to any candidate committee, election fund, or political party committee identified in Chapter 51.
 4. Any Executive Branch department, agency, authority, or independent State authority charged with implementing and enforcing Chapter 51 shall apply its provisions to a contribution made to a candidate committee or election fund of any candidate for or holder of the office of Lieutenant Governor in the same manner as those provisions apply pursuant to Chapter 51 to a contribution to any candidate committee or election fund of any candidate for or holder of the office of Governor.
 5. This Order shall take effect on November 15, 2008, and is intended to have prospective effect only. This Order shall not apply to any contribution made prior to November 15, 2008.

GIVEN, under my hand and seal this 24th day of September, Two Thousand and Eight, and of the Independence of the United States, the Two Hundred and Thirty-Third.

/s/ Jon S. Corzine

Governor

**List of Agencies
With Elected Officials Required for Political Contribution Disclosure
N.J.S.A. 52:34-25**

County Name: Sussex

State:

Governor, and Legislative Leadership Committees

Legislative District #s: 24

State Senator and two members of the General Assembly per district.

County:

Freeholders

County Clerk

Sheriff

Surrogate

Municipalities (Mayor and members of governing body, regardless of title):

Andover Borough

Andover Township

Branchville Borough

Byram Township

Frankford Township

Franklin Borough

Fredon Township

Green Township

Hamburg Borough

Hampton Township

Hardyston Township

Hopatcong Borough

Lafayette Township

Montague Township

Newton Town

Ogdensburg Borough

Sandyston Township

Sparta Township

Stanhope Borough

Stillwater Township

Sussex Borough

Vernon Township

Walpack Township

Wantage Township

Boards of Education (Members of the Board):

Andover Regional

Branchville Borough

Byram Township

Frankford Township

Franklin Borough

Fredon Township

Green Township

Hamburg Borough

Hampton Township

Hardyston Township

High Point Regional

Hopatcong

Kittatinny Regional

Lafayette Township

Lenape Valley Regional

Montague Township

Newton Town

Ogdensburg Borough

Sandyston-Walpack Township

Sparta Township

Stanhope Borough

Stillwater Township

Sussex-Wantage Regional

Vernon Township

Walkkill Valley Regional

Fire Districts (Board of Fire Commissioners): None

**Miscellaneous Agencies/Entities
Requiring Contribution Disclosure
N.J.S.A. 52:34-25**

Any State, County, or municipal committee of a political party; any legislative leadership committee; or any candidate committee of a candidate for, holder of, an elective office of Sussex County, of another public entity within Sussex County, or any continuing political committee.

As per Executive Order #117 (2008)

- a. Any candidate committee and/or election fund of the Governor.
- b. A State political party committee.
- c. A legislative leadership committee.
- d. A County political party committee.
- e. A municipal political party committee.

Ownership Disclosure Certification 2014

I certify that the list below contains the names and addresses of all owners holding 10% or more of the issued and outstanding stock or ownership interest of the undersigned

Check the box that represents the type of business entity:

- Partnership
 Corporation
 Sole Proprietorship
 Subchapter S Corporation
 Limited Partnership
 Limited Liability Corporation
 Limited Liability Partnership

Name of Stock, Shareholder or Interest holder	Address
Jim Grady	NA
Masanori Yamaguchi	NA

Signature and Attestation:

The undersigned is fully aware that if I have misrepresented in whole or part this affirmation and certification, I and/or the business entity, will be liable for any penalty permitted under law.

Name of Business Entity: Cellebrite USA Inc

Signed: *Christopher Dinkelmeyer* Title: Sales

Print Name: Chris Dinkelmeyer Date: 4-2-2014

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a "fair and open" process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of P.L. 2005, c. 271, s.2 (N.J.S.A. 19:44A-20.26). This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any candidate committee and/or election fund of the Governor (per Executive Order #117 Calendar year 2008).
- any State, county, or municipal committee of a political party
- any legislative leadership committee¹
- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
 - of the public entity awarding the contract
 - of that county in which that public entity is located
 - of another public entity within that county
 - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed \$300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 52:34-25(b) itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an "interest:" ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, "a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity." [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor's responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor's submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Stockholder Disclosure Certification. This will assist the agency in meeting its obligations under the law.

¹ N.J.S.A. 19:44A-3(s): "The term "legislative leadership committee" means a committee established, authorized to be established, or designated by the President of the Senate, the Minority Leader of the Senate, the Speaker of the General Assembly or the Minority Leader of the General Assembly pursuant to section 16 of P.L.1993, c.65 (C.19:44A-10.1) for the purpose of receiving contributions and making expenditures."

2014 CERTIFICATE OF COMPLIANCE
WITH THE CAMPAIGN CONTRIBUTION LAW
(Pay-to-Play)

THIS FORM MUST BE SUBMITTED TO THE COUNTY 10 DAYS PRIOR TO THE AWARD OF CONTRACT

I understand that pursuant to N.J.S.A. 19:44A-20.4, et seq., a business entity that has entered into an agreement and/or has received purchase orders with an anticipated accumulative total(s) in excess of \$17,500.00 with the County of Sussex, or any agency or instrumentally thereof, cannot make a reportable Political contribution (see N.J.S.A. 19:44A-1) to a County Committee of a political party in Sussex County if a member of that political party is currently serving in an elective public office in Sussex County (Freeholder, County Clerk, Surrogate and/or Sheriff), or to a candidate committee of any person currently serving in an elective public office (Freeholder, County Clerk, Surrogate, and/or Sheriff) in Sussex County when the contract is awarded.

I understand that pursuant to Public Laws of 2005 Chapter 271 a business entity that will enter into a contract having an anticipated value in excess of \$17,500.00 with the County of Sussex, or any agency or instrumentally thereof, shall disclose all reportable Political contributions (see N.J.S.A. 19:44A-1) to any State, County, or Municipal Committee of a political party; any legislative leadership committee; or any candidate committee of a candidate for, or holder of, an elective office in Sussex County (Freeholder, County Clerk, Surrogate and/or Sheriff), or of another public entity within the County, or of a legislative district in which the County is located which includes all or part of Sussex County, or any continuing political committee.

I further understand that the language above only applies when the contract is not part of a "fair and open" public process.

Pursuant to N.J.S.A. 19:44A-20.8(a), I, Chris Dinkelmeyer do hereby certify that the business entity, Cellebrite USA Inc., with offices located at Parsippany NJ, of which my title/position in the business entity is Sales and/or anyone having any interest

(meaning ownership and control of more than 10% of the profits or assets of the business entity, or 10% of the stock) in the business entity, has not made a contribution that would bar the award of this contract pursuant to N.J.S.A. 19:44A-20.4, et seq., and if the business entity named above is a natural person, that the natural person's spouse, and child(ren) residing therewith has not made a contribution that would bar the award of this contract pursuant to N.J.S.A. 19:44A-20.4 et seq.

Pursuant to N.J.S.A. 19A:44-20.26 the business entity named above has made contributions to State, County or Municipal committee(s) of a political party, any legislative leadership committee, any continuing political committee (a.k.a., political action committee), candidate committee of a candidate for, or holder of, an elective office as set forth on the List of Agencies during the previous twelve months as set forth on Schedule A attached hereto and made a part hereof, and if the business entity named above is a natural person, that the natural person's spouse, and child(ren) residing therewith has made a contributions during the previous twelve months as set forth on Schedule B attached hereto and made a part hereof. (Note if no contributions were made enter **NONE** on the Schedule)

I further understand that pursuant to N.J.S.A. 19:44A-20.8(b), the above-referenced business entity has a continuing obligation to report to the Election Law Enforcement Commission any contributions that constitute a violation of the Act that are made during the duration of this contract.

I am aware that if any of the foregoing statements made by me are willingly false, I am subject to punishment.

DATED: _____ 4-2 _____, 2014

Christopher Dinkelmeyer

By:

Chris Dinkelmeyer
Name & Title (Please print)

Attach Schedule A/B document

Certification 51719

CERTIFICATE OF EMPLOYEE INFORMATION REPORT INITIAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of 15-OCT-2013 to 15-OCT-2020



CELLEBRITE INC.
7 CAMPUS DR.
PARSIPPANY

NJ 07054

Elizabeth Maher Muoio

ELIZABETH MAHER MUOIO

Acting State Treasurer





County of Sussex

Computer Design & Integration LLC
696 Route 46 West
Teterboro, NJ 07608
Attn: Dave Reid

DEPARTMENT OF CENTRAL & SHARED SERVICES
Office of Central Purchasing
Sussex County Administrative Center
One Spring Street
Newton, New Jersey 07860
Tel. 973-579-0360 ext. 1125
FAX 973-579-0363

Victoria Forgione, Assistant Purchasing Agent

PLS SCAN
BACK TO BELOW
THX (D)

April 12, 2018

To Whom It May Concern:

Pursuant to the New Jersey Local Unit "Pay-to-Play" Law (P.L. 2004, Chapter 19 (as amended by P.L. 2005, c. 51) and P.L. 2005, Chapter 271) the County of Sussex County is required to obtain on an annual basis certain documentation from a business entity when the anticipated or actual value of its contract with the County is in excess of \$17,500. Because your contract with the County is anticipated to meet that threshold in 2018, enclosed are double-sided required Pay-to-Play notifications and forms. Please review the notifications carefully, complete the forms pursuant to the Contractor Instructions, sign and date the forms where indicated, then return the forms to me by email at VForgione@sussex.nj.us. Note that I must receive the forms before I can place a Resolution on the Agenda of the Sussex County Board of Chosen Freeholders authorizing the issuance of purchase orders to your business.

In addition to the foregoing, the Pay-to-Play law also requires a business awarded a contract in excess of \$50,000 a year to file an annual report directly with the New Jersey Election Law Enforcement Commission (ELEC). If your business falls into this category, please attend to this filing as required by law.

Please fill out the enclosed documentation, including a point of contact and e-mail. Thank you in advance for your efforts and assistance in insuring that the County can continue to receive goods and/or services from your agency without disruption to the County of Sussex. If I can assist you in any way, please feel free to contact me.

Very truly yours,

Victoria Forgione, QPA, RPPS
Assistant Purchasing Agent

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: COMPUTER DESIGN + INTEGRATION LLC

Organization Address: 696 RT. 46 WEST, TEREPHORE, NJ 07609

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

Part II

The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
PATRICIA A. BAKKER	230 CENTRAL PARK WEST, APT. 12D NEW YORK, NY 10024
ERIC F. BAKKER	230 CENTRAL PARK WEST, APT. 12D NEW YORK, NY 10024

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a “fair and open” process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of P.L. 2005, c. 271, s.2 (N.J.S.A. 19:44A-20.26). This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any State, county, or municipal committee of a political party
- any legislative leadership committee*
- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
 - of the public entity awarding the contract
 - of that county in which that public entity is located
 - of another public entity within that county
 - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed \$300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an “interest” ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, “a contribution by that person’s spouse or child, residing therewith, shall be deemed to be a contribution by the business entity.” [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor’s responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor’s submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Stockholder Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

* N.J.S.A. 19:44A-3(s): “The term “legislative leadership committee” means a committee established, authorized to be established, or designated by the President of the Senate, the Minority Leader of the Senate, the Speaker of the General Assembly or the Minority Leader of the General Assembly pursuant to section 16 of P.L.1993, c.65 (C.19:44A-10.1) for the purpose of receiving contributions and making expenditures.”

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II other than for any publicly traded parent entities referenced above. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the *County of Sussex* is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the *County* to notify the *County of Sussex* in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the *County of Sussex* to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	DAVE REID	Title:	COO
Signature:	<i>Dave Reid</i>	Date:	4/16/2018

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

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- any State, county, or municipal committee of a political party
- any legislative leadership committee^{*}
- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
 - of the public entity awarding the contract
 - of that county in which that public entity is located
 - of another public entity within that county
 - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed \$300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an “interest” ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, “a contribution by that person’s spouse or child, residing therewith, shall be deemed to be a contribution by the business entity.” [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor’s responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor’s submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Stockholder Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

^{*} N.J.S.A. 19:44A-3(s): “The term “legislative leadership committee” means a committee established, authorized to be established, or designated by the President of the Senate, the Minority Leader of the Senate, the Speaker of the General Assembly or the Minority Leader of the General Assembly pursuant to section 16 of P.L.1993, c.65 (C.19:44A-10.1) for the purpose of receiving contributions and making expenditures.”

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II other than for any publicly traded parent entities referenced above. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the *County of Sussex* is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the *County* to notify the *County of Sussex* in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the *County of Sussex* to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	JAY SCHWEIER	Title:	MEMBER
Signature:		Date:	4/18/18

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: CREAM-D-LAND DAIRIES, LLC

Organization Address: P.O. Box 146, FLORENCE NJ 08518

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

Part II

- The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

- No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
JAY SCHNEIER, MEMBER	529 CEDAR LN, FLORENCE NJ 08518
ROBERT SCHNEIER, MEMBER	529 CEDAR LN, FLORENCE NJ 08518

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

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- any State, county, or municipal committee of a political party
- any legislative leadership committee*
- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
 - of the public entity awarding the contract
 - of that county in which that public entity is located
 - of another public entity within that county
 - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed \$300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an “interest” ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, “a contribution by that person’s spouse or child, residing therewith, shall be deemed to be a contribution by the business entity.” [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor’s responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

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The contractor must also complete the attached Stockholder Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

* N.J.S.A. 19:44A-3(s): “The term “legislative leadership committee” means a committee established, authorized to be established, or designated by the President of the Senate, the Minority Leader of the Senate, the Speaker of the General Assembly or the Minority Leader of the General Assembly pursuant to section 16 of P.L.1993, c.65 (C.19:44A-10.1) for the purpose of receiving contributions and making expenditures.”

**List of Agencies with Elected Officials Required for Political
Contribution Disclosure
N.J.S.A. 19:44A-20.26**

County Name: Sussex

State: Governor, and Legislative Leadership Committees

Legislative District #s: 24

State Senator and two members of the General Assembly per district.

County:

Freeholders

County Clerk

Sheriff

Surrogate

Municipalities (Mayor and members of governing body, regardless of title):

Andover Borough	Hamburg Borough	Sandyston Township
Andover Township	Hampton Township	Sparta Township
Branchville Borough	Hardyston Township	Stanhope Borough
Byram Township	Hopatcong Borough	Stillwater Township
Frankford Township	Lafayette Township	Sussex Borough
Franklin Borough	Montague Township	Vernon Township
Fredon Township	Newton Town	Walpack Township
Green Township	Ogdensburg Borough	Wantage Township

Boards of Education (Members of the Board):

Andover Regional	Hardyston Township	Sandyston-Walpack Township
Branchville Borough	High Point Regional	Sparta Township
Byram Township	Hopatcong	Stanhope Borough
Frankford Township	Kittatinny Regional	Stillwater Township
Franklin Borough	Lafayette Township	Sussex-Wantage Regional
Fredon Township	Lenape Valley Regional	Vernon Township
Green Township	Montague Township	Wallkill Valley Regional
Hamburg Borough	Newton Town	
Hampton Township	Ogdensburg Borough	

Fire Districts (Board of Fire Commissioners):

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Demco, Inc

Organization Address: 4810 Forest Run Rd. Madison WI 53704

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

Part II

The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

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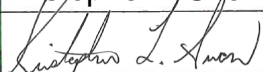
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Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the **County of Sussex** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **County** to notify the **County of Sussex** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the **County of Sussex** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Kristopher L Snow	Title:	Contract & Special orders Facilitator
Signature:		Date:	January 4th, 2018

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a "fair and open" process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of P.L. 2005, c. 271, s.2 (N.J.S.A. 19:44A-20.26). This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any State, county, or municipal committee of a political party
- any legislative leadership committee*
- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
 - of the public entity awarding the contract
 - of that county in which that public entity is located
 - of another public entity within that county
 - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed \$300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an "interest" ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, "a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity." [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor's responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

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STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Elda P. Sanchez Mre

Organization Address: Private Practiu

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

Part II

The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock; of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address

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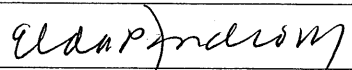
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Full Name (Print):	Elda P. Sancho Mora	Title:	M.D.
Signature:		Date:	2/1/18

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

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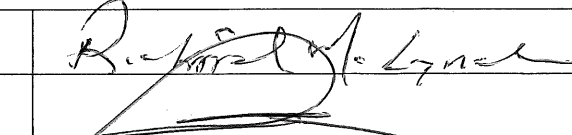
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Full Name (Print):	<i>Richard M. Lynch</i>	Title:	<i>President</i>
Signature:		Date:	<i>3/13/18</i>

STATEMENT OF OWNERSHIP DISCLOSURE

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This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Environmental Safety & Waste Control

Organization Address: 21 E. Scott Street Riverbank NJ 08075

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

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(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
<u>Richard Lynch</u>	<u>6 Bloomer Drive Burlington, NJ 08075</u>



County of Sussex

DEPARTMENT OF CENTRAL & SHARED SERVICES

Office of Central Purchasing
Sussex County Administrative Center
One Spring Street
Newton, New Jersey 07860
Tel. 973-579-0360 ext. 1125
FAX 973-579-0363

Victoria Forgione, *Assistant Purchasing Agent*

Frontier Precision Inc. (Electronic Data Solutions Inc.)
2020 Frontier Drive
Bismark, ND 58504-6918
Attn: Kevin Hellman

December 27, 2017

To Whom It May Concern:

Pursuant to the New Jersey Local Unit "Pay-to-Play" Law (P.L. 2004, Chapter 19 (as amended by P.L. 2005, c. 51) and P.L. 2005, Chapter 271) the County of Sussex County is required to obtain on an annual basis certain documentation from a business entity when the anticipated or actual value of its contract with the County is in excess of \$17,500. Because your contract with the County is anticipated to meet that threshold in 2018, enclosed are **double-sided** required Pay-to-Play notifications and forms. Please review the notifications carefully, complete the forms pursuant to the Contractor Instructions, sign and date the forms where indicated, then return the forms to me by email at VForgione@sussex.nj.us. Note that I must receive the forms before I can place a Resolution on the Agenda of the Sussex County Board of Chosen Freeholders authorizing the issuance of purchase orders to your business.

In addition to the foregoing, the Pay-to-Play law also requires a business awarded a contract in excess of \$50,000 a year to file an annual report directly with the New Jersey Election Law Enforcement Commission (ELEC). If your business falls into this category, please attend to this filing as required by law.

Please fill out the enclosed documentation, including a **point of contact and e-mail**. Thank you in advance for your efforts and assistance in insuring that the County can continue to receive goods and/or services from your agency without disruption to the County of Sussex. If I can assist you in any way, please feel free to contact me.

Very truly yours,

Victoria Forgione, QPA, RPPS
Assistant Purchasing Agent

STATEMENT OF OWNERSHIP DISCLOSURE

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Name of Organization: FRONTIER PRECISION INC

Organization Address: 2020 FRONTIER DR
1315 MARCEL ND 58504

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
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Full Name (Print):	KEVIN HELLMAN	Title:	CEO
Signature:		Date:	1/11/18



County of Sussex

DEPARTMENT OF CENTRAL & SHARED SERVICES

Office of Central Purchasing
Sussex County Administrative Center
One Spring Street
Newton, New Jersey 07860
Tel. 973-579-0360 ext. 1125
FAX 973-579-0363

Victoria Forgione, Assistant Purchasing Agent

HQW Architects, LLC
124 Main Street
Newton, NJ 07860
Attn: Chris Wolvorton

December 27, 2017

To Whom It May Concern:

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**List of Agencies with Elected Officials Required for Political
Contribution Disclosure
N.J.S.A. 19:44A-20.26**

County Name: Sussex

State: Governor, and Legislative Leadership Committees

Legislative District #: 24

State Senator and two members of the General Assembly per district.

County:

Freeholders

County Clerk

Sheriff

Surrogate

Municipalities (Mayor and members of governing body, regardless of title):

Andover Borough
Andover Township
Branchville Borough
Byram Township
Frankford Township
Franklin Borough
Fredon Township
Green Township

Hamburg Borough
Hampton Township
Hardyston Township
Hopatcong Borough
Lafayette Township
Montague Township
Newton Town
Ogdensburg Borough

Sandyston Township
Sparta Township
Stanhope Borough
Stillwater Township
Sussex Borough
Vernon Township
Walpack Township
Wantage Township

Boards of Education (Members of the Board):

Andover Regional
Branchville Borough
Byram Township
Frankford Township
Franklin Borough
Fredon Township
Green Township
Hamburg Borough
Hampton Township

Hardyston Township
High Point Regional
Hopatcong
Kittatinny Regional
Lafayette Township
Lenape Valley Regional
Montague Township
Newton Town
Ogdensburg Borough

Sandyston-Walpack Township
Sparta Township
Stanhope Borough
Stillwater Township
Sussex-Wantage Regional
Vernon Township
Walkill Valley Regional

Fire Districts (Board of Fire Commissioners):

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Name of Organization: HQW Architects LLC

Organization Address: 124 Main St, Newton, NJ 07860

Part I Check the box that represents the type of business organization:

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- Other (be specific): _____

Part II

The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
Frank Warr	659 West Shore Tr. Sparta NJ 07871
Chris Woluerton	26 White Birch Rd, Hanburg, NJ 07419

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

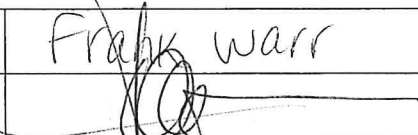
Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s
N/A	

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II other than for any publicly traded parent entities referenced above. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address
	N/A

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the *County of Sussex* is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the *County* to notify the *County of Sussex* in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the *County of Sussex* to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Frank Warr	Title:	Principal
Signature:		Date:	1/31/2018

CERTIFICATE OF WORKERS COMPENSATION INSURANCE

INSURED HQW Architects LLC
124 Main St
Newton NJ 07860-2041

PROJECT Prosecutor's Office Operations in the State of New Jersey
NOTE: Policy provides coverage for Owners/Members of LLC

POLICY NO. W22448-5-18

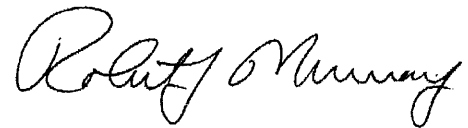
EFFECTIVE 04/27/2018

EXPIRING 04/27/2019

This policy insures the obligations imposed upon the Insured by the provisions of the Workers Compensation Law of New Jersey. The limits of liability for Part Two - Employers Liability - under this policy are as follows:
Bodily Injury by Accident \$1,000,000 each accident, and for Bodily Injury by Disease \$1,000,000 policy limit,
\$1,000,000 each employee.

NOTE: Waiver of subrogation and/or inclusion of interests not owned in the majority by the insured are not permitted under this policy by New Jersey Workers Compensation Statute.

The issuance of this Certificate imposes no liability on the Company beyond that provided by the terms, conditions and exclusions of such policy as are described above by policy number, effective and expiration dates.



CERTIFICATE HOLDER

The County of Sussex
Board of Chosen Freeholders
County Administration Center
One Spring St
Newton NJ 07860

ISSUE DATE 03/20/2018



STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Lowenstein Sandler LLP

Organization Address: One Lowenstein Drive, Roseland, NJ 07068

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

Part II

The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. Attach additional sheets if more space is needed.

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Part IV Certification

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Full Name (Print):	David M. Wissert	Title:	General Counsel
Signature:		Date:	MARCH 20, 2018

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: OCLC, Inc.

Organization Address: 6565 Kilgour Place, Dublin, Ohio 43017

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
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- Other (be specific): _____

Part II

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(Please attach additional sheets if more space is needed):

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Full Name (Print):	Bruce Crocco	Title:	Vice President
Signature:		Date:	2018 January 19



C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a "fair and open" process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of P.L. 2005, c. 271, s.2 (N.J.S.A. 19:44A-20.26). This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any State, county, or municipal committee of a political party
- any legislative leadership committee*
- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
 - of the public entity awarding the contract
 - of that county in which that public entity is located
 - of another public entity within that county
 - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed \$300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an "interest" ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, "a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity." [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor's responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor's submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Stockholder Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

* N.J.S.A. 19:44A-3(s): "The term "legislative leadership committee" means a committee established, authorized to be established, or designated by the President of the Senate, the Minority Leader of the Senate, the Speaker of the General Assembly or the Minority Leader of the General Assembly pursuant to section 16 of P.L.1993, c.65 (C.19:44A-10.1) for the purpose of receiving contributions and making expenditures."

**List of Agencies with Elected Officials Required for Political
Contribution Disclosure
N.J.S.A. 19:44A-20.26**

County Name: Sussex

State: Governor, and Legislative Leadership Committees

Legislative District #: 24

State Senator and two members of the General Assembly per district.

County:

Freeholders

County Clerk

Sheriff

Surrogate

Municipalities (Mayor and members of governing body, regardless of title):

Andover Borough
Andover Township
Branchville Borough
Byram Township
Frankford Township
Franklin Borough
Fredon Township
Green Township

Hamburg Borough
Hampton Township
Hardyston Township
Hopatcong Borough
Lafayette Township
Montague Township
Newton Town
Ogdensburg Borough

Sandyston Township
Sparta Township
Stanhope Borough
Stillwater Township
Sussex Borough
Vernon Township
Walpack Township
Wantage Township

Boards of Education (Members of the Board):

Andover Regional
Branchville Borough
Byram Township
Frankford Township
Franklin Borough
Fredon Township
Green Township
Hamburg Borough
Hampton Township

Hardyston Township
High Point Regional
Hopatcong
Kittatinny Regional
Lafayette Township
Lenape Valley Regional
Montague Township
Newton Town
Ogdensburg Borough

Sandyston-Walpack Township
Sparta Township
Stanhope Borough
Stillwater Township
Sussex-Wantage Regional
Vernon Township
Walkill Valley Regional

Fire Districts (Board of Fire Commissioners):

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- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
 - of the public entity awarding the contract
 - of that county in which that public entity is located
 - of another public entity within that county
 - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

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- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

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N.J.S.A. 19:44A-20.26**

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Legislative District #s: 24

State Senator and two members of the General Assembly per district.

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Sheriff

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Andover Township
Branchville Borough
Byram Township
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Fredon Township
Green Township

Hamburg Borough
Hampton Township
Hardyston Township
Hopatcong Borough
Lafayette Township
Montague Township
Newton Town
Ogdensburg Borough

Sandyston Township
Sparta Township
Stanhope Borough
Stillwater Township
Sussex Borough
Vernon Township
Walpack Township
Wantage Township

Boards of Education (Members of the Board):

Andover Regional
Branchville Borough
Byram Township
Frankford Township
Franklin Borough
Fredon Township
Green Township
Hamburg Borough
Hampton Township

Hardyston Township
High Point Regional
Hopatcong
Kittatinny Regional
Lafayette Township
Lenape Valley Regional
Montague Township
Newton Town
Ogdensburg Borough

Sandyston-Walpack Township
Sparta Township
Stanhope Borough
Stillwater Township
Sussex-Wantage Regional
Vernon Township
Wallkill Valley Regional

Fire Districts (Board of Fire Commissioners):

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Pocano Produce Co Inc

Organization Address: Rt 194 + Cliffside Dr Stroudsburg PA 18360

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

Part II

- The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

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Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
<u>See ATTACHED</u>	

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

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Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

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Full Name (Print):	<i>Mark Cooper</i>	Title:	<i>CEO</i>
Signature:	<i>[Handwritten Signature]</i>	Date:	<i>2-27-18</i>

<u>Last Name</u>	<u>First Name</u>	<u>Address</u>	<u>City, State</u>	<u>Zip</u>	<u>%</u>
Ahnert	Dana	1629 E Sugar Mtn Rd	Bushkill, PA	18324	11.7%
McDonald	Kristin	8109 St. Martins Lane	Philadelphia, PA	19118	11.7%
Olofsson	Rosemary	1305 Mazzetti Road	Stroudsburg, PA	18360	26.7%
Snyder	Drew	8016 Chipperfield Dr	E Stroudsburg, PA	18301	11.7%
Snyder	Kara	1303 Mazzetti Road	Stroudsburg, PA	18360	11.7%
Snyder	Marianne	1301 Mazzetti Road	Stroudsburg, PA	18360	26.7%

STATEMENT OF OWNERSHIP DISCLOSURE

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This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Pulitzer/Bogard & Associates, LLC

Organization Address: 8 Saratoga Street, Lido Beach, NY 11561

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
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- Other (be specific): _____

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OR

- No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
David M. Bogard	8 Saratoga St. Lido Beach, NY 11561
Curtiss J. Pulitzer	3361 Hollywood Oaks Dr. Ft. Lauderdale, FL 33312

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**


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Full Name (Print):	Karen Gentile	Title:	Adm. Assoc.
Signature:		Date:	01/20/18

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Ralph P. Woodward, M.D.

Organization Address: 111 Cemetery Road Blairstown, NJ 07825-3028

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

Part II

The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. Attach additional sheets if more space is needed.

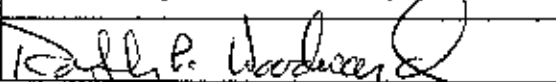
Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II other than for any publicly traded parent entities referenced above. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. Attach additional sheets if more space is needed.

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the *County of Sussex* is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the *County of Sussex* to notify the *County of Sussex* in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the *County of Sussex* to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Ralph P. Woodward, M.B.	Title:	Owner
Signature:		Date:	March 13, 2018

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: RP BAKING LLC

Organization Address: 840 Jersey St. Harrison NJ 07029

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): CORPORATION

Part II

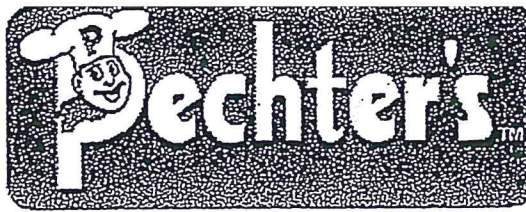
- The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

- No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
MARIO Battaglia	12 Pine Glen Rd. Blauvelt NY 10913
Philip Battaglia	8 Staff Sgt. James Parker Rd. Blauvelt NY 10913
Joseph Battaglia	16 Chestnut Park Ct New City NY 10956
Salvatore Battaglia	14 Sgt. Parker Drive Blauvelt NY 10977



R.P. BAKING LLC

840 Jersey Street
Harrison, New Jersey 07029

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OWNERSHIP/MEMBERS

NAMES & ADDRESS	TITLE	OWNERSHIP %
PHILIP BATTAGLIA 8 STAFF SGT., JAMES PARKER RD. BLAUVELT, NY 10913	MEMBER	25%
JOSEPH BATTAGLIA 6 CHESTNUT PARK CT. NEW CITY, NY 10956	MEMBER	25%
MARIO BATTAGLIA 12 PINE GLEN RD, BLAUVELT, NY 10913	MEMBER	25%
SALVATORE BATTAGLIA 14 SGT. PARKER DRIVE BLAUVELT, NY 10977	MEMBER	25%

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II other than for any publicly traded parent entities referenced above. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the *County of Sussex* is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the *County* to notify the *County of Sussex* in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the *County of Sussex* to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	DENISE NUGER	Title:	Office Mgr
Signature:		Date:	4/24/18

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit
no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:	Spillman Technologies		
Address:	4625 West Lake Park Blvd.		
City:	Salt Lake City	State:	UT
		Zip:	84120

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Chris Kellest
Signature

Chris Kellest
Printed Name

Director of Finance
Title

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than \$300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
			\$

Check here if the information is continued on subsequent page(s)

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

List of Agencies with Elected Officials Required for Political Contribution Disclosure
N.J.S.A. 19:44A-20.26

County Name: Sussex

State: Governor, and Legislative Leadership Committees

Legislative District #s: 24

State Senator and two members of the General Assembly per district.

County:

Freeholders

County Clerk

Sheriff

Surrogate

Municipalities (Mayor and members of governing body, regardless of title):

Andover Borough

Andover Township

Branchville Borough

Byram Township

Frankford Township

Franklin Borough

Fredon Township

Green Township

Hamburg Borough

Hampton Township

Hardyston Township

Hopatcong Borough

Lafayette Township

Montague Township

Newton Town

Ogdensburg Borough

Sandyston Township

Sparta Township

Stanhope Borough

Stillwater Township

Sussex Borough

Vernon Township

Walpack Township

Wantage Township

Boards of Education (Members of the Board):

Andover Regional

Branchville Borough

Byram Township

Frankford Township

Franklin Borough

Fredon Township

Green Township

Hamburg Borough

Hampton Township

Hardyston Township

High Point Regional

Hopatcong

Kittatinny Regional

Lafayette Township

Lanape Valley Regional

Montague Township

Newton Town

Ogdensburg Borough

Sandyston-Walpack Township

Sparta Township

Stanhope Borough

Stillwater Township

Sussex-Wantage Regional

Vernon Township

Walkill Valley Regional

Fire Districts (Board of Fire Commissioners):

CERTIFICATE OF EMPLOYEE INFORMATION REPORT RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-MAR-2017** to **15-MAR-2020**

MOTOROLA SOLUTIONS, INC.
123 TICE BLVD., SUITE 202
WOODCLIFF LAKE NJ 07677



A handwritten signature in black ink, appearing to read "Ford M. Scudder".

FORD M. SCUDDER
State Treasurer

09/04/13

Taxpayer Identification# 870-388-618/000

Dear Business Representative:

Congratulations! You are now registered with the New Jersey Division of Revenue.

Use the Taxpayer Identification Number listed above on all correspondence with the Divisions of Revenue and Taxation, as well as with the Department of Labor (if the business is subject to unemployment withholdings). Your tax returns and payments will be filed under this number, and you will be able to access information about your account by referencing it.

Additionally, please note that State law requires all contractors and subcontractors with Public agencies to provide proof of their registration with the Division of Revenue. The law also amended Section 92 of the Casino Control Act, which deals with the casino service industry.

We have attached a Proof of Registration Certificate for your use. To comply with the law, if you are currently under contract or entering into a contract with a State agency, you must provide a copy of the certificate to the contracting agency.

If you have any questions or require more information, feel free to call our Registration Hotline at (609)292-9292.

I wish you continued success in your business endeavors.

Sincerely,



James J. Fruscione
Director
New Jersey Division of Revenue

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

DEPARTMENT OF TREASURY/
DIVISION OF REVENUE
PO BOX 352
TRENTON, N.J. 08646-0252

TAXPAYER NAME:

SPELLMAN TECHNOLOGIES INC.

TRADE NAME:

ADDRESS:

4625 WEST LAKE PARK BLVD
SALT LAKE CITY UT 84120-5692

SEQUENCE NUMBER:

1103151

EFFECTIVE DATE:

11/08/10

ISSUANCE DATE:

09/04/13



Director
New Jersey Division of Revenue

FORM-BRC

04-06, E2056-48V

This Certificate is NOT assignable or transferable. It must be conspicuously displayed at above address.

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

CHAPTER 25 OF THE LAWS OF 2012 (N.J.S.A. 52:32-55 et seq.)

All government contracting units in New Jersey are now required to receive certification that the person or entity submitting a bid, proposal or accepting any renewal of contract awarded pursuant to a bid or proposal shall complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any of its parents, subsidiaries, or affiliates, is identified on the Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The Chapter 25 list is found on the Division's website at www.state.nj.us/treasury/purchase/pdf/chapter25list.pdf. Respondent must review this list prior to completing the below certification. Failure to complete this certification will render a bid or proposal non-responsive.

PLEASE CHECK THE APPROPRIATE BOX:

I certify, pursuant to Public Law 2012, c. 25, that neither the respondent listed below nor any of the respondent's parents, subsidiaries, or affiliates is listed on the N.J. Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 (Chapter 25 List). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. I will skip Part 2 and sign and complete the Certification below.

OR

I am unable to certify as above because the respondent and/or one or more of its parents, subsidiaries, or affiliates is listed on the Department's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below and sign and complete the Certification below. Failure to provide such will result in the proposal being rendered as nonresponsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

=====
PART 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN

You must provide a detailed, accurate and precise description of the activities of the bidding person/entity, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the information below.

PLEASE PROVIDE THOROUGH ANSWERS TO EACH QUESTION. IF YOU NEED TO MAKE ADDITIONAL ENTRIES PLEASE ADD ADDITIONAL PAGES.

Name _____ Relationship to Respondent _____

Description of Activities _____

Duration of Engagement _____ Anticipation Cessation Date _____

Respondent Contact Name _____ Phone # _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity. I acknowledge that the State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the State to notify the State in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the State of New Jersey and that the State at its option may declare any contract(s) resulting from this certification void and unenforceable.

Signed Alvin Kestner Company Spillman Technologies



CERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY)
03/06/2018

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Aon Risk Services Central, Inc. Chicago IL Office 200 East Randolph Chicago IL 60601 USA	CONTACT NAME: PHONE (A/C. No. Ext): (866) 283-7122 FAX (A/C. No.): (800) 363-0105		
	E-MAIL ADDRESS:		
INSURED Motorola Solutions, Inc. including Spillman Technologies, Inc. Attn Karen Napier 500 West Monroe Chicago IL 60661 USA	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A: Liberty Mutual Fire Ins Co		23035
	INSURER B: Liberty Insurance Corporation		42404
	INSURER C: Lloyd's Syndicate No. 4711		AA1120090
	INSURER D:		
	INSURER E:		
INSURER F:			

Holder Identifier :

COVERAGES **CERTIFICATE NUMBER: 570070382515** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. **Limits shown are as requested**

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GENL AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:	Y		TB2641005169077	07/01/2017	07/01/2018	EACH OCCURRENCE	\$1,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	\$250,000
							MED EXP (Any one person)	\$10,000
							PERSONAL & ADV INJURY	\$1,000,000
							GENERAL AGGREGATE	\$2,000,000
							PRODUCTS - COMP/OP AGG	\$1,000,000
A	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS ONLY	Y		AS2-641-005169-017	07/01/2017	07/01/2018	COMBINED SINGLE LIMIT (Ea accident)	\$1,000,000
							BODILY INJURY (Per person)	
							BODILY INJURY (Per accident)	
							PROPERTY DAMAGE (Per accident)	
	<input type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> DED <input type="checkbox"/> RETENTION						EACH OCCURRENCE	
							AGGREGATE	
B	<input checked="" type="checkbox"/> WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	WA764D005169087 All other States WC7641005169097 WI	07/01/2017	07/01/2018	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER	
B					07/01/2017	07/01/2018	E.L. EACH ACCIDENT	\$1,000,000
							E.L. DISEASE-EA EMPLOYEE	\$1,000,000
							E.L. DISEASE-POLICY LIMIT	\$1,000,000
C	E&O-MPL-Primary			FSCE01700661	07/01/2017	07/01/2018	Professional Liability	\$1,000,000
							Overall policy aggregate	\$1,000,000

Certificate No : 570070382515

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
RE: Maintenance Agreement with Spillman Technologies, Inc. (a subsidiary of Motorola Solutions, Inc.). The County of Sussex, its officers and employees are included as Additional Insured under the Commercial General Liability policy on a Primary and Non-Contributory basis and under the Automobile Liability policy where required in writing and executed contract.

CERTIFICATE HOLDER**CANCELLATION**

Sussex County One Spring Street Newton NJ 07860 USA	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE <i>Aon Risk Services Central, Inc.</i>

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

DESIGNATED INSURED FOR COVERED AUTOS LIABILITY COVERAGE

This endorsement modifies insurance provided under the following:

- AUTO DEALERS COVERAGE FORM
- BUSINESS AUTO COVERAGE FORM
- MOTOR CARRIER COVERAGE FORM

With respect to coverage provided by this endorsement, the provisions of the Coverage Form apply unless modified by the endorsement.

This endorsement identifies person(s) or organization(s) who are "insureds" for Covered Autos Liability Coverage under the Who Is An Insured provision of the Coverage Form. This endorsement does not alter coverage provided in the Coverage Form.

SCHEDULE

Name Of Person(s) Or Organization(s):
<p>Any person or organization whom you have agreed in writing to add as an additional insured, but only to coverage and minimum limits of insurance required by the written agreement, and in no event to exceed either the scope of coverage or the limits of insurance provided in this policy.</p>
Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

Each person or organization shown in the Schedule is an "insured" for Covered Autos Liability Coverage, but only to the extent that person or organization qualifies as an "insured" under the Who Is An Insured provision contained in Paragraph A.1. of Section II - Covered Autos Liability Coverage in the Business Auto and Motor Carrier Coverage Forms and Paragraph D.2. of Section I - Covered Autos Coverages of the Auto Dealers Coverage Form.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

**ADDITIONAL INSURED – OWNERS, LESSEES OR
CONTRACTORS – SCHEDULED PERSON OR
ORGANIZATION**

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

A. Section II – Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by:

- 1. Your acts or omissions; or
- 2. The acts or omissions of those acting on your behalf;

in the performance of your ongoing operations for the additional insured(s) at the location(s) designated above.

However:

- 1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
- 2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

B. With respect to the insurance afforded to these additional insureds, the following additional exclusions apply:

This insurance does not apply to "bodily injury" or "property damage" occurring after:

- 1. All work, including materials, parts or equipment furnished in connection with such work, on the project (other than service, maintenance or repairs) to be performed by or on behalf of the additional insured(s) at the location of the covered operations has been completed; or
- 2. That portion of "your work" out of which the injury or damage arises has been put to its intended use by any person or organization other than another contractor or subcontractor engaged in performing operations for a principal as a part of the same project.

C. With respect to the insurance afforded to these additional insureds, the following is added to **Section III – Limits Of Insurance:**

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

- 1. Required by the contract or agreement; or
- 2. Available under the applicable Limits of Insurance shown in the Declarations;

whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.

SCHEDULE

**Name Of Additional Insured Person(s)
Or Organization(s):**

Location(s) Of Covered Operations

All Entities as required in writing prior to the date of loss .

Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

PRIMARY AND NONCONTRIBUTORY – OTHER INSURANCE CONDITION

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART
PRODUCTS/COMPLETED OPERATIONS LIABILITY COVERAGE PART

The following is added to the **Other Insurance** Condition and supersedes any provision to the contrary:

Primary And Noncontributory Insurance

This insurance is primary to and will not seek contribution from any other insurance available to an additional insured under your policy provided that:

(1) The additional insured is a Named Insured under such other insurance; and

(2) You have agreed in writing in a contract or agreement that this insurance would be primary and would not seek contribution from any other insurance available to the additional insured.

**STATE OF NEW JERSEY
Division of Purchase & Property
Contract Compliance Audit Unit
EEO Monitoring Program**

EMPLOYEE INFORMATION REPORT

IMPORTANT-READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING FORM. FAILURE TO PROPERLY COMPLETE THE ENTIRE FORM AND TO SUBMIT THE REQUIRED \$150.00 FEE MAY DELAY ISSUANCE OF YOUR CERTIFICATE. DO NOT SUBMIT EEO-1 REPORT FOR SECTION B, ITEM 11. For Instructions on completing the form, go to: http://www.state.nj.us/treasury/contract_compliance/pdf/aa302ins.pdf

SECTION A - COMPANY IDENTIFICATION

1. FID. NO. OR SOCIAL SECURITY 36-1115800	2. TYPE OF BUSINESS <input checked="" type="checkbox"/> 1. MFG <input type="checkbox"/> 2. SERVICE <input type="checkbox"/> 3. WHOLESALE <input type="checkbox"/> 4. RETAIL <input type="checkbox"/> 5. OTHER	3. TOTAL NO. EMPLOYEES IN THE ENTIRE COMPANY 14,912
4. COMPANY NAME Motorola Solutions, Inc.		
5. STREET 500 W. Monroe Street	CITY Chicago	COUNTY Cook
	STATE IL	ZIP CODE 60661
6. NAME OF PARENT OR AFFILIATED COMPANY (IF NONE, SO INDICATE) None		
7. CHECK ONE: IS THE COMPANY: <input type="checkbox"/> SINGLE-ESTABLISHMENT EMPLOYER <input checked="" type="checkbox"/> MULTI-ESTABLISHMENT EMPLOYER		
8. IF MULTI-ESTABLISHMENT EMPLOYER, STATE THE NUMBER OF ESTABLISHMENTS IN NJ 1		
9. TOTAL NUMBER OF EMPLOYEES AT ESTABLISHMENT WHICH HAS BEEN AWARDED THE CONTRACT 44		
10. PUBLIC AGENCY AWARDED CONTRACT		

Official Use Only	DATE RECEIVED	INAUG. DATE	ASSIGNED CERTIFICATION NUMBER

SECTION B - EMPLOYMENT DATA

11. Report all permanent, temporary and part-time employees ON YOUR OWN PAYROLL. Enter the appropriate figures on all lines and in all columns. Where there are no employees in a particular category, enter a zero. Include ALL employees, not just those in minority/non-minority categories, in columns 1, 2, & 3. **DO NOT SUBMIT AN EEO-1 REPORT.**

JOB CATEGORIES	ALL EMPLOYEES			PERMANENT MINORITY/NON-MINORITY EMPLOYEE BREAKDOWN									
	COL. 1 TOTAL (Cols. 2 & 3)	COL. 2 MALE	COL. 3 FEMALE	***** MALE *****					***** FEMALE *****				
				BLACK	HISPANIC	AMER INDIAN	ASIAN	NON MIN.	BLACK	HISPANIC	AMER INDIAN	ASIAN	NON MIN.
Officials/ Managers	7	6	1	0	0	0	1	5	0	0	0	0	1
Professionals	12	8	4	1	1	0	2	4	0	0	0	3	1
Technicians	7	7	0	3	2	0	0	2	0	0	0	0	0
Sales Workers	14	12	2	1	3	0	1	7	0	0	0	1	1
Office & Clerical	4	0	4	0	0	0	0	0	0	0	0	0	4
Craftworkers (Skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives (Semi-skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers (Unskilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	44	33	11	5	6	0	4	18	0	0	0	4	7
Total employment From previous Report (if any)													
Temporary & Part-Time Employees	The data below shall NOT be included in the figures for the appropriate categories above.												

12. HOW WAS INFORMATION AS TO RACE OR ETHNIC GROUP IN SECTION B OBTAINED? <input type="checkbox"/> 1. Visual Survey <input checked="" type="checkbox"/> 2. Employment Record <input type="checkbox"/> 3. Other (Specify)	14. IS THIS THE FIRST Employee Information Report Submitted? 1. YES <input checked="" type="checkbox"/> 2. NO <input type="checkbox"/>	15. IF NO, DATE LAST REPORT SUBMITTED MO. DAY YEAR
13. DATES OF PAYROLL PERIOD USED From: 08/27/2017 To: 09/08/2017		

SECTION C - SIGNATURE AND IDENTIFICATION

16. NAME OF PERSON COMPLETING FORM (Print or Type) Justine Dial	SIGNATURE 	TITLE Senior Counsel	DATE MO DAY YEAR 09 12 2017
17. ADDRESS NO. & STREET 500 W. Monroe Street	CITY Chicago	COUNTY Cook	STATE IL
	ZIP CODE 60661	PHONE (AREA CODE, NO., EXTENSION) 847 - 576 - 1927	

W-9

Request for Taxpayer Identification Number and Certification

Give Form to the
requester. Do not
send to the IRS.

- 1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.
Spillman Technologies, Inc.
- 2 Business name/disregarded entity name, if different from above

Print or type
See Specific Instructions on page 2.

- 3 Check appropriate box for federal tax classification; check only one of the following seven boxes:
- Individual/sole proprietor or single-member LLC
- C Corporation
- S Corporation
- Partnership
- Trust/estate
- Limited liability company. Enter the tax classification (G=C corporation, S=S corporation, P=partnership) ▶ _____
- Note. For a single-member LLC that is disregarded, do not check LLC; check the appropriate box in the line above for the tax classification of the single-member owner.
- Other (see instructions) ▶ _____

- 4 Exemptions (codes apply only to certain entities; not individuals; see instructions on page 3):
Exempt payee code (if any) _____
Exemption from FATCA reporting code (if any) _____
(Applies to accounts maintained outside the U.S.)

5 Address (number, street, and apt. or suite no.)
6625 W. Lake Park Blvd.

6 City, state, and ZIP code
Salt Lake City, UT 84120

7 List account number(s) here (optional)

Requester's name and address (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Social security number									
				-					
OR									
Employer identification number									
8	7	-	0	3	8	8	6	1	8

Note. If the account is in more than one name, see the instructions for line 1 and the chart on page 4 for guidelines on whose number to enter.

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions on page 3.

Sign Here	Signature of U.S. person ▶	Date ▶
	<i>Chris Felletta</i>	7/10/17

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted. Future developments. Information about developments affecting Form W-9 (such as legislation enacted after we release it) is at www.irs.gov/fw9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following:

- Form 1099-INT (interest earned or paid)
- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)

- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
 - Form 1099-C (canceled debt)
 - Form 1099-A (acquisition or abandonment of secured property)
- Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.
- If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding? on page 2.*
- By signing the filled-out form, you:
- Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
 - Certify that you are not subject to backup withholding, or
 - Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income, and
 - Certify that FATCA code(s) entered on this form (if any) indicating that you are exempt from the FATCA reporting is correct. See *What is FATCA reporting?* on page 2 for further information.

09/04/13

Taxpayer Identification# 870-388-618/000

Dear Business Representative:

Congratulations! You are now registered with the New Jersey Division of Revenue.

Use the Taxpayer Identification Number listed above on all correspondence with the Divisions of Revenue and Taxation, as well as with the Department of Labor (if the business is subject to unemployment withholdings). Your tax returns and payments will be filed under this number, and you will be able to access information about your account by referencing it.

Additionally, please note that State law requires all contractors and subcontractors with Public agencies to provide proof of their registration with the Division of Revenue. The law also amended Section 92 of the Casino Control Act, which deals with the casino service industry.

We have attached a Proof of Registration Certificate for your use. To comply with the law, if you are currently under contract or entering into a contract with a State agency, you must provide a copy of the certificate to the contracting agency.

If you have any questions or require more information, feel free to call our Registration Hotline at (609)292-9292.

I wish you continued success in your business endeavors.

Sincerely,



James J. Fruscione
Director
New Jersey Division of Revenue

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

DEPARTMENT OF TREASURY/
DIVISION OF REVENUE
PO BOX 352
TRENTON, N.J. 08646-0252

TAXPAYER NAME:

SPELLMAN TECHNOLOGIES INC.

TRADE NAME:

ADDRESS:

4625 WEST LAKE PARK BLVD
SALT LAKE CITY UT 84120-5692

SEQUENCE NUMBER:

1103151

EFFECTIVE DATE:

11/08/10

ISSUANCE DATE:

09/04/13



Director
New Jersey Division of Revenue

FORM-BRC

09/06/12 055648V

This Certificate is NOT assignable or transferable. It must be conspicuously displayed at above address.

STATE OF NEW JERSEY
Division of Purchase & Property
Contract Compliance Audit Unit
EEO Monitoring Program

EMPLOYEE INFORMATION REPORT

IMPORTANT-READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING FORM. FAILURE TO PROPERLY COMPLETE THE ENTIRE FORM AND TO SUBMIT THE REQUIRED \$150.00 FEE MAY DELAY ISSUANCE OF YOUR CERTIFICATE. DO NOT SUBMIT EEO-1 REPORT FOR SECTION B, ITEM 11. For Instructions on completing the form, go to: http://www.state.nj.us/treasury/contract_compliance/pdf/aa302ins.pdf

SECTION A - COMPANY IDENTIFICATION

1. FID. NO. OR SOCIAL SECURITY 36-1115800	2. TYPE OF BUSINESS <input checked="" type="checkbox"/> 1. MFG <input type="checkbox"/> 2. SERVICE <input type="checkbox"/> 3. WHOLESALE <input type="checkbox"/> 4. RETAIL <input type="checkbox"/> 5. OTHER	3. TOTAL NO. EMPLOYEES IN THE ENTIRE COMPANY 14,912
4. COMPANY NAME Motorola Solutions, Inc.		
5. STREET 500 W. Monroe Street	CITY Chicago	COUNTY Cook
	STATE IL	ZIP CODE 60661
6. NAME OF PARENT OR AFFILIATED COMPANY (IF NONE, SO INDICATE) None		
7. CHECK ONE: IS THE COMPANY: <input type="checkbox"/> SINGLE-ESTABLISHMENT EMPLOYER <input checked="" type="checkbox"/> MULTI-ESTABLISHMENT EMPLOYER		
8. IF MULTI-ESTABLISHMENT EMPLOYER, STATE THE NUMBER OF ESTABLISHMENTS IN NJ 1		
9. TOTAL NUMBER OF EMPLOYEES AT ESTABLISHMENT WHICH HAS BEEN AWARDED THE CONTRACT 44		
10. PUBLIC AGENCY AWARDED CONTRACT		

Official Use Only	DATE RECEIVED	INAUG. DATE	ASSIGNED CERTIFICATION NUMBER

SECTION B - EMPLOYMENT DATA

11. Report all permanent, temporary and part-time employees ON YOUR OWN PAYROLL. Enter the appropriate figures on all lines and in all columns. Where there are no employees in a particular category, enter a zero. Include ALL employees, not just those in minority/non-minority categories, in columns 1, 2, & 3. **DO NOT SUBMIT AN EEO-1 REPORT.**

JOB CATEGORIES	ALL EMPLOYEES			PERMANENT MINORITY/NON-MINORITY EMPLOYEE BREAKDOWN									
	COL. 1 TOTAL (Cols. 2 & 3)	COL. 2 MALE	COL. 3 FEMALE	***** MALE *****					***** FEMALE *****				
				BLACK	HISPANIC	AMER INDIAN	ASIAN	NON MIN.	BLACK	HISPANIC	AMER INDIAN	ASIAN	NON MIN.
Officials/ Managers	7	6	1	0	0	0	1	5	0	0	0	0	1
Professionals	12	8	4	1	1	0	2	4	0	0	0	3	1
Technicians	7	7	0	3	2	0	0	2	0	0	0	0	0
Sales Workers	14	12	2	1	3	0	1	7	0	0	0	1	1
Office & Clerical	4	0	4	0	0	0	0	0	0	0	0	0	4
Craftworkers (Skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives (Semi-skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers (Unskilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	44	33	11	5	6	0	4	18	0	0	0	4	7
Total employment From previous Report (if any)													
Temporary & Part-Time Employees	The data below shall NOT be included in the figures for the appropriate categories above.												

12. HOW WAS INFORMATION AS TO RACE OR ETHNIC GROUP IN SECTION B OBTAINED? <input type="checkbox"/> 1. Visual Survey <input checked="" type="checkbox"/> 2. Employment Record <input type="checkbox"/> 3. Other (Specify)	14. IS THIS THE FIRST Employee Information Report Submitted? 1. YES <input checked="" type="checkbox"/> 2. NO <input type="checkbox"/>	15. IF NO, DATE LAST REPORT SUBMITTED MO. DAY YEAR
13. DATES OF PAYROLL PERIOD USED From: 08/27/2017 To: 09/08/2017		

SECTION C - SIGNATURE AND IDENTIFICATION

16. NAME OF PERSON COMPLETING FORM (Print or Type) Justine Dial	SIGNATURE 	TITLE Senior Counsel	DATE MO DAY YEAR 09 12 2017
17. ADDRESS NO. & STREET 500 W. Monroe Street	CITY Chicago	COUNTY Cook	STATE IL
	ZIP CODE 60661	PHONE (AREA CODE, NO., EXTENSION) 847 - 576 - 1927	

CERTIFICATE OF EMPLOYEE INFORMATION REPORT RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-MAR-2017** to **15-MAR-2020**

MOTOROLA SOLUTIONS, INC.
123 TICE BLVD., SUITE 202
WOODCLIFF LAKE NJ 07677



A handwritten signature in black ink, appearing to read "Ford M. Scudder", is written over the seal of the State Treasurer.

FORD M. SCUDDER
State Treasurer

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Spillman Technologies Inc.

Organization Address: 4625 W. Lake Park Blvd. Salt Lake City, UT
84120

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

Part II

- The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. (**COMPLETE THE LIST BELOW IN THIS SECTION**)

OR

- No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. (**SKIP TO PART IV**)

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II other than for any publicly traded parent entities referenced above. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the **County of Sussex** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **County of Sussex** to notify the **County of Sussex** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the **County of Sussex** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Chris Kellett	Title:	Director of Finance
Signature:	<i>Chris Kellett</i>	Date:	3-14-18

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

CHAPTER 25 OF THE LAWS OF 2012 (N.J.S.A. 52:32-55 et seq.)

All government contracting units in New Jersey are now required to receive certification that the person or entity submitting a bid, proposal or accepting any renewal of contract awarded pursuant to a bid or proposal shall complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any of its parents, subsidiaries, or affiliates, is identified on the Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The Chapter 25 list is found on the Division's website at www.state.nj.us/treasury/purchase/pdf/chapter25list.pdf. Respondent must review this list prior to completing the below certification. Failure to complete this certification will render a bid or proposal non-responsive.

PLEASE CHECK THE APPROPRIATE BOX:

I certify, pursuant to Public Law 2012, c. 25, that neither the respondent listed below nor any of the respondent's parents, subsidiaries, or affiliates is listed on the N.J. Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 (Chapter 25 List). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. I will skip Part 2 and sign and complete the Certification below.

OR

I am unable to certify as above because the respondent and/or one or more of its parents, subsidiaries, or affiliates is listed on the Department's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below and sign and complete the Certification below. Failure to provide such will result in the proposal being rendered as nonresponsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

=====
PART 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN

You must provide a detailed, accurate and precise description of the activities of the bidding person/entity, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the information below.

PLEASE PROVIDE THOROUGH ANSWERS TO EACH QUESTION. IF YOU NEED TO MAKE ADDITIONAL ENTRIES PLEASE ADD ADDITIONAL PAGES.

Name _____ Relationship to Respondent _____
Description of Activities _____
Duration of Engagement _____ Anticipation Cessation Date _____
Respondent Contact Name _____ Phone # _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity. I acknowledge that the State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the State to notify the State in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the State of New Jersey and that the State at its option may declare any contract(s) resulting from this certification void and unenforceable.

Signed Alvin Kestner Company Spillman Technologies



CERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY)
03/06/2018

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Aon Risk Services Central, Inc. Chicago IL Office 200 East Randolph Chicago IL 60601 USA	CONTACT NAME: PHONE (A/C. No. Ext): (866) 283-7122 FAX (A/C. No.): (800) 363-0105		
	E-MAIL ADDRESS:		
INSURED Motorola Solutions, Inc. including Spillman Technologies, Inc. Attn Karen Napier 500 West Monroe Chicago IL 60661 USA	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A: Liberty Mutual Fire Ins Co		23035
	INSURER B: Liberty Insurance Corporation		42404
	INSURER C: Lloyd's Syndicate No. 4711		AA1120090
	INSURER D:		
	INSURER E:		
INSURER F:			

Holder Identifier :

COVERAGES **CERTIFICATE NUMBER: 570070382515** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. **Limits shown are as requested**

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GENL AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:	Y		TB2641005169077	07/01/2017	07/01/2018	EACH OCCURRENCE	\$1,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	\$250,000
							MED EXP (Any one person)	\$10,000
							PERSONAL & ADV INJURY	\$1,000,000
							GENERAL AGGREGATE	\$2,000,000
							PRODUCTS - COMP/OP AGG	\$1,000,000
A	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS ONLY	Y		AS2-641-005169-017	07/01/2017	07/01/2018	COMBINED SINGLE LIMIT (Ea accident)	\$1,000,000
							BODILY INJURY (Per person)	
							BODILY INJURY (Per accident)	
							PROPERTY DAMAGE (Per accident)	
	<input type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> DED <input type="checkbox"/> RETENTION						EACH OCCURRENCE	
							AGGREGATE	
B	<input checked="" type="checkbox"/> WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	WA764D005169087 All other States WC7641005169097 WI	07/01/2017	07/01/2018	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER	
B					07/01/2017	07/01/2018	E.L. EACH ACCIDENT	\$1,000,000
							E.L. DISEASE-EA EMPLOYEE	\$1,000,000
							E.L. DISEASE-POLICY LIMIT	\$1,000,000
C	E&O-MPL-Primary			FSCE01700661	07/01/2017	07/01/2018	Professional Liability	\$1,000,000
							Overall policy aggregate	\$1,000,000

Certificate No : 570070382515

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
RE: Maintenance Agreement with Spillman Technologies, Inc. (a subsidiary of Motorola Solutions, Inc.). The County of Sussex, its officers and employees are included as Additional Insured under the Commercial General Liability policy on a Primary and Non-Contributory basis and under the Automobile Liability policy where required in writing and executed contract.

CERTIFICATE HOLDER**CANCELLATION**

Sussex County One Spring Street Newton NJ 07860 USA	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE <i>Aon Risk Services Central, Inc.</i>

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

DESIGNATED INSURED FOR COVERED AUTOS LIABILITY COVERAGE

This endorsement modifies insurance provided under the following:

- AUTO DEALERS COVERAGE FORM
- BUSINESS AUTO COVERAGE FORM
- MOTOR CARRIER COVERAGE FORM

With respect to coverage provided by this endorsement, the provisions of the Coverage Form apply unless modified by the endorsement.

This endorsement identifies person(s) or organization(s) who are "insureds" for Covered Autos Liability Coverage under the Who Is An Insured provision of the Coverage Form. This endorsement does not alter coverage provided in the Coverage Form.

SCHEDULE

Name Of Person(s) Or Organization(s):
<p>Any person or organization whom you have agreed in writing to add as an additional insured, but only to coverage and minimum limits of insurance required by the written agreement, and in no event to exceed either the scope of coverage or the limits of insurance provided in this policy.</p>
Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

Each person or organization shown in the Schedule is an "insured" for Covered Autos Liability Coverage, but only to the extent that person or organization qualifies as an "insured" under the Who Is An Insured provision contained in Paragraph A.1. of Section II - Covered Autos Liability Coverage in the Business Auto and Motor Carrier Coverage Forms and Paragraph D.2. of Section I - Covered Autos Coverages of the Auto Dealers Coverage Form.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

**ADDITIONAL INSURED – OWNERS, LESSEES OR
CONTRACTORS – SCHEDULED PERSON OR
ORGANIZATION**

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

A. Section II – Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by:

- 1. Your acts or omissions; or
- 2. The acts or omissions of those acting on your behalf;

in the performance of your ongoing operations for the additional insured(s) at the location(s) designated above.

However:

- 1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
- 2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

B. With respect to the insurance afforded to these additional insureds, the following additional exclusions apply:

This insurance does not apply to "bodily injury" or "property damage" occurring after:

- 1. All work, including materials, parts or equipment furnished in connection with such work, on the project (other than service, maintenance or repairs) to be performed by or on behalf of the additional insured(s) at the location of the covered operations has been completed; or
- 2. That portion of "your work" out of which the injury or damage arises has been put to its intended use by any person or organization other than another contractor or subcontractor engaged in performing operations for a principal as a part of the same project.

C. With respect to the insurance afforded to these additional insureds, the following is added to **Section III – Limits Of Insurance:**

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

- 1. Required by the contract or agreement; or
- 2. Available under the applicable Limits of Insurance shown in the Declarations;

whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.

SCHEDULE

**Name Of Additional Insured Person(s)
Or Organization(s):**

Location(s) Of Covered Operations

All Entities as required in writing prior to the date of loss .

Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

PRIMARY AND NONCONTRIBUTORY – OTHER INSURANCE CONDITION

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART
PRODUCTS/COMPLETED OPERATIONS LIABILITY COVERAGE PART

The following is added to the **Other Insurance** Condition and supersedes any provision to the contrary:

Primary And Noncontributory Insurance

This insurance is primary to and will not seek contribution from any other insurance available to an additional insured under your policy provided that:

(1) The additional insured is a Named Insured under such other insurance; and

(2) You have agreed in writing in a contract or agreement that this insurance would be primary and would not seek contribution from any other insurance available to the additional insured.

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit
no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:	Spillman Technologies		
Address:	4625 West Lake Park Blvd.		
City:	Salt Lake City	State:	UT
		Zip:	84120

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Chris Kellest
Signature

Chris Kellest
Printed Name

Director of Finance
Title

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than \$300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
			\$

Check here if the information is continued on subsequent page(s)

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

List of Agencies with Elected Officials Required for Political Contribution Disclosure
N.J.S.A. 19:44A-20.26

County Name: Sussex

State: Governor, and Legislative Leadership Committees

Legislative District #s: 24

State Senator and two members of the General Assembly per district.

County:

Freeholders

County Clerk

Sheriff

Surrogate

Municipalities (Mayor and members of governing body, regardless of title):

Andover Borough

Andover Township

Branchville Borough

Byram Township

Frankford Township

Franklin Borough

Fredon Township

Green Township

Hamburg Borough

Hampton Township

Hardyston Township

Hopatcong Borough

Lafayette Township

Montague Township

Newton Town

Ogdensburg Borough

Sandyston Township

Sparta Township

Stanhope Borough

Stillwater Township

Sussex Borough

Vernon Township

Walpack Township

Wantage Township

Boards of Education (Members of the Board):

Andover Regional

Branchville Borough

Byram Township

Frankford Township

Franklin Borough

Fredon Township

Green Township

Hamburg Borough

Hampton Township

Hardyston Township

High Point Regional

Hopatcong

Kittatinny Regional

Lafayette Township

Lanape Valley Regional

Montague Township

Newton Town

Ogdensburg Borough

Sandyston-Walpack Township

Sparta Township

Stanhope Borough

Stillwater Township

Sussex-Wantage Regional

Vernon Township

Walkill Valley Regional

Fire Districts (Board of Fire Commissioners):

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Spillman Technologies Inc.

Organization Address: 4625 W. Lake Park Blvd. Salt Lake City, UT
84120

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

Part II

- The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. (**COMPLETE THE LIST BELOW IN THIS SECTION**)

OR

- No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. (**SKIP TO PART IV**)

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II other than for any publicly traded parent entities referenced above. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

EXPENDITURE OVER \$17,500.00 REQUIRED DOCUMENTATION

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the **County of Sussex** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **County of Sussex** to notify the **County of Sussex** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the **County of Sussex** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Chris Kellett	Title:	Director of Finance
Signature:	<i>Chris Kellett</i>	Date:	3-14-18

W-9

Request for Taxpayer Identification Number and Certification

Give Form to the
requester. Do not
send to the IRS.

- 1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.
Spillman Technologies, Inc.
- 2 Business name/disregarded entity name, if different from above

Print or type
See Specific Instructions on page 2.

- 3 Check appropriate box for federal tax classification; check only one of the following seven boxes:
- Individual/sole proprietor or single-member LLC
- C Corporation
- S Corporation
- Partnership
- Trust/estate
- Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=partnership) ▶ _____
- Note. For a single-member LLC that is disregarded, do not check LLC; check the appropriate box in the line above for the tax classification of the single-member owner.
- Other (see instructions) ▶ _____

- 4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):
Exempt payee code (if any) _____
- Exemption from FATCA reporting code (if any) _____
- (Applies to accounts maintained outside the U.S.)

5 Address (number, street, and apt. or suite no.)
6625 W. Lake Park Blvd.

6 City, state, and ZIP code
Salt Lake City, UT 84120

7 List account number(s) here (optional)

Requester's name and address (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Social security number									
			-				-		
Employer identification number									
8	7	-	0	3	8	8	6	1	8

Note. If the account is in more than one name, see the instructions for line 1 and the chart on page 4 for guidelines on whose number to enter.

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions on page 3.

Sign Here	Signature of U.S. person ▶	Date ▶
	<i>Chris Felletta</i>	7/10/17

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted. Future developments. Information about developments affecting Form W-9 (such as legislation enacted after we release it) is at www.irs.gov/fw9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following:

- Form 1099-INT (interest earned or paid)
- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)

- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
 - Form 1099-C (canceled debt)
 - Form 1099-A (acquisition or abandonment of secured property)
- Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.
- If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding? on page 2.*
- By signing the filled-out form, you:
- Certify that the TIN you are giving is correct (or you are waiting for a number to be issued).
 - Certify that you are not subject to backup withholding, or
 - Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income, and
 - Certify that FATCA code(s) entered on this form (if any) indicating that you are exempt from the FATCA reporting is correct. See *What is FATCA reporting?* on page 2 for further information.

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a "fair and open" process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of P.L. 2005, c. 271, s.2 (N.J.S.A. 19:44A-20.26). This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any State, county, or municipal committee of a political party
- any legislative leadership committee*
- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
 - of the public entity awarding the contract
 - of that county in which that public entity is located
 - of another public entity within that county
 - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed \$300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an "interest" ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, "a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity." [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor's responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor's submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Stockholder Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

* N.J.S.A. 19:44A-3(s): "The term "legislative leadership committee" means a committee established, authorized to be established, or designated by the President of the Senate, the Minority Leader of the Senate, the Speaker of the General Assembly or the Minority Leader of the General Assembly pursuant to section 16 of P.L.1993, c.65 (C.19:44A-10.1) for the purpose of receiving contributions and making expenditures."

**List of Agencies with Elected Officials Required for Political
Contribution Disclosure
N.J.S.A. 19:44A-20.26**

County Name: Sussex

State: Governor, and Legislative Leadership Committees

Legislative District #: 24

State Senator and two members of the General Assembly per district.

County:

Freeholders

County Clerk

Sheriff

Surrogate

Municipalities (Mayor and members of governing body, regardless of title):

Andover Borough
Andover Township
Branchville Borough
Byram Township
Frankford Township
Franklin Borough
Fredon Township
Green Township

Hamburg Borough
Hampton Township
Hardyston Township
Hopatcong Borough
Lafayette Township
Montague Township
Newton Town
Ogdensburg Borough

Sandyston Township
Sparta Township
Stanhope Borough
Stillwater Township
Sussex Borough
Vernon Township
Walpack Township
Wantage Township

Boards of Education (Members of the Board):

Andover Regional
Branchville Borough
Byram Township
Frankford Township
Franklin Borough
Fredon Township
Green Township
Hamburg Borough
Hampton Township

Hardyston Township
High Point Regional
Hopatcong
Kittatinny Regional
Lafayette Township
Lenape Valley Regional
Montague Township
Newton Town
Ogdensburg Borough

Sandyston-Walpack Township
Sparta Township
Stanhope Borough
Stillwater Township
Sussex-Wantage Regional
Vernon Township
Walkill Valley Regional

Fire Districts (Board of Fire Commissioners):

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: The Printing Center, Inc

Organization Address: 1 White Lake Rd, Sparta, NJ 07871

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

Part II

The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

- No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
Vincent Perrella, Jr.	2 Sunken Rd, Branchville, NJ 07826

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

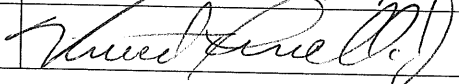
Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s
N/A	

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II other than for any publicly traded parent entities referenced above. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address
N/A	

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the **County of Sussex** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **County** to notify the **County of Sussex** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the **County of Sussex** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Vincent Perrella, Jr.	Title:	Pres.
Signature:		Date:	1-22-18

RESOLUTION RE: AUTHORIZATION TO PROVIDE FOR THE PURCHASE OF ROADWAY TRAFFIC STRIPING FOR THE SUSSEX COUNTY DEPARTMENT OF ENGINEERING AND PLANNING FROM DENVILLE LINE PAINTING, INC IN THE AMOUNT OF \$519,741.00 FOR THE 2018 SEASON

WHEREAS, the Board of Chosen Freeholders has heretofore established certain operating budget expenditures for 2018 so that road maintenance and repairs might be performed in a timely manner; and

WHEREAS, the following vendor is an authorized supplier as approved by the Township of Randolph, the lead agency for the Morris County Cooperative Pricing Council, and assigned contract numbers, thereby affording the County the opportunity of direct purchase without competitive bidding:

Denville Line Painting Inc. \$519,741.00 Requisition # 81418
Contract #36 – Traffic Striping on Roadways

NOW, THEREFORE, BE IT RESOLVED that the Board of Chosen Freeholders does hereby authorize the execution of the necessary purchase order up to the total amount of \$519,741.00 by the Sussex County Office of Purchasing to permit the purchase of the above listed materials for the County of Sussex; and

BE IT FURTHER RESOLVED that upon receipt, inspection and approval of vouchers therefore by the using agency, payment, pursuant to said purchase order, are hereby authorized with the same to be charged against funds established in the Operating Budget account for said purpose; and

BE IT FURTHER RESOLVED that certified copies of this Resolution be forwarded to Denville Line Painting Inc., 2 Greenpond Road, Rockaway, NJ 07866.

Certified as a true copy of the Resolution adopted by the Board of Chosen Freeholders on the 23rd day of May, 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

CERTIFICATION RE: BUDGET APPROPRIATION FOR AWARDING OF
CONTRACTS

I, Robert J. Maikis, Jr., Treasurer, County of Sussex, hereby certify to the Clerk, Board of Chosen Freeholders that there are adequate funds appropriated in the 2018 County Budget appropriation(s) entitled:

	Unclassified Services	
01-201-26-292-434	Operating Expenses (Bridge and Traffic)	\$519,741.00
		Requisition: 81418

In the Total Amount Not to Exceed \$519,741.00

For the awarding of the contract for:

Sussex County 2018 Long
Line and Pavement
Marking Program

To: Denville Line Painting, Inc.
2 Greenpond Rd.
Rockaway, NJ 07866

Robert J. Maikis, Jr.,
Treasurer

Dated: May 23, 2018

**Resolution Summary
Other**

RESOLUTION RE: AUTHORIZATION TO PROVIDE FOR THE PURCHASE OF ROADWAY TRAFFIC STRIPING FOR THE SUSSEX COUNTY DEPARTMENT OF ENGINEERING AND PLANNING FROM DENVILLE LINE PAINTING, INC IN THE AMOUNT OF \$519,741.00 FOR THE 2018 SEASON

Description of Resolution:

The Department of Engineering has stated that management of the roadway system includes a variety of safety enhancements, including Long Line and Pavement Markings. Long Lines and Pavement Markings provide a beneficial roadway safety enhancement for the level resource investment required.

This contract provides for the replacement of select long lines which have reached or exceeded their useful service lives. Available resources are first applied where the greatest benefit is realized. Failure to replace these safety amenities will result in an overall decrease in roadway safety.

The Roadway Traffic Striping will be purchased under Morris County Cooperative Pricing Contract #36 using Denville Line Painting Inc. in the amount of \$519,741.00

NOTIFICATION OF AWARD

CONTRACT #36: TRAFFIC STRIPING ON ROADWAYS

Contract Period: January 1, 2018 - December 31, 2018

Notes:

- All Purchase Orders should reference "MCCPC Contract #36"
- No minimum order requirements are allowed unless stated otherwise
- Prices are to remain firm for the term of the contract with no exceptions
- See Technical Specifications on the website (www.mccpc.org) for detailed application information

Vendor: Denville Line Painting, Inc.

Address: 2 Green Pond Road, Rockaway, New Jersey 07866

Contact Person: Robert Romano

Title: Sales Manager

Tel #: 973-625-1010

Fax #: 973-625-8049

E-Mail: bromano@denvillelinepainting.com

Response Time: 14 days

CAT. A: TRAFFIC STRIPING ON ROADWAYS	Unit Price
1. Traffic striping on roadways, (4") yellow or white, to be designated at time of order (latex):	\$0.09 / LF
2. Traffic striping on roadways, (6") yellow or white, to be designated at time of order (latex):	\$0.13 / LF
3. Traffic striping on roadways, (8") yellow or white, to be designated at time of order (latex):	\$0.17 / LF
4. Traffic striping on roadways, (4") yellow or white using "EPOXY" striping method:	\$0.30 / LF
5. Traffic striping on roadways, (6") yellow or white using "EPOXY" striping method:	\$0.45 / LF
6. Price for 4" wide x 1 linear foot long for Long Life Thermoplastic:	\$0.86 / LF
7. Price for 6" wide x 1 linear foot long for Long Life Thermoplastic:	\$1.29 / LF
8. Price for spray Thermoplastic striping, 4", 3 mils thick:	\$0.30 / LF
9. Price for traffic markings, symbols, etc., in Thermoplastic:	\$6.00 / SF
10. Stop lines, (12") (latex):	\$1.00 / LF
11. Crosswalks, (4") (latex):	\$0.85 / LF
12. Crosswalks, (6") (latex):	\$1.35 / LF
13. Crosswalks, (8") (latex):	\$1.65 / LF

CAT. B: REMOVAL OF EXISTING TRAFFIC STRIPING	Unit Price
1. Price for the removal of "existing" traffic striping from roadways, stop lines or crosswalks:	\$1.60 / LF

CAT. C: RAISED PAVEMENT MARKERS (FURNISH & INSTALLATION OF SNOW-PLOWING PAVEMENT MARKERS AT FIRE HYDRANT LOCATIONS)	Unit Price
1. To furnish & install raised pavement markers as per specifications:	\$195.00 / each

RESOLUTION RE: APPOINTMENT OF JOAN BRUSEO (STAFF REPRESENTATIVE) AS A MEMBER OF THE SUSSEX COUNTY TRANSIT CITIZENS ADVISORY COMMITTEE; SAID TERM TO BEGIN IMMEDIATELY AND EXPIRE DECEMBER 31, 2020

BE IT RESOLVED that Joan Bruseo be and is hereby appointed as a member of the Sussex County Transit Citizens Advisory Committee as a Staff Representative. Term to begin immediately and to expire December 31, 2020; and

BE IT FURTHER RESOLVED that a certified copy of the Resolution be forwarded to Joan Bruseo, Director, Sussex County Division of Social Services, 83 Spring Street, Newton, NJ 07860 and the Sussex County Transit Citizens Advisory Committee.

Certified as a true copy of the Resolution adopted by the Board of Chosen Freeholders on the 23rd day of May, 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex



DEPARTMENT OF HEALTH & HUMAN SERVICES
Sussex County Administrative Center
One Spring Street
Newton, New Jersey 07860
Telephone: (973) 579-0559 ext. 1227
FAX: (973) 579-9894
E-mail: cnovrit@sussex.nj.us

Carol A. Novrit
Administrator, Department of Health & Human Services

County of Sussex

DATE: May 3, 2018

TO: Teresa Lyons, Clerk
Board of Chosen Freeholders

FROM: Carol A. Novrit, Administrator
Department of Health and Human Services

RE: Sussex County Transit Citizens Advisory Committee
Appointment Request for Joan Bruseo

A handwritten signature in cursive script, reading "Carol A. Novrit", is written over the "FROM:" line of the memo.

Attached please find a letter and resume from Joan Bruseo expressing an interest to participate with the Sussex County Transit Citizens Advisory Committee. Please appoint Ms. Bruseo as a Staff Representative for a new, three year term expiring December 31, 2020.

Contact information for Ms. Bruseo has been listed below. Please do not hesitate to contact me should you require additional information.

Staff Representative
Joan Bruseo, Director
Sussex County Division of Social Services
PO Box 218
83 Spring Street
Newton, NJ 07860
973-383-3600, ext. 5152
jbruseo@xpb.dhs.state.nj.us

CAN:mdp
Attachments



DEPARTMENT OF HEALTH AND HUMAN SERVICES
DIVISION OF COMMUNITY & YOUTH SERVICES
One Spring Street
Newton, New Jersey 07860
Telephone: (973) 940-5200 ext. 1381
Fax: (862) 268-8013

Christine Florio
Director

County of Sussex

May 2, 2018

Memorandum

To: Carol A. Novrit, Health and Human Services Administrator

From: Christine Florio, Director, Division of Community and Youth Services

Re: Sussex County Transit Citizens Advisory Committee - Appointment 2018

Attached please find letter of interest and resume for a new prospective member of the Transit Citizens Advisory Committee (CAC). I am requesting that she be appointed for a new, three-year term. Representative category is below.

Staff Representative

Joan Bruseo
Director, Sussex County Division of Social Services
83 Spring Street
Newton, NJ 07860
(973) 383-3600 ext. 5152
jbruseo@xbp.dhs.state.nj.us

Thank you,

Christine Florio
Division Director



DIVISION OF SOCIAL SERVICES

83 Spring Street, Suite 203
P.O. Box 218
Newton, New Jersey 07860
(973) 383-3600 (Telephone)
(973) 383-3627 (Fax)
1-800-446-6963 (Toll Free Messages)
E-mail: cwa.scdss@xpb.dhs.state.nj.us

Joan M. Bruseo
Director

County of Sussex

Christine Florio, M.S.
Division Director
Sussex County Division of Community and Youth Services
One Spring Street
Newton, NJ 07860

Dear Ms. Florio-

May 1, 2018

Please accept this letter as official notice demonstrating my interest in becoming a member of the Sussex County Citizens Advisory Committee which represents the Senior Citizen and Disabled Resident Transportation Assistance Program.

As the Sussex County Division of Social Services Director, I feel I would benefit by becoming a member and advocate for the senior citizen and disabled population of Sussex County.

Thank you for your consideration.

Regards,

A handwritten signature in cursive script, appearing to read "Joan M. Bruseo".

Joan M Bruseo, Director
Sussex County Division of Social Services

**RESOLUTION RE: PROVIDING TEMPORARY CLOSURE OF CR 517 IN
OGDENSBURG BOROUGH FOR THE ANNUAL
FRANKLIN AMERICAN LEGION POST #132 ANNUAL
MEMORIAL DAY PARADE**

WHEREAS, the Borough of Ogdensburg has requested a temporary closure of a portion of CR 517 on May 28, 2018 for the purpose of conducting the Annual Memorial Day Parade; and

WHEREAS, N.J.S.A. 39:4-197.1 provides that no municipality, in exercise of its power to regulate parades, processions, or assemblages, shall prohibit normal traffic on any County road without the consent of the Board of Chosen Freeholders; and

WHEREAS, the Sussex County Department of Engineering and Planning has received requests from the Borough of Ogdensburg for the temporary closure of County Route 517; and

WHEREAS, the Sussex County Department of Engineering and Planning shall be provided with appropriate Certificates of Insurance.

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Sussex as follows:

1. The Sussex County Board of Chosen Freeholders hereby consents to the temporary closure of CR 517 in the Borough of Ogdensburg on May 28, 2018 for the purposes of allowing the Franklin American Legion Post #132 to hold the Annual Memorial Day Parade on said route, subject to the issuance of appropriate Certificates of Insurance acceptable to County Counsel; and

BE IT FURTHER RESOLVED that a copy of said Resolution shall be forwarded to Rachel Slater, Mayor, Ogdensburg Borough, 14 Highland Avenue, Ogdensburg, NJ 07439.

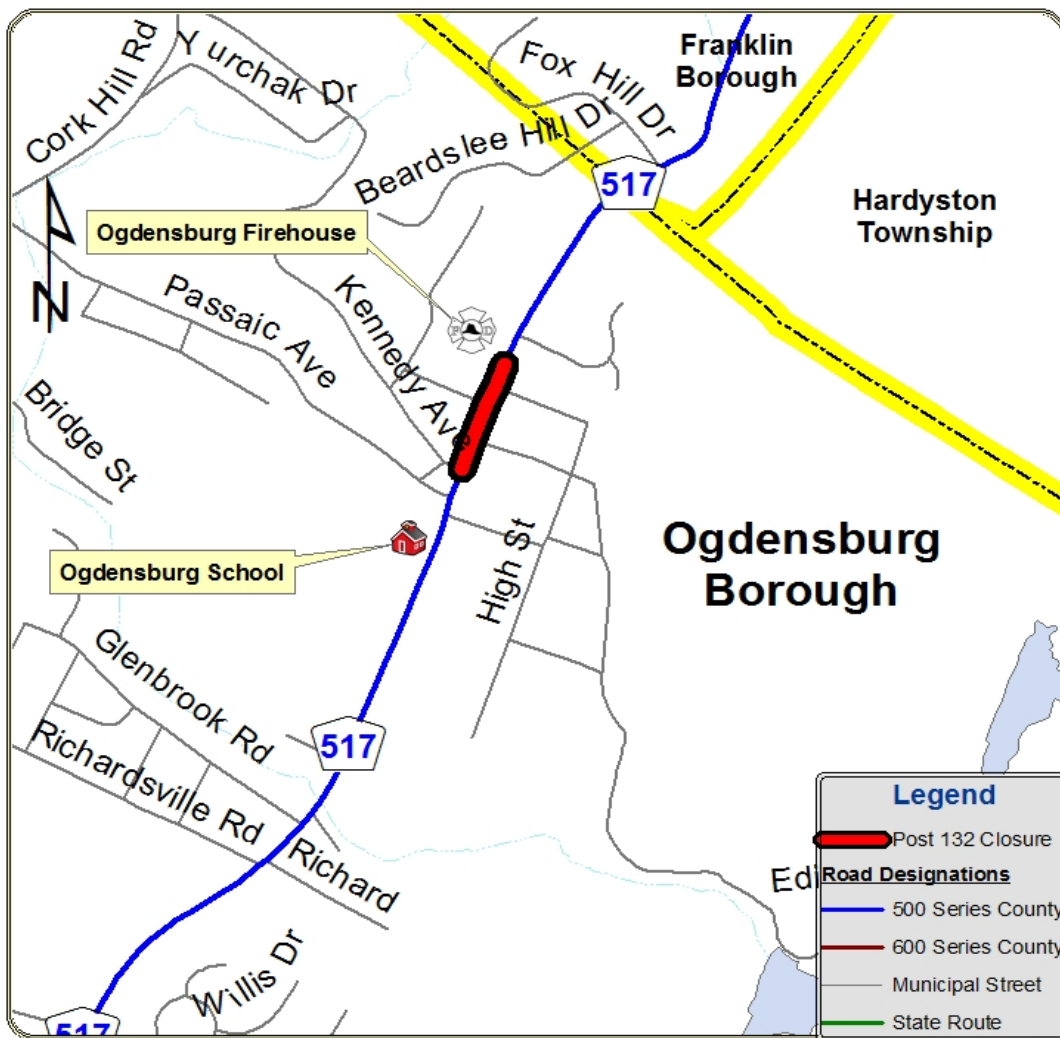
Certified as a true copy of the
Resolution adopted by the Board
on the 23rd day of May, 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

RESOLUTION RE: PROVIDING TEMPORARY CLOSURE OF CR 517 IN OGDENSBURG BOROUGH FOR THE ANNUAL FRANKLIN AMERICAN LEGION POST #132 ANNUAL MEMORIAL DAY PARADE

Summary: Borough of Ogdensburg has requested the County authorize a Temporary Closure of CR 517 between Ogdensburg Fire House & Kennedy Avenue. The requested closure is to occur on May 28, 2018 from 7:30 AM to 9:00 AM for the Franklin American Legion Post #132 to hold the Annual Memorial Day Parade.

This resolution provides the needed authorization allowing for the Borough's requested temporary closure of CR 517.



Ogdensburg Police Department

Post Office Box 45 – Ogdensburg, NJ 07439

ogdensburgpolicedept@embarqmail.com

Stephen J. Gordon
Chief of Police

Tel (973) 827-3160
Fax (973) 827-0271

3 May 2018

Rick Vanderploeg
Sussex County Administrative Building
One Spring Street
Newton, NJ 07860

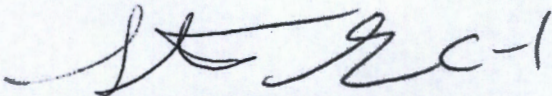
Dear Mr. Vanderploeg,

The Ogdensburg Police Department, along with myself, were made aware of the request from the Franklin American Legion Post 132 to host a parade on County Route 517 on 28 May 2018 at approximately 0730 hours. The parade route is from the Ogdensburg Fire House on Route 517 to the St. Thomas of Aquin Catholic Church on Kennedy Avenue. The return parade route is reverse of the above.

The Ogdensburg Police Department will assist, as we have done in the past, with traffic control for the parade. The Police Department will provide the necessary amount of Officers and marked patrol units to stop and start motor vehicle traffic on Route 517. The road closure should last no more than fifteen minutes so as not to unnecessarily delay motorists traveling through the Borough of Ogdensburg.

Please contact me if you have any questions or concerns in regard to the above. Thank you in advance.

Sincerely,



Chief Stephen Gordon
Ogdensburg Police Department

"Dedicated to Protect and Serve Our Community"



C O U N T Y O F S U S S E X
Borough of Ogdensburg

Fourteen Highland Avenue, Ogdensburg, NJ 07439

MAYOR
Rachel Slater
ADMINISTRATIVE OFFICES

(973) 827-3444
FAX # (973) 827-9602

May 4, 2018

Teresa Lyons, Clerk
Sussex County Board of Freeholders
Sussex County Administrative Building
One Spring Street
Newton, NJ 07860

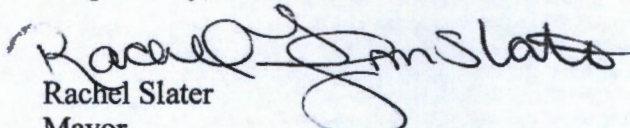
Re: Road Closure Permit

Dear Ms. Lyons,

The Borough of Ogdensburg is aware of the Memorial Day Parade being held on May 28, 2018 and it meets with our approval. The Borough requests the County to authorize a road Closure for this event between the hours of 7:30AM and 9:00AM so long as the requirements of the Ogdensburg Police Department along with the County requirements have been met.

If you have any questions call 973-827-3444, ext. 5

Respectfully,


Rachel Slater
Mayor

Cc Robert Lawler
Chief Gordon, *(via email)*

**RESOLUTION RE: PROVIDING TEMPORARY CLOSURE OF CR 630 IN
BRANCHVILLE BOROUGH FOR THE BRANCHVILLE
HOSE COMPANY NO. 1 BLOCK PARTY/COMMUNITY DAY**

WHEREAS, the Borough of Branchville has requested a temporary closure of a portion of CR 630, Broad Street, on June 9, 2018 for the purpose of conducting a fundraising event; and

WHEREAS, N.J.S.A. 39:4-197.1 provides that no municipality, in exercise of its power to regulate parades, processions, or assemblages, shall prohibit normal traffic on any County road without the consent of the Board of Chosen Freeholders; and

WHEREAS, the Sussex County Department of Engineering and Planning has received requests from the Borough of Branchville for the temporary closures of County Route 630; and

WHEREAS, the Sussex County Department of Engineering and Planning shall be provided with appropriate Certificates of Insurance.

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Sussex as follows:

1. The Sussex County Board of Chosen Freeholders hereby consents to the temporary closures of CR 630, Broad Street, in the Borough of Branchville on June 9, 2018 for purposes of allowing the Branchville Hose Company #1, Block Party/Community Event, subject to the issuance of appropriate Certificates of Insurance acceptable to County Counsel; and

BE IT FURTHER RESOLVED that a copy of said Resolution shall be forwarded to Kathryn Leissler, Municipal Clerk, Branchville Borough, 34 Wantage Avenue, Branchville, NJ 07826.

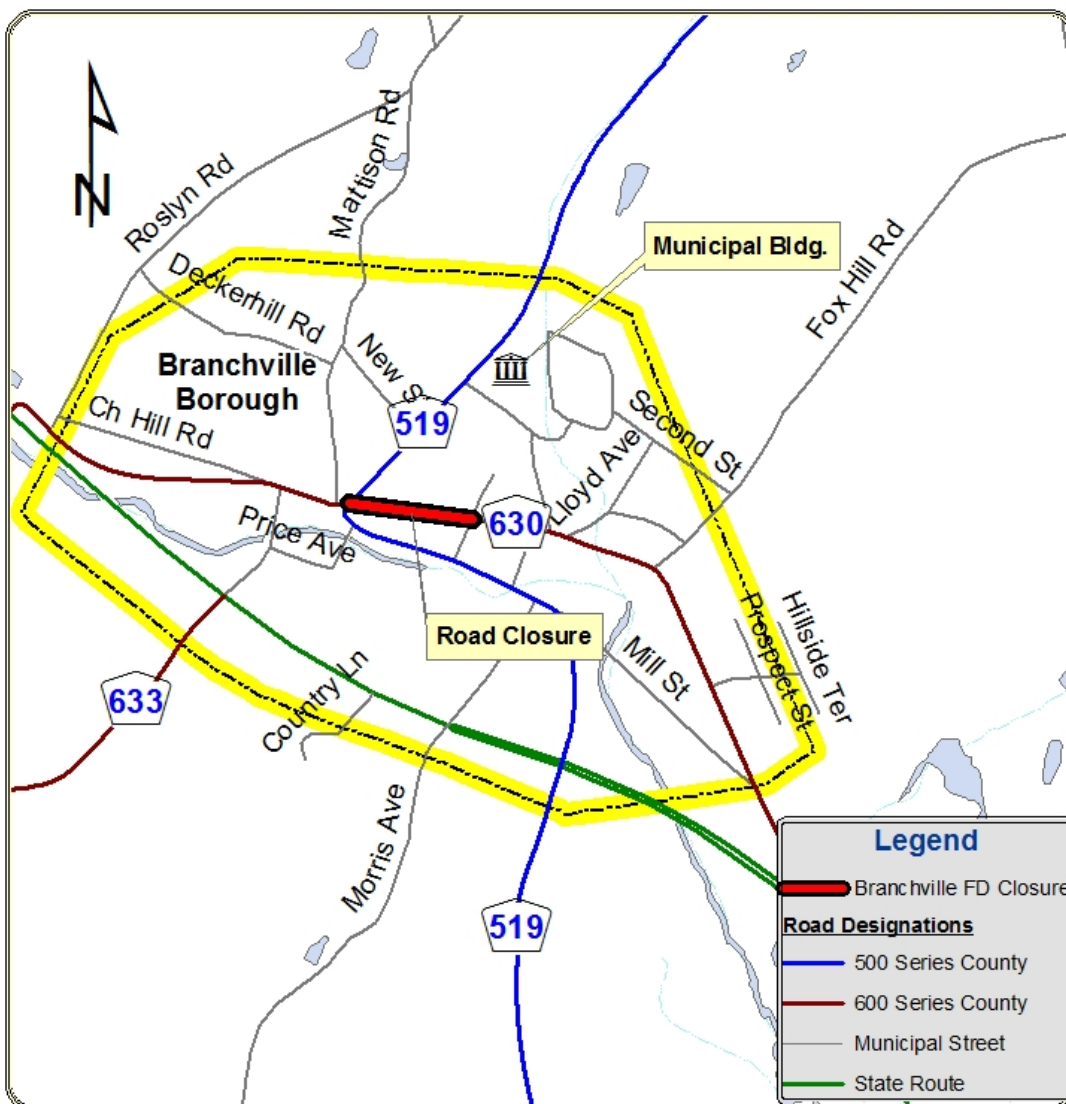
Certified as a true copy of the
Resolution adopted by the Board
on the 23rd day of May, 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

**RESOLUTION RE: PROVIDING TEMPORARY CLOSURE OF CR 630
BRANCHVILLE BOROUGH FOR THE BRANCHVILLE HOSE COMPANY No. 1
BLOCK PARTY/COMMUNITY DAY**

Summary: Branchville Borough has requested the County authorize a Temporary Closure of CR 630, Broad Street, between Division Street and Wantage Avenue in the Borough of Branchville. The requested closure is to occur on June 9, 2018 from 12:00 PM to 12:00 AM.

This resolution provides the needed authorization allowing for the Borough's requested temporary closure of CR 630.



Borough of Branchville, NJ.

34 WANTAGE AVENUE
BRANCHVILLE, NEW JERSEY 07826-0840
973-948-4626

S.C. DEPT. OF

APR 30 2018

ENG. & PLANNING

April 30, 2018

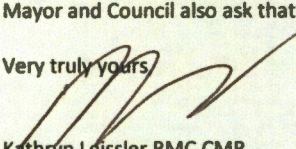
Richard VanderPloeg
Sussex County Engineering
One Spring Street
Newton, NJ 07860

RE: Branchville Hose Co. Block Party

Dear Mr. VanderPloeg:

As per Mayor Frato, please accept this letter as acknowledgement that the Branchville Borough Mayor and Council approve this event to be held on June 9, 2018 by the Branchville Hose Co. The Mayor and Council also ask that the County of Sussex approve temporary road closure.

Very truly yours,


Kathryn Leissler RMC CMR
Borough Clerk



MEMORANDUM

Department of Engineering & Planning

TO: File

FROM: B Koppenaal

DATE: May 9, 2018

SUBJECT: 2018 Road Opening and Access Permit & Land Development Standards Ordinance
Summary of Changes

Summary of Changes Road Opening and Access Permits & Land Development Standards:

- Changes Road Opening and Access Permit Fee Schedule – Refer to Summary provided below under “Fee Schedule”
- Assigns County Engineer responsibility for the development and update standard application forms, permit checklists, construction details, and other process documents as needed to best streamline and facilitate administration of the Road Opening and Access Policy.
- Updates and Consolidates Standard Conditions for both Road Opening and Access Permits. – See highlights provided below “Road Opening and Access Standard Conditions”
- Continues to extend authority to County Engineer to impose Special Conditions to a permit, in addition to those defined within the Standard Conditions, as may be needed to comply with the intent of the Road Opening and Access Regulation’s providing for the protection of the traveling public.
- Amend the Road Opening Permit Regulations to include provisions for consideration and permitting of “Small Wireless Antennas” and support equipment within the Public’s County rights-of-way.
- Amend the Road Opening Permit Regulations and Land Development Standards to include provisions for consideration, approval, and permitting of “Utility Infrastructure System Access Points” to a County Route.
- Amend the Road Opening Permit Regulations and Land Development Standards to include provisions for consideration, approval, and permitting of “Agricultural Access Points” to a County Route.

Memo

Fee Schedule		
Access Permits (Permits New or Memorializes Existing Access Location)		
Item	2006/2007 (Current)	2018 (Proposed)
Single Residential or Farm Driveway	\$250	Replaced as noted below
<i>ADD: Existing Single Residential</i>	n/a (\$250)	\$25
<i>ADD: Agricultural Access</i>	n/a (\$250)	\$25
<i>ADD: New Single Residential</i>	n/a (\$250)	\$25
<i>ADD: New Common Residential</i>	n/a (\$250)	\$25 each property
Common Residential	\$250 each property	
Non-Residential	\$400 each access	\$400 each access
Street Intersection	\$400	\$400
Paving Access	\$100	Moved to Road Opening (\$25)
Temporary Construction Access Permit (<i>Temporary Construction Access Permits will be issued by the Division for limited use short-term land access. Pre-Access conditions must be restored by the applicant upon closure of the temporary access point. Temporary access points shall not exceed twelve (12) months in duration.</i>)	\$250	\$25
Utility Infrastructure System Access	n/a (\$400)	\$125

Road Opening Permits (Work within a ROW)		
Transvers Trench	\$250 each	\$250 each
Longitudinal Trench	\$400 first 100 LF \$150/100 LF additional length	\$400 first 100 LF \$150/100 LF additional length
Non-Residential Intersection (all related work: curbs, road widening, signs, excludes trenches)	\$750 each	Replaced as noted below
Non-Residential Access Construction (includes related intersection work: immediate curbing, minor shoulder road widening, signs, sidewalk transitions, sight triangle clearing; excludes: trenches, lane widening, new sidewalks, utilities, stormwater, signals, and other work outside the intersection.)		\$750 each
Street Intersection (all related work: curbs, road widening, signs, excludes trenches)	\$750 each	Replaced as noted below

Public Street Access Construction (includes related intersection work: immediate curbing, minor shoulder road widening, signs, sidewalk transitions, sight triangle clearing; excludes: trenches, lane widening, new sidewalks, utilities, stormwater, and other work outside the intersection.)		\$750 each
Roadway Improvements (Auxiliary Lanes, road widening, sidewalks, curbing, similar)	\$500 plus \$2/SY asphalt	\$500 plus \$1.50/SY new asphalt
Sign Installation	\$150	\$50
Other Work or encroachment in ROW (Clearing Sight Lines and easements, overhead utility work, right-of-way or traveled way encroachments)	\$250	Replaced as noted below
Other Work or encroachment in ROW (overhead utility work, right-of-way or traveled way encroachments, stormwater basins, inlet connections, etc.)		\$100
Emergent Utility Work – Annual Permit <i>(The Division will issue an annual Emergency Utility Work Road Opening Permit. The permit allows for the immediate response and remediation required by utility companies to address emergent conditions. Each utility shall provide a \$1,500.00 bond to the County for issuance of these permits, bonding may be rolled into subsequent years. The permit holder shall coordinate all emergent roadwork with the County Division of Engineering at the earliest possible convenience.</i>	\$250 Annually	Replaced as noted below
Emergent Utility Work – Annual Permit <i>(The Division will issue an annual Emergency Utility Work Road Opening Permit. The permit allows for the immediate response and remediation required by utility companies to address emergent conditions. Each utility shall provide a \$1,500.00 bond to the County for issuance of these permits, bonding may be rolled into subsequent years. The permit holder shall coordinate all emergent roadwork with the County Division of Engineering at the earliest possible convenience. Emergent Capital work will be subject to</i>		\$250 Annually

<p><i>memorializing permit application. When possible, emergent pole replacement will be coordinated with the Division.</i></p> <p><i>(All regularly scheduled Capital Utility work requires regular Access and Road Opening Permits as may be applicable.)</i></p>		
ADD: Existing Residential or Agricultural – Reconstruction or Paving	\$250 (Other work in ROW)	\$25
ADD: New Single Family Residential Access - Construction	\$250 (Other work in ROW)	\$50
ADD: New Agricultural Access - Construction	\$250 (Other work in ROW)	\$50
ADD: New Common Residential Access - Construction	\$250 (Other work in ROW)	\$50 each property
ADD: Temporary Construction Access - Construction	\$250 (Other work in ROW)	\$50
ADD: Utility Infrastructure System Access - Construction	\$250 (Other work in ROW)	\$150
ADD: Bridge Attachment	\$250 (Other work in ROW)	\$750
ADD: New Traffic Signal	\$250 (Other work in ROW)	\$750
ADD: Clearing Vegetation including improvement of sight lines	\$250 (Other work in ROW)	\$25
ADD: Overhead Capital Utility Improvement		\$150 per pole

<i>Applicable to all Road Opening and Access Permits</i>		
<p>Waivers of Fees: Permit fees for both Road Opening Permits and Access Permits shall be waived for Municipalities and Municipal Utility Authorities for self-funded capital improvements and system maintenance of municipal assets. Bonding requirements are not waived and must be complied with prior to issuance of said permit. Municipalities must secure a permit for all work within a County right-of-way prior to commencement of work. The County strongly encourages all municipalities proposing work to schedule a pre-design meeting with the Division of Engineering to review particulars of their proposal.</p>	\$0	
<p>Waivers of Fees: Permit fees for both Road Opening Permits and Access Permits shall be waived for Municipalities and Municipal Utility Authorities for self-funded capital improvements and system maintenance of</p>		\$0 (extended to NJ established nonprofit organizations)

<p>municipal assets NJ recognized and established nonprofit Organizations. Cash Deposit may be applied to the bonding. Bonding requirements are not waived and must be complied with prior to issuance of said permit. Municipalities must secure a permit for all work within a County right-of-way prior to commencement of work. The County strongly encourages all municipalities proposing work to schedule a pre-design meeting with the Division of Engineering to review particulars of their proposal.</p>		
<p>Permit Renewal (Road Opening and Access Permit Renewals; Permits must be renewed within two months of Expiration, any permit not renewed within this time frame will be subject to applicable fees. Current Permit Bonding Requirements must be met with all permit renewals)</p>	\$100	\$25
<p>Application Resubmittal</p>	\$100 plus permit fee	\$original fee
<p>Violation Assessment: Additional permit assessment added to standard Fees for Unauthorized or Un-Permitted work or Conducting work in violation of an existing Permit Condition or Design Requirement. Note: First Time Residential offenders shall be provided a 10-day grace period from the assessment for Unauthorized or Un-Permitted work provided such offender remediates the violation within 10 days of notice of said violation in accordance with County requirements including payment of appropriate Permit fees.</p>	\$750	Replaced as noted below
<p>Violation Assessment: Additional permit assessment added to standard Fees for Unauthorized or Un-Permitted work or Conducting work in violation of an existing Permit Condition or Design Requirement. Note: First Time Residential offenders shall be provided a 25-day grace period with all other offenders provided a 10-day grace period from the assessment for Unauthorized or Un-Permitted work provided such offender secures the appropriate permit and remedies the</p>		\$750

violation as directed by the County Engineer following notice of said violation and in accordance with County requirements including payment of appropriate Permit fees.		
Reinspection Fee	\$75	\$75 (excludes existing single family residential, which has no reinspection fee)

**Highlights to Modifications within
Standard Conditions Road Opening and Access Permits
Modification of Condition for Both Permits**

- Consolidates “General Conditions”, “Road Opening Conditions”, and “Access Conditions” into a one set of conditions for “Road Opening” and one for “Access”
- Allows for the inclusion of “Special Conditions” to be assigned by the County Engineer.
- Expiration: Permits Valid for One (1) Year; Allows for one (1) year extensions; [both consistent with current permit regulations]; expires if permittee violates permit conditions [new];

Road Opening Permit Conditions

- Expanded to clarify the permit applies to and includes work impacting County owned or maintained Bridges.
- Expanded to include clarification on:
 - Scope of work approved under the permit,
 - restoration of damage to adjacent facilities damaged by work under the permit,
 - response to unexpected or unforeseen conditions,
 - change in scope of work,
 - Work authorized under the permit will be completed at no cost to the County
 - Issuance of the permit does not relieve the Permittee for secure permits required by other jurisdictions.
 - Qualifies the scope of the County’s Engineering review prior to issuance of the permit.
 - Clarifies Project Notice requirements, including installation of advanced notice signs / VMB’s.
 - Requires advance notice to county of all but emergent (utility) work.
- Requires a preconstruction meeting prior to commencing work.
- Insurance: Establishes minimum typical insurance requirements while providing for modification of insurance requirements pursuant to changes as may be required by the County.
- Adds provision for Protection from Suites.

- References Department Policy for Cash Deposits and Bonding
- Sets forth provisions for use of Cash Deposits and Bonding
- Establishes base work hours of 7:30 to 3:00
- Establishes base prohibition on impacts to traffic prior to 9:00 am and after 3:30 pm
- Design:
 - Identifies design standards for which work must be in substantial conformance
 - Establishes requirements for design professionals
 - Establishes provisions for typical and customary Residential work to utilize standard design details when they are readily available.
- Operation and Maintenance: assigns O&M of most work authorized under the permit to the Permittee or their heir/assigns.
- Maintenance and Protection of Traffic (MPT):
 - Establishes the MUTCD as the basis for MPT
 - Requires MPT Plans signed and sealed by a NJPE if not otherwise available within MUTCD and/or NJDOT standards.
- Winter Moratorium: Modifies the current winter moratorium establishing no work within the ROW between November 1 and April 15 of each year as follows:
 - All work must be executed in conjunction with conditions conducive to producing quality work.
 - All work must be completed in substantial conformance to NJDOT Standard Specifications.
 - Paved Traveled way : No work will be permitted between Nov 15 and April 15 of each year unless necessitated by public health, safety, and welfare OR when approved by the Board of Chosen Freeholders.
 - Roadway Buffers (outside paved area): No work when ambient temperatures fall below 32 degrees F. All work occurring between Nov 15th and April 15th must receive prior approval by the County Engineer.
 -
- The Following Design & Construction Conditions are included:
 - Trench Stabilization, all trenches must be stabilized with at minimum 2” HMA and be reasonably free from undulation.
 - Trenches will be monitored and repaired as needed for 24-months
 - Allows for Emergent Utility Work with follow-up Road Opening Permit.
 - Does not permit the direct discharge of stormwater into a County row OR the modification to stormwater within the County row
 - Modifications to stormwater discharge resulting from connections to a County Stormwater Collection System will require the Permittee secure an applicable discharge easement.
 - Requires as-built plans
 -
- Public Entity Permittee: If resources permit, provides the ability for SC Forces to assist with completion of items of work normal and customary to the County on behalf of the Permittee provided the Permittee agrees to reimburse the applicable costs on a force account basis including a 5% administrative fee.

- Utility Poles: Establishes guide parameters for the installation and replacement of utility poles within the County row.

Access Permit Conditions

- Access Permits authorize access point of a specific type to be connected to a specific location along a County Route.
- Establishes that ALL construction will require a Road Opening Permit.
- Expiration:
 - Permits Valid for One (1) Year;
 - Allows for one (1) year extensions; [both consistent with current permit regulations];
 - Access Permits remain open until final inspection and acceptance by the County which result in issuance of a “Final Approval”
 - Once Final Approval is received the Access permit remains valid for the in-service access condition authorized under the permit. Accesses which have received “Final Approval” do not require annual renewals.
 - Changes in use require a new Access Permit.
- Requires selected access location to be in conformance with AASHTO and LDS OR that the Applicants Professionals, in their opinion, have identified the location along the available frontage which roadway users and access point users are afforded a prudent balance of safety, ideally the location maximizes available sight distances.
- Qualifies the scope of the County’s Engineering review prior to issuance of the permit.
- Adds provision for Protection from Suites and limitations of approval, review, and responsibility for O&M.
- Establishes the permit does not negate the Permittee from obtaining other applicable permits and approvals.
- Establishes that the Access point authorized under the permit is subject to applicable laws.
- Defines Design Standards
- Includes definition of the following Access Types and Application requirements:
 - Non-Single Family Residential
 - Proposed Access Points NOT supported / approved under a SCPB action
 - Residential Access
 - Utility Infrastructure System Access
 - Agricultural Access
- Operation and Maintenance: assigns O&M of all aspects of the access to the Permittee and their heirs / assigns unless otherwise accepted by the County in writing.
- Revocation: Allows the County to terminate an access permit should an alternative access become available which might benefit or enhance public safety.
- Includes the following Base Design & Construction Standards:
 - Unless prohibitive, provision for an on-site turn around
 - Sidewalks shall be continued across intersection in accordance with current details.
 - The existing County Route Cross-Section and Drainage Patterns shall be maintained

- The access will not result in the uncontrolled discharge of water into the County row.
- Alterations to stormwater collection system will require engineering designs and approvals by the County.
- Access Point Paving:
 - Daily Traffic at or Below 20 VPD require paving the first 25-feet of the access
 - Daily Traffic greater than 20 VPD require paving of the first 100-feet of the access.

\\DPW-FS\EP_Docs\14 Eng\00 Admin\OPERATIONS\Permits\Applications 2017\application\Ordinance\20180509_DOC_Summary of Changes.docx

*Dept of
Engineering &
Planning
Memo*

ORDINANCE RE: ORDINANCE AMENDING THE PREVIOUSLY ESTABLISHED REGULATIONS GOVERNING ROAD OPENING AND ACCESS PERMITS ISSUED BY THE DIVISION OF ENGINEERING FOR WORK WITHIN THE SUSSEX COUNTY RIGHTS OF WAY AND WORK IMPACTING TRANSPORTATION INFRASTRUCTURE OWNED OR MAINTAINED BY THE COUNTY AND AUGMENTING THE SUSSEX COUNTY LAND DEVELOPMENT STANDARDS

WHEREAS, the Board of Chosen Freeholders of the County of Sussex heretofore adopted a Resolution on January 20, 1959 establishing regulations pertaining to openings, etc. on County Roads, amended by Freeholder Resolutions dated August 11, 1987, January 25, 2006 and May 9, 2007 establishing the procedures and fees applicable to excavations, openings, access and the storage of materials on County Routes and rights-of-way; and

WHEREAS, the Board of Chosen Freeholders of the County of Sussex heretofore adopted a Resolution on December 21, 1971, amended by Freeholder Resolution dated November 27, 1979 and April 23, 2008 creating the “The Land Development Standards of the County of Sussex”; and

WHEREAS, the Sussex County Land Development Standards set forth the applicable requirements and design standards for review and approval of proposed site plans and subdivision plats, and development review by the Sussex County Planning Board; and

WHEREAS, the Sussex County Planning Board, by action taken May 7, 2018, has recommended to the Board of Chosen Freeholders that the Land Development Standards be augmented with the proposed changes presently set forth; and

WHEREAS, through both these instruments the County Engineer is charged with the enforcement of regulations pertaining to openings and accesses on County Routes within County rights-of-way, and impacting transportation assets owned and maintained by the County; and

WHEREAS, the Board of Chosen Freeholders has previously established a fee schedule for Road Opening and Access Permits; and

WHEREAS, the Division of Engineering proposes modifications to the fee schedule for Road Opening and Access Permits reflective of experiences encountered by the Division of Engineering during the permit administration process; and

WHEREAS, the Road Opening and Access fee schedule revisions proposed herein amend those established on January 25, 2006 and amended on May 9, 2007 such that they simplify the structure and provide a better alignment with Board goals; and

WHEREAS, it is the intent and purpose of this Ordinance to provide the necessary formal documentation amending and replacing the previously adopted Road Opening and Access Permit fee schedule such that the previously approved fee schedule be updated as set forth in "Attachment A" which is attached hereto and made part hereof; and

WHEREAS, the Division of Engineering proposes modifications to the Road Opening and Access Permit process and permit conditions; and

WHEREAS, the County Engineer requests authority to update and modify the standard application forms, permit checklists, details, and other process documents required for issuance of Road Opening and Access Permits so as to best facilitate execution of this duty; and

WHEREAS, it is the intent and purpose of this Ordinance to provide authority to the County Engineer or his duly authorized representative to develop formal documentation including applications, checklists, letters, details, and other documents as may be needed to provide for the efficient and streamlined administration of regulations pertaining to Road Opening and Access Permits; and

WHEREAS, it is the intent and purpose of this Ordinance to amend the previously adopted Road Opening and Access Permit standard conditions by amending said conditions with the conditions as set forth in "Attachment B" which are attached hereto and made part hereof; and

WHEREAS, it is the intent and purpose of this Ordinance to define the Road Opening and Access Permit standard conditions while providing the County Engineer the authority to augment and impose additional conditions as may be required to comply with the intent of these regulations; and

WHEREAS, it is the intent and purpose of this Ordinance to amend the previously adopted Road Opening Permit Regulations to include provisions for small wireless communication antennas in the County rights-of-way with said provisions as set forth in "Attachment C" which are attached hereto and made part hereof; and

WHEREAS, it is the intent and purpose of this Ordinance to amend the previously adopted Road Opening and Access Permit Regulations and related Land Development Standards to establish standards which can be applied to access points servicing utility infrastructure systems with said guidelines as set forth in "Attachment D" which are attached hereto and made part hereof; and

WHEREAS, it is the intent and purpose of this Ordinance to amend the previously adopted Road Opening and Access Permit Regulations and augment the Land Development Standards with the guidelines for agricultural access points, said guidelines as set forth in “Attachment E” which are attached hereto and made part hereof; and

WHEREAS, upon adoption of this Ordinance, these modifications will be applicable to permits issued by the County of Sussex Division of Engineering and applications reviewed by the Sussex County Planning Board.

NOW, THEREFORE, BE IT ORDAINED by the Board of Chosen Freeholders, County of Sussex, that Application Permit Fees for Road Opening and Access Permit applications to the County of Sussex are hereby amended and replaced with the Fee Schedule revisions annexed hereto and made a part hereof as “Attachment A”, which shall be implemented, administered and enforced from the effective date of this Ordinance; and

BE IT FURTHER ORDAINED by the Board of Chosen Freeholders, County of Sussex, that Standard Permit Conditions for Road Opening and Access Permit applications to the County of Sussex are hereby amended and replaced with the Standard Permit Conditions annexed hereto and made a part hereof as “Attachment B”, which shall be implemented, administered and enforced from the effective date of this Ordinance; and

BE IT FURTHER ORDAINED by the Board of Chosen Freeholders, County of Sussex, that the guidelines for review and permitting of requests to install small wireless antennas in the County rights-of-way be managed through application to the County of Sussex under the Road Opening Permit Policy augmented to include “Guidelines for Evaluating Requests to install Small Wireless Antennas in the County Rights-of-Way” annexed hereto and made a part hereof as “Attachment C”, which shall be implemented, administered and enforced from the effective date of this Ordinance; and

BE IT FURTHER ORDAINED by the Board of Chosen Freeholders, County of Sussex, that the guidelines for review and permitting of requests to install an access servicing utility infrastructure systems from a County Route be managed through application to the County of Sussex under the Planning Process and Access and Road Opening Permit process pursuant to the guidelines entitled “Guidelines for Evaluating Requests to install Utility Infrastructure System Access Points to a County Route” annexed hereto and made a part hereof as “Attachment D”, which shall be implemented, administered and enforced from the effective date of this Ordinance; and

BE IT FURTHER ORDAINED by the Board of Chosen Freeholders, County of Sussex, that the guidelines for review and permitting of requests to install an agricultural access to a County Route be managed through application to the County of Sussex under the Access and Road Opening Permit process as established under the guidelines entitled “Guidelines for Evaluating Requests to install an Agricultural Access

Point to a County Route” annexed hereto and made a part hereof as “Attachment E”, which shall be implemented, administered and enforced from the effective date of this Ordinance; and

BE IT FURTHER ORDAINED by the Board of Chosen Freeholders, County of Sussex, that the County Engineer is authorized to develop and update from time to time the permit application forms, checklists, details, and other process documents as so required to facilitate, simplify, streamline, clarify the Road Opening and Access Permit process as well as safeguard the public and the public’s infrastructure systems; and

BE IT FURTHER ORDAINED that on June 13, 2018 at 7:00 p.m. in the Freeholder Meeting Room, Sussex County Administrative Center, One Spring Street, Newton, New Jersey, be and hereby is fixed as the date, time and place for consideration of Final Adoption of this Ordinance; and

BE IT FURTHER ORDAINED that all Resolutions and Ordinances or parts of Resolutions or Ordinances inconsistent herewith are hereby repealed and this Resolution shall take effect immediately; and

BE IT FURTHER ORDAINED that if any clause, section, or provision of this ordinance is declared invalid by a court of competent jurisdiction, such provision shall be deemed a separate, distinct, and independent provision and shall not affect the validity of the remaining portion thereof; and

BE IT FURTHER ORDAINED that publication of this Ordinance be provided pursuant to law, together with a notice of the date, time and place fixed for consideration of final adoption in the County’s official newspaper at least ten (10) days prior to said date fixed for consideration of final adoption, which notice shall further state that copies of the proposed Ordinance and Attachments be available for public inspection at the County Administrative Offices, One Spring Street, Newton, New Jersey, during normal business hours; and

BE IT FURTHER ORDAINED that copies of this Ordinance and Attachments be forwarded to all Municipal Clerks.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex
May 23, 2018

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex
June 13, 2018

“Attachment A”

**Road Opening and Access Permit, Fee Schedule
For Permits issued by the Sussex County Division of Engineering
Fee Schedule, Cash Deposit, & Bonding Requirements
Ordinance June 2018**

Access Permit: A permit issued by the Sussex County Division of Engineering for the operation and use of an access point connecting to a County Road.

An Access permit authorizes the access. Construction is authorized under a corresponding Road Opening Permit

Existing Single Residential – Permit for Existing Grandfathered Access including enhancement thereto	\$25.00
Agricultural Access.....	\$25.00
New Single Residential	\$25.00
New Common Residential Driveway Access.....	\$25.00 each property
Non-Residential Access	\$400.00 first access \$400.00 each additional access
Street Intersection	\$400.00
Utility Infrastructure System Access.....	\$125.00
Temporary Construction Access Permit:	\$25.00
<i>(Temporary Construction Access Permits will be issued by the Division for limited use short-term land access. Pre-Access conditions must be restored by the applicant upon closure of the temporary access point. Temporary access points shall not exceed twelve (12) months in duration.)</i>	

Road Opening: A permit issued by the Sussex County Division of Engineering required for any work proposed to be conducted within a County right-of-way or impacting a County Bridge, fees as follows:

Existing Single Residential or Agricultural Access – Reconstruction or Paving.....	\$25.00
New Single Family Residential Access - Construction	\$50.00
New Agricultural Access - Construction	\$50.00
New Common Residential Access - Construction	\$50.00 each property

Temporary Construction Access - Construction	\$50.00
Utility Infrastructure System Access - Construction.....	\$150.00
Non-Residential Access - Construction	\$750.00 each
(includes related intersection work: immediate curbing, minor shoulder road widening, signs, sidewalk transitions, sight triangle clearing; excludes: trenches, lane widening, new sidewalks, utilities, stormwater, signals, and other work outside the intersection.)	
Public Street Access Construction:	\$750.00 each
(includes related intersection work: immediate curbing, minor shoulder road widening, signs, sidewalk transitions, sight triangle clearing; excludes: trenches, lane widening, new sidewalks, utilities, stormwater, and other work outside the intersection.)	
Road Improvements	\$500.00 base fee plus
(such as Auxiliary Lanes or road widening	\$1.50 per Square Yard new asphalt
Sidewalks, curbing, similar)	
Transverse Trench	\$250.00 each
Longitudinal Trenches	\$400.00 base fee up to 100 linear feet (LF).
	\$150.00 each additional 100
	LF increment or part thereof.
Signs	\$50.00
Bridge Attachment.....	\$750.00
New Traffic Signal	\$750.00
Clearing Vegetation including improvement of sight lines	\$25.00
Overhead Capital Utility Improvement.....	\$150 per pole
Other Work or Encroachment within ROW	\$100.00
(overhead utility work, right-of-way or traveled way encroachments, stormwater basins, inlet connections, etc.)	

Emergency Utility Work:

Emergent Utility Work – Annual Permit \$250.00 Annual
(The Division will issue an annual Emergency Utility Work Road Opening Permit. The permit allows for the immediate response and remediation required by utility companies to address emergent conditions. Each utility shall provide a \$1,500.00 bond to the County for issuance of these permits, bonding may be rolled into subsequent years. The permit holder shall coordinate all emergent roadwork with the

County Division of Engineering at the earliest possible convenience. Emergent Capital work will be subject to memorializing permit application. When possible emergent pole replacement will be coordinated with the Division.

(All regularly scheduled Capital Utility work requires regular Access and Road Opening Permits as may be applicable.)

Permit Renewal: \$25.00 each
(Road Opening and Access Permit Renewals; Permits must be renewed within two months of Expiration, any permit not renewed within this time frame will be subject to applicable fees. Current Permit Bonding Requirements must be met with all permit renewals)

Waivers of Fees:

Permit fees for both Road Opening Permits and Access Permits shall be waived for Municipalities and Municipal Utility Authorities for self-funded capital improvements and system maintenance of municipal assets and NJ recognized and established nonprofit Organizations. Cash Deposit may be applied to the bonding. Bonding requirements are not waived and must be complied with prior to issuance of said permit. Municipalities must secure a permit for all work within a County right-of-way prior to commencement of work. The County strongly encourages all municipalities proposing work to schedule a pre-design meeting with the Division of Engineering to review particulars of their proposal.

Application Resubmittal: \$original fee

Violation Assessment: \$750.00

Additional permit assessment added to standard Fees for Unauthorized or Un-Permitted work or Conducting work in violation of an existing Permit Condition or Design Requirement. Note: First Time Residential offenders shall be provided a 25-day grace period with all other offenders provided a 10-day grace period from the assessment for Unauthorized or Un-Permitted work provided such offender secures the appropriate permit and remedies the violation as directed by the County Engineer following notice of said violation and in accordance with County requirements including payment of appropriate Permit fees.

Re-inspection Fee (excludes existing single family residential, which has no reinspection fee): \$75.00

Permit Cash Deposit & Bonding:

Permit Cash Deposit and Bonding: Cash Deposit and Bonding shall be required for ALL work within the County right-of-way for both Road Opening and Access Permits in accordance with the Resolution adopted on May 23, 2018 by the Sussex County Board of Chosen Freeholders establishing the Department of Engineering and Planning Guide Policy and Procedure entitled "Procedure Governing Cash Deposits and Bonding

Secured for Division of Engineering Permits and Sussex County Planning Board Approvals” with applicable revisions.

Bonds shall be provided to the County for fair and reasonable costs anticipated to complete the proposed work within the right-of-way or affecting a County bridge or other transportation infrastructure.



“Attachment B”
Standard Road Opening and Access Permit Conditions



**Sussex County Division of Engineering
Standard Permit Conditions – Road Opening Permits
Ordinance Adopted January 25, 2006 – Amended June 13, 2018**

Road Opening Permits will be required for all work within the County rights-of-way or work impacting a County maintained Bridge.

Any references herein to the County Engineer is understood to mean the County Engineer or their duly authorized agent or representative.

General Conditions - Road Opening Permits:

1. *The following conditions may be augmented or amended by the County Engineer on a case-by-case basis through the inclusion of "Special Conditions" as may be deemed necessary to protect and safeguard the public interests.*

a. Special Conditions Apply and are Attached: Yes No

2. Expiration:
 - a. This Permit is valid for one year from the date of issue.
 - b. This Permit will expire if the Permittee violates any permit conditions.
 - c. The Division may extend the permit in one-year increments.
3. Any references herein to the Permittee are understood to mean the Permittee and/or their assigns or heirs.
4. Any reference herein to Professionals are understood to mean the Engineers and/or Surveyors Licensed in the State of New Jersey as retained by the Permittee to develop design documents or manage construction in support of this permit.
5. Any references herein to "work within the rights-of-way" shall be understood to include work impacting a county owned and maintained bridge.
6. Approved Work: Work authorized under this permit shall conform to the approved permit documents and associated plans on file with the Sussex County Division of Engineering.
7. Unexpected Conditions or Damage to Adjacent County Facilities: The Permittee or their agents shall notify the County immediately of any unexpected conditions encountered or damage to County facilities. Damage to existing County facilities shall be repaired immediately and prior to continuing other work.
8. Restoration of Damage: The Permittee will properly restore to the satisfaction of the County Engineer any portion of the County Route or other County facility which may have been disturbed, altered, damaged, compromised, or otherwise degraded by work under this permit.
9. Change to Approved Work: The Permittee or their agents shall notify the County immediately of any changes to the scope or character of work occurring within the County right-of-way or impacting a County Bridge. All changes to the scope of work require authorization by the County Engineer or his duly authorized representative. Authorization for changes from work as defined within the Approved Plans may delay project progression depending upon nature of change and approval(s) required.
10. Correspondence: All correspondence and notifications shall be addressed to: Sussex County Division of Engineering, Access and Road Opening Permits, One Spring Street Newton New Jersey 07860.
11. Preconstruction Meeting: After issuance of a permit and prior to beginning any work authorized under the permit the Permittee shall coordinate with the Sussex County

Division of Engineering to hold a pre-construction meeting to review the scope of work, review the Permittee prepared construction schedule, and identify County inspection needs.

12. Work authorized under this permit shall be completed by the Permittee or their agent at no cost to the County. All work shall be completed in a professional manner with high quality workmanship and materials. The Permittee is solely responsible for compliance with permit conditions and construction per the accepted plans.
13. Issuance of this permit shall not be construed as approval by the County Engineer of the location of operations on any particular property abutting the County Route at the premises for which the permit is being granted; nor shall the granting of this permit render the County or its agents liable for any injuries to any person or persons or property damage resulting from use of or operation of amenities authorized under this permit.
14. Other Approvals: Work under this permit is subject to conditions and requirements included in other related documents including State and Municipal approvals, agreements, and permits, as well as, County Freeholder and County Planning Board Approvals.
15. Other Permits: It is the responsibility of the Permittee to secure permits and approvals from any other agency or government having jurisdiction over the proposed work. This permit is subject to requirements as may be included in other project permits.
16. It is specifically noted the County's review of support documents and Engineering Plans accompanying this permit was limited to a review of the documents in a general manner only. Review submissions and comments provided by the County or its representatives shall not be construed to be a comprehensive review or detailed checking of the work produced for the application by the Permittee or their professionals. The County is not responsible for errors, omissions, or the accuracy of the design. It remains the responsibility of the Applicant and their Professional(s) to design and prepare the documents in accordance with proper engineering criteria and sound professional engineering judgment. The Applicant and their Professional(s) are completely responsible for all design documents, reports, supporting documentation, etc., that they prepare, and it remains their responsibility to insure the integrity of the design and their work.
17. Protection from Suits: The Permittee shall defend, indemnify, protect, and save harmless the County of Sussex, its officers and servants from and against any and all suits, claims, losses, demands, or damages of whatever kind or nature arising out of or claimed to arise out of, any negligent act, error, or omission of the Permittee, its agents, servants, and employees in the performance of the work authorized by the permit. The Permittee agrees to indemnify the County of Sussex against loss by reason of the liability imposed on it by law, for damages on account of loss of property or bodily injuries, including death at any time resulting there from, suffered or alleged to have suffered by any person or persons and shall also save harmless said County of Sussex, its officers or servants from and against any loss, injury or damage resulting from any negligence or fault of the permittee, his agents or servants in connection with the performance of the work covered by permit.
18. Insurance: An individual, firm, corporation or public entity, agrees to maintain the furnished Public Liability Policy or Liability Insurance, designating the County of Sussex as an additional insured in the amount of (\$1,000,000.00 for a firm, corporation, or municipality) or (\$300,000.00 for a contractor) or (\$100,000 for a private homeowner) until all work has been completed and final approval / acceptance granted by the County. These insurance limitations may be updated from time to time by County, updated or amended insurance requirements in place at the time of the permit will prevail.

19. Cash Deposit and Bonding: Cash Deposit and Bonding shall be provided in accordance with the approved Sussex County Department of Engineering and Planning Guide Policy and Procedure entitled "Procedure Governing Cash Deposits and Bonding Secured for Division of Engineering Permits and Sussex County Planning Board Approvals" as may be amended.
20. In the event a Permittee fails to complete work under this permit, repair deficient work, or remediate adjacent impacts to the satisfaction of the County Engineer, the Permittee authorizes the County and their agents to use any and all Cash Deposit, Letter of Credit, and Bond funds secured under this permit to design and implement corrective actions for any incomplete and unsatisfactory work authorized under this permit or amenities impacted by the work of this permit. Should the Cash Deposit or Bond not be sufficient to pay the actual costs of such restoration or corrective action, the permittee shall pay the difference immediately upon demand. Failure to complete, repair, or remediate deficiencies in a satisfactory manner within the time allotted under the permit or as noticed by the County Engineer shall be considered as a violation of the permit Ordinance and shall subject the permittee to the penalties provided by the Ordinance.
21. Work Hours: Unless otherwise approved by the County, or limited by another agency, or as may be restricted by the County in consideration of peak-hour traffic or other traffic considerations, hours will be 7:30 am to 3:00 pm. The permittee will not alter traffic patterns prior to 9:00 am and after 3:30 pm unless permitted by the County Engineer.
22. Work within the rights-of-way shall be in substantial conformance with:
 - a. The New Jersey Department of Transportation (NJDOT) Standard Specifications for Road and Bridge Construction;
 - b. NJDOT Standard Roadway Construction – Traffic Control – Bridge Construction Details;
 - c. American Association of State Highway Officials "A Policy on Geometric Design of Highways and Streets";
 - d. The Manual on Uniform Traffic Control Devices for Streets and Highways;
 - e. Americans with Disabilities Act;
 - f. The Sussex County Land Development Standards;
 - g. The Sussex County Standard Construction Details;
 - h. Other applicable standards as may be identified on a project specific basis.
23. Plans and details of proposed work will be provided by the Permittee with the application. Design plans signed and sealed by a NJ Licensed Professional Engineer, which have been developed using sound engineering judgment, accepted by the County, having been design and executed in accordance with the standards noted herein, will be required for all work within the County right-of-way. This requirement may be waived for residential work when the scope of work does not require specific engineering designs or where applicable standard details are readily available.
24. Notices:
 - a. The Permittee shall provide the County with 10-days notice prior to commencement of work within the right-of-way.
 - b. During the progression of the project the Permittee shall provide the County with 5-days notice for any work which will require disruption to the normal flow of traffic along the County Route or over a County Bridge.
 - c. The Permittee shall provide the County with 24-hour emergency contact telephone number(s) when work is performed within the County right-of-way or impacting a County maintained Bridge.
 - d. Twenty-Four (24) hours prior to commencing construction the Permittee shall provide the County Engineer with verbal notice.

- e. No work shall begin during a weekend or occur during a weekend for which the County needs to be present.
 - f. The Permittee shall provide 24-hour notice to the County Engineer prior to any paving within the right-of-way.
 - g. The Permittee shall notify all adjacent land owners having property fronting along areas of construction authorized under this permit. Copies of notice shall be provided to the County.
25. Operation and Maintenance: Unless specifically accepted by the County in writing, the Permittee and their heirs / assigns agree to accept responsibility for operation and maintenance of work and devices installed and constructed under this permit including, but not limited to: traffic safety and intersection controls, driveway aprons, and site drainage systems extending into or connecting to a roadway drainage system. The Permittee shall be responsible for maintenance of the access point to the longitudinal gutterline along the County Route. The permittee shall maintain the drainage systems outside the County right-of-way including those portions within the County right-of-way installed by the permittee and not directly supporting functional operations of the public traveled way.
26. NJ One Call: The Permittee shall be responsible for alerting NJ One Call (Call-Before-You-Dig) to identify utilities. The Permittee shall provide the County with NJ One Call verification numbers prior to commencement of construction. The permit shall not be valid until this has been completed.
27. Maintenance and Protection of Traffic: The Permittee agrees to provide, install, and maintain traffic control and work zone protections in consideration of the guidance provided within the current edition of the Manual on Uniform Traffic Control Devices for Streets and Highways (MUTCD). Those signs and devices that may be in use during nighttime hours shall be capable of meeting nighttime visibility requirements. Adequate advanced warning shall be provided to the traveling public and facility users. The Permittee will provide or identify job specific plans for all work zones. Signed and sealed plans will be required for work zone applications which are not otherwise developed and included within the MUTCD, provided by NJDOT, or when required by the County Engineer. Requests for the closure of a County Route must be approved by the Sussex County Board of Chosen Freeholders. The Permittee and their agents remain responsible for all aspects of the traffic control and work zone. The Permittee shall be responsible for coordination with other jurisdictions when impacts extend beyond the County Route.
28. Work Limitations:
- a. All work must be completed in substantial conformance with the New Jersey Department of Transportation (NJDOT) Standard Specifications for Road and Bridge Construction, including limitations on work.
 - b. Paved Travel Way: No work shall be conducted within the paved travel way between November 15th and April 15th of each year unless said work is necessitated by public safety and wellbeing or when otherwise approved by the Sussex County Board of Chosen Freeholders. Inferior work resulting from poor workmanship or environmental impacts shall be removed and replaced by the Permittee as soon as practical during the immediately following construction season.
 - c. Roadway Buffers: No work shall be conducted within the roadway buffers or other areas of the rights-of-way unless conditions are conducive to producing quality work. No work will be permitted when the ambient temperature is at or below 32 degrees Fahrenheit. All work occurring between November 15th and April 15th must be approved by the County Engineer prior to commencing work.

Inferior work resulting from poor workmanship or environmental impacts shall be removed and replaced by the Permittee as soon as practical during the immediately following construction season.

- d. Work conducted during the permitted construction season, April 16th through November 14th, shall be executed in conjunction with conditions conducive to producing quality work. Inferior work resulting from poor workmanship or environmental impacts shall be removed and replaced by the Permittee.
29. Protection of Existing Conditions: Work shall be conducted in a manner protecting existing structures on, over, or under the County Road. The existing cross section and drainage of the highway shall not be altered. Interference with drainage structures must be avoided.
30. Permittee Agrees to the following Design & Construction Conditions:
- a. Trenches must be stabilized in accordance with the Sussex County Standard Construction Details within 48 Hours. Temporary stabilization shall require, at minimum, the placement of 2" HMA Base Course installed level to the adjacent pavement and providing a surface reasonably free from undulation.
 - b. The permittee agrees to keep the trench filled to the level of pavement until settlement has stopped and to replace the permanent pavement when ordered to do so by the County Engineer or his duly authorized representative. Trenches will be monitored for a period of 24-months following the construction or until final acceptance by the County, which may extend beyond a 24-month time frame if problems persist.
 - c. The Permittee shall maintain a Performance & Maintenance Bond for a 12-month period from the last repair/remediation of identified deficiencies.
 - d. Twenty-four hour telephone numbers shall be supplied to the County of Sussex for use during the construction and maintenance period where a responsible agent can be contacted to replace or repair any deficiency.
 - e. Notice of Repair: The County will be provided advanced notice of all repair work.
 - f. Twenty-four hour telephone numbers shall also be supplied to the local police department having jurisdiction prior to the opening of the County Road along with the exact location of said opening in the event a settlement or erosion problem occurs, so that a responsible agent can be contacted to correct the problem.
 - g. "Emergency Utility Work": In the event an emergency road opening is necessary under an annual utility permit, the County of Sussex shall be notified at the emergency telephone number provided prior to the commencement of construction operations. "Application for Opening a County Highway" shall be submitted to the Sussex County Engineer's Office during normal working hours on the first working day following the opening. All other requirements of the permit shall be fulfilled.
 - h. Work under this permit will not result in the direct discharge of any stormwater into the County right-of-way.
 - i. Unless approved in the Permit Plans on file with the Division, work under this permit will not alter or impede the flow or management of stormwater in or along the County Route. The Permittee is responsible to provide adequate provisions for all transverse, lateral, and longitudinal drainage facilities affected by construction under this permit.
 - j. Connections to existing County Storm Drainage Systems will require supportive drainage discharge easements. The Permittee and/or their Professionals will have secured said easements from respective property owners impacted by the proposed project prior to construction.

- k. The Permittee shall install advanced public notice signs a minimum of one week prior to the start of construction operations unless otherwise authorized by the County Engineer.
 - l. The Permittee, through their Professionals, agrees to provide the County As-Built plans representative of the final as constructed conditions.
 - m. All regulatory, warning, and guide signs which may need to be relocated because of work authorized under this permit or appurtenances thereto shall be done by the Permittee under this permit. All roadway sign work shall be in substantial conformance with MUTCD and NJDOT standards and require the direct supervision of the Sussex County Division of Engineering.
 - n. Beam Guide Rail or other type of roadside barrier which must be altered by the work under this permit shall be completed in substantial conformance with current standards by the Permittee through the service of a qualified installer. All guide rail work will require the direct supervision of the Sussex County Division of Engineering.
 - o. As resources permit, County Staff may assist Public Entity Permittee's in completing those items of work normal and customary to the duties commonly managed by the Division of Public Works and Office of Bridge and Traffic Safety. Any work performed by County Staff at the request of a Public Permittee would be completed on a force account basis plus 5% reimbursable by the Permittee to the County. Availability of County Staff will be determined at the sole discretion of the County.
31. Utility Poles: The County is tasked with protecting the interests of the public, particularly related to, conserving the County's limited Rights-of-Way for the long term benefit of the public; preserving the safety of the rights-of-way; and managing the use of the rights-of-way; all of which require the County's responsible management of the use of the County's rights-of-way when rendering permitting decisions regarding the safety, placement, construction, and maintenance of facilities which may be permitted within the County rights-of-way. Accordingly, in order to address such important interests consistent with applicable law, the County has determined that it is beneficial to specify the requirements and procedures that will apply to requests for permission to install and maintain overhead utility poles within the County rights-of-way, said standards are as follows:
- a. Installation of new or replacement pole shall be coordinated by the respective utility with the County Engineer.
 - b. Emergency situations will be managed in consideration of these standards and in accordance with the provisions of the utilities "Emergency Utility Work" Permit issued by the County.
 - c. New pole locations will be staked in the field with the proposed location being approved by the County Engineer prior to installation of the utility pole.
 - d. Utility poles established or replaced within the County's rights-of-way shall comply with all applicable standards established by the American Association of State Highway and Transportation Officials (AASHTO), County Engineering Standards, County Land Development Standards, Roadside Design Guidelines, N.J.S.A. 48 et seq., N.J.A.C. 16:25, and all applicable building, structural, electrical, and other standards related to health, safety, and welfare.
 - e. Any utility pole established within the County's rights-of-way shall be done so in consideration of minimizing impacts to existing or planned circulation facilities.
 - f. Generally utility poles should be offset from the edge of the paved surface to the maximum extent practical, ideally this will be a minimum of 4-feet.
 - g. No utility pole should be located within 50-feet of another utility pole.

- h. Replacement poles should be located to maximize the intent of these conditions.
- i. Utility poles shall not be located within the recovery area of a guide rail terminal end or an area 25-ft in advance of the systems advancing or opposing terminus.
- j. Ideally, utility poles will be located 4-feet or more behind the rear face of a guide rail system. Poles located closer than 4-feet to the rear face of a guide rail system will require stiffening of the guide rail system. Modifications will be completed by the County, subject to the availability of staffing and equipment resources, and may be billed to the utility.



**Sussex County Division of Engineering
Standard Permit Conditions - Access Permits
Ordinance Adopted January 25, 2006 – Amended June 13, 2018**

Access Permits will be required for all new access points to a County Route as well as existing access points subject to improvement or modification. Access points which have been in existence prior to the adoption of the subject regulations are assumed to be grandfathered when no subsequent or previous permit had been issued. Existing “grandfathered” access points may remain in continued operation under the existing in-service conditions and not be subject to the access permit rules until such time as the property use changes or the access is improved or reconstructed.

The Access Permit serves to authorize a connection to the County Route along, the location of the connection, and the type of connection. Construction of the Access requires a Road Opening Permit.

For the purpose of this document “Access point” is understood to mean the location of the intersection of a highway, street, or driveway with a County Route.

General Conditions – Access Permits:

1. *The following may be augmented or amended by the County Engineer on a case-by-case basis through the inclusion of “Special Conditions” as may be deemed necessary to protect and safeguard the public interests.*
 - a. **Special Conditions Apply and are Attached:** Yes No
2. Construction: Construction or reconstruction of an access point will require a Road Opening Permit.
3. Expiration:
 - a. This Permit authorizes an access point location and type to a County Route.
 - b. Final acceptance of the Access must be secured upon completion and acceptance of the work authorized under the corresponding Road Opening Permit. Access Permits which have not received a final inspection and acceptance within a one-year period will expire if not extended.
 - c. This Permit will expire if the Permittee violates any permit conditions.
 - d. The Division of Engineering may extend open permits in one-year increments.
 - e. Access permits remain open until the access receives a final inspection and acceptance by the County, upon final acceptance the access is provided “Final Approval”.
 - f. Approved Access Permits remain valid for the type and access configuration approved under the original permit. Once Final Approval is granted the access permit is not subject to annual renewal.
 - g. Access permits cannot be issued for new accesses without a corresponding Road Opening Permit.
 - h. Change in use require an updated Access Permit.
4. Any references herein to the Permittee are understood to mean the Permittee and/or their assigns or heirs.
5. Any reference herein to Professionals are understood to mean the Engineer’s and/or Surveyors Licensed in the State of New Jersey as retained by the Permittee to develop design documents or manage construction in authorized and associated with this permit.

6. Access Points authorized under this permit shall conform to the approved permit documents and support plans on file with the Sussex County Division of Engineering.
7. Access Location & Sight Distance: Properties adjacent to a County Route are permitted access in accordance with the Sussex County Land Development Standards and these permit conditions. It is the responsibility of the Permittee and their Professionals (Surveyors and Engineers) to identify an access location along the property frontage which conforms to the required minimum sight distance standards. Should a conforming location not be identified by the Professionals retained by the Permittee said Professionals will identify the site access location along the available property frontage which, in their professional opinion, roadway users and access point users are afforded a prudent balance of function in a safe and efficient manner, ideally being the location which maximizes available sight distances. All access locations must be reviewed and accepted by the Sussex County Division of Engineering. Sussex County Division of Engineering staff may require witness to the observed sight distances. The Sussex County Division of Engineering may provide guidance and recommendation on a case-by-case basis to owners of residential parcels seeking enhancement to existing access points. ***The County recommends information on substandard sight distance be disclosed to anyone interested in purchasing a property.***
8. Correspondence: All correspondence and notifications shall be addressed to: Sussex County Division of Engineering, Access and Road Opening Permits, One Spring Street Newton New Jersey 07860.
9. Issuance of this permit shall not be construed as approval by the County Engineer of the location of operations of an access point to any particular property abutting the County Route at the premises for which the permit is being granted; nor shall the granting of this permit render the County or its agents liable for any injuries to any person or persons or property damage resulting from use of this access to or from the County Route and the premises for which the permit is granted.
10. It is specifically noted the County's review of support documents and (Engineering) Plans accompanying this permit was limited to a review of the documents in a general manner only. Review submissions and comments shall not be construed as a comprehensive review or detailed checking of the documents. The County is not responsible for errors, omissions, or the accuracy of the design. It remains the responsibility of Professionals as retained by the Permittee to design and prepare the documents in accordance with proper engineering criteria and sound professional engineering judgment. The said Professional(s) are completely responsible for all design documents, reports, supporting documentation, etc., that they prepare and it remains their responsibility to insure the integrity of the design and their work.
11. Other Approvals: Approval of this permit is subject to conditions and requirements included in other related documents including State and Municipal approvals, agreements and permits as well as County Freeholder and County Planning Board Approvals.
12. Other Permits: It is the responsibility of the Permittee to secure permits and approvals from any other agency or government having jurisdiction over the proposed work. This permit is subject to requirements as may be included in other project permits.
13. Laws: Access Points authorized under this permit shall be subject at all times to all laws of the United States and New Jersey and other appropriate regulation adopted by the County of Sussex or any municipality or other governmental body having lawful jurisdiction to impose any such law or regulation governing the work.
14. Protection from Suits: The Permittee shall defend, indemnify, protect, and save harmless the County of Sussex, its officers and servants from and against any and all suits, claims, losses, demands, or damages of whatever kind or nature arising out of or

claimed to arise out of, any negligent act, error, or omission of the Permittee, its agents, servants, and employees in the performance of the work authorized by the permit. The Permittee agrees to indemnify the County of Sussex against loss by reason of the liability imposed on it by law, for damages on account of loss of property or bodily injuries, including death at any time resulting there from, suffered or alleged to have suffered by any person or persons and shall also save harmless said County of Sussex, its officers or servants from and against any loss, injury or damage resulting from any negligence or fault of the permittee, his agents or servants in connection with the performance of the work covered by permit.

15. Insurance: Insurance requirements shall comply with the Road Opening Permits and current County insurance requirements.
16. Access design and related amenities within the rights-of-way shall conform to:
 - a. The New Jersey Department of Transportation (NJDOT) Standard Specifications for Road and Bridge Construction as amended;
 - b. NJDOT Standard Roadway Construction – Traffic Control – Bridge Construction Details as amended;
 - c. American Association of State Highway Officials “A Policy on Geometric Design of Highways and Streets” as amended;
 - d. The Manual on Uniform Traffic Control Devices for Streets and Highways as amended;
 - e. Americans with Disabilities Act as amended;
 - f. The Sussex County Land Development Standards as amended;
 - g. The Sussex County Standard Construction Details as amended;
 - h. Other applicable standards as may be identified on a project specific basis.
17. Access Types:
 - a. Non-Single Family Residential and non-agricultural access points will require Engineering Plans developed by the Permittee’s Professionals, said plans signed and sealed by a NJ Licensed Professional Engineer. The plans will have been developed using sound engineering judgment, accepted by the County, having been design and executed in accordance with the standards noted herein.
 - b. Proposed Access Points not authorized under an action of the Sussex County Planning Board will be supported by sight distance measurements and property survey data. Engineering Plans as defined above will be required for any new work within the right of way.
 - c. Residential Access: Residential access points shall be designed in consideration of the Sussex County Land Development Standards and this permit.
 - d. Utility Infrastructure System Access: Utility Infrastructure System access (commercial) access points will be permitted as defined in 17.a above and the “Guidelines for Evaluating Requests to install a Utility Infrastructure System Access to a County Route”.
 - e. Agricultural Access: limited use agricultural access points will be permitted in accordance with these standards and the “Guidelines for Evaluating Requests to install an Agriculture Access to a County Route”.
18. Operation and Maintenance: Unless specifically accepted by the County in writing, the Permittee and their heirs / assigns agrees to accept responsibility for operation and maintenance of all aspects of the Access authorized under this permit including, but not limited to: traffic safety and intersection controls, driveway aprons, and site / access drainage systems. The Permittee shall be responsible for maintenance of the access point to the longitudinal gutter line along the County Route. The permittee shall maintain the drainage systems outside the County right-of-way including those portions within the

County right-of-way installed by the permittee and not directly supporting the traveled way and accepted by the County.

19. Revocation: this access permit may be terminated by the County should an alternative access become available which might benefit or enhance public safety.
20. Permittee Agrees to the following Basic Design & Construction Conditions, refer to the Sussex County Land Development Standards and Road Opening Permit Conditions for more detailed requirements:
 - a. Unless otherwise prohibitive, all driveways will require an acceptable on-site turn around.
 - b. Sidewalks shall be continued across intersections in accordance with current design standards.
 - c. The existing County Route cross-section and drainage patterns shall remain unchanged unless alterations are included in the Permittee's supportive engineering designs (plans) as accepted by the County.
 - d. The site development and access will not result in the direct uncontrolled discharge of any stormwater into the County right-of-way.
 - e. Unless approved in the Permit Plans on file with the Division, designs authorized under this permit will not alter or impede the flow and management of stormwater in or along the County Route. The Permittee is responsible to provide adequate provisions for all transverse, lateral, and longitudinal drainage facilities and flows affected by construction of the Access.
 - f. Stormwater flow must be maintained and managed. Alteration will not be permitted without prior approval and may require design plans signed and sealed by a NJ Licensed Professional Engineer which identify the means and methods for the continuation of gutter flow, roadside swale flow, and other impacts to the safe and prudent management of stormwater flows. The Permittee accepts responsibility of the Operation and Maintenance of new drainage facilities installed by the Permittee or their agent per the approved plans unless the systems are otherwise accepted by the County.
 - g. All regulatory, warning, and guide signs which may need to be relocated because of the access authorized under this permit shall be done by the Permittee under a Road Opening Permit.
 - h. Beam Guide Rail or other type of roadside barrier which must be altered by the proposed access authorized under this permit shall be completed by the Permittee under a Road Opening Permit.
 - i. Unless otherwise approved by the County Engineer access points servicing 20 VPD or less shall be paved a minimum of 25-feet and access points servicing greater than 20 VPD 100-feet, from the right-of-way or, when permitted, the gutterline or as required to control the flow of stormwater and minimize deposits of eroded materials into the County right-of-way. All paving shall comply with the Sussex County Land Development Standards.

“Attachment C”

Guidelines for Evaluating Requests to install Small Wireless Antennas in the County Rights-of-Way”

Introduction: The County’s residents and visitors are increasingly relying on cellular phones, tablets, portable computers, other mobile smart devices, and wireless broadband services that provide internet connections, carry voice, text, photos, video, and other data to and from such devices. As a result, various companies are seeking to deploy additional systems to extend and expand wireless network capabilities and coverage. The County expects this initiative will result in requests for permission to install small wireless communication devices along with supporting equipment in the County’s rights-of-way, either on existing or new utility poles.

The County finds that there are several state and federal statutory and regulatory schemes that may impact the County’s consideration of such requests.

The County further finds that it is tasked with protecting other important interests of the public, particularly related to, conserving the County’s limited rights-of-way for the long term benefit of the public; preserving the aesthetics and safety of the rights-of-way; and managing the use of the rights-of-way; all of which require the County’s responsible management of the use of the County’s rights-of-way when rendering permitting decisions regarding the safety, placement, construction, and maintenance of wireless facilities which may be permitted in the County rights-of-way. The prudent management of expected requests to utilize the limited right-of-way resource dictates that the County require applicants to obtain applicable municipal and other approvals prior to obtaining permission to utilize the County rights-of-way.

Accordingly, in order to address such important interests consistent with applicable law, the County has determined that it is beneficial to specify the requirements and procedures that will apply to requests for permission to install small wireless communication system antennas and associated equipment in the County rights-of-way.

These guidelines are not meant to apply to small cell tower sites, other similar wireless communications devices and associated equipment, or macrocell sites mounted on tall antenna structures including but not limited to monopoles or lattice towers that are inappropriate for installation in the County’s rights-of-way, but rather only to installations on utility type poles. The County has also determined that it will not permit any installations on street lights or stanchions or traffic signal systems.

General Requirements: Notwithstanding any other law to the contrary, no antenna(s), small cell(s), or other device for wireless communication or poles for the purposes of supporting an antenna may be installed in the County’s right-of-way except in accordance with this Section.



1. Unless otherwise modified herein the Road Open and Access Permit Policy and Land Development Standards will govern.
2. No antenna(s) or antenna pole(s) may be installed in the County's rights-of-way unless and until:
 - a. Applicable permissions and approvals have been obtained and verified, including but not limited to:
 - i. Local Land Use approvals such as Planning and Zoning Approvals,
 - ii. Permissions from the owner(s) of the subject (utility) poles,
 - iii. Permissions of private property owners,
 - iv. Applicable permits secured,
 - v. Consent of the local governing body,
 - vi. Approvals from other jurisdictional entities,
 - vii. The applicant of any proposed antenna(s) or antenna pole(s) shall bear full responsibility for obtaining and demonstrating, with written evidence acceptable to the County, that all approvals have been obtained or that no such approvals are required.
 - b. As applicable, approvals from the Sussex County Planning Board.
 - c. Issuance of the applicable County Road Opening Permit(s).
 - d. Any deviation from these standards will require a Right-of-Way Agreement with the County.
3. Standards:
 - a. Antennas(s) or antenna pole(s) and related equipment established in the County's rights-of-way shall be designed and camouflaged to mitigate negative visible impacts meeting the context of the surrounding area.
 - b. Any antenna or pole established and related equipment within the County's rights-of-way shall comply with all applicable standards established by the American Association of State Highway and Transportation Officials (AASHTO), County Engineering Standards, County Land Development Standards, Roadside Design Guidelines, N.J.A.C. 16-25, and all applicable building, structural, electrical, and other standards related to health, safety, and welfare.
 - c. Any antenna, pole, or equipment established within the County's rights-of-way shall be done so in consideration of minimizing impacts to existing or planned circulation facilities.
 - d. Priority shall be provided to establishment of antennas on existing utility or antenna poles.
 - e. The Applicant of any antenna proposed must demonstrate by clear and convincing technical evidence that the inability to install an antenna at the proposed location would prohibit or have the effect of prohibiting the provisions of the telecommunications or personal wireless service.
 - i. An antenna installed on an existing pole shall be no greater than ten percent (10%) or ten (10) feet higher, whichever is less, than the height of the existing utility or antenna pole.

- ii. Any equipment supporting or associated with the establishment of the antenna shall be no greater than 20 square feet and no greater than 2 feet in width.
- f. Establishment of Antenna Pole(s): The Applicant of any proposed antenna pole must demonstrate by clear and convincing technical evidence that co-locating the proposed antenna on an existing utility or antenna pole would prohibit or have the effect of prohibiting the provision of telecommunications or personal wireless service.
 - i. An antenna pole established in the County right-of-way shall be no greater than ten percent (10%) or ten (10) feet higher, whichever is less, than the nearest existing utility pole within the right-of-way (excluding any antenna or other fixture extending beyond the top of the pole) within 50-feet, and in no event shall the antenna pole be greater than 60 feet in height.
 - ii. An antenna established on the antenna pole shall be no greater than ten percent (10%) or ten (10) feet higher, whichever is less, than the antenna pole itself.
 - iii. Any equipment supporting or associated with the establishment of the antenna shall be no greater than 20 square feet and no greater than 2 feet in width.
- g. In no event shall more than 10 antenna poles be established within the County's rights-of-way per one (1) mile, and in no event shall more than two (2) such poles be established per 500 feet.
- h. No antenna pole shall be established within 50-feet of another antenna pole.
- i. Any utility (antenna) pole established within the County's rights-of-way shall be set as close as practical to the right-of-way, at minimum being back from the roadway traveled edge at least 4 feet.
- j. Devices established in the County's rights-of-way shall be compliant with applicable roadside safety standards.
- k. All applications shall include:
 - i. A completed Road Opening application package along with all required supporting documents.
 - ii. A site plan signed and sealed by a professional engineer licensed in the state of NJ
 - iii. A right-of-way plan establishing and delineating the existing rights-of-way along with adjacent private property owners, said plan signed and sealed by a Land Surveyor licensed in the State of New Jersey.
 - iv. A signed and sealed Engineer's Certification certifying that the design complies with applicable standards for placement adjacent to a roadway.
- l. In no event shall any work permitted under this Section interfere with the existence or operations of any existing or proposed public infrastructure systems or facilities.



- m. All work authorized by a permit issued under this Section shall be the full responsibility of the Applicant, including all design, construction, operations, and maintenance.
 - n. Work authorized under this Section is authorized at the pleasure of the County. It remains the responsibility of the applicant or their assigns to maintain, service, modify, and accommodate future public right-of-way needs, all at their sole cost. Any future maintenance work is subject to applicable Road Opening Permits issued by the County.
 - o. The Applicant is solely responsible for obtaining any real property rights which may be required outside permission to utilize the available County rights-of-way.
 - p. The County reserves the rights at all times to reasonably specify the types and methods of design, construction, and maintenance of the equipment.
4. Responsible Party: Any equipment or systems installed under a permit issued subject to this Section is solely the responsibility of the Applicant their heirs or assigns. This extends to the removal of decommissioned equipment from the rights-of-way.
5. Finality and Appeals: Any decision under this Section by the County Engineer shall be final. Appeals may be made to the Board or in accordance with the rules of NJ courts.
6. Savings Clause: The provisions of this Section are severable. If any part of this section is declared invalid or unenforceable by a competent court of law, that declaration shall not affect the part(s) which remain.
7. Effective Date: The requirements set forth in this Section shall become effective upon adoption.



“Attachment D”

“Guidelines for Evaluating Requests to install a Utility Infrastructure System Access Points to a County Route”

Introduction: The County has received requests to permit County Route access points to service utility infrastructure systems. These include infrastructure systems such as cell towers, utility substations, and solar farms. The County recognizes the nature of these systems, once operational, require minimal visits by the owner/operator. Currently the Land Development Standards include design standards for commercial access points, which are access points that are anticipated to service multiple daily vehicle trips. The operations needs of utility infrastructure access points generally deviate from normal commercial access points in that they service extremely limited vehicle trips. Given the deviation and limited use it is reasonable to conclude that alternate design standards should be provided governing the approval and construction of accesses servicing utility infrastructure systems.

Accordingly, in order to address such operational deviations, the County has established the following design and development parameters which will be used to guide the permitting and construction of utility infrastructure systems requiring limited operational access:

General Requirements – Utility Infrastructure Systems:

1. Unless otherwise modified herein the Road Open and Access Permit Policy and Land Development Standards will govern.
2. For the purpose of this section “Utility Infrastructure Systems” shall be defined as those utility systems which do not require daily vehicle access or staff accommodations, examples include, but are not limited to, cell towers, substations, and solar farms.
3. Utility Infrastructure System Accesses require approval from the Sussex County Planning Board and will be designed in accordance with the Sussex County Land Development Standards unless modified herein.
4. Utility Infrastructure System Accesses will be permitted as needed to provide access to independently operated utility infrastructure systems.
5. Access will be designed to safely accommodate the subject design vehicle movements, including access width and radii.
6. Unless otherwise approved by the County Engineer the access point shall be paved a minimum of 25-ft from the edge of road.
7. Curbing will only be required when curbing systems exist along the adjacent roadway segment OR as may be required to control stormwater.
8. Access locations shall be determined in consideration of AASHTO sight distance requirements. If the AASHTO standards cannot be met the access shall be located at the optimal location along the frontage. Substandard sight distances will require waivers from the Sussex County Planning Board.
9. Access points will require an acceptable on-site turn around.



10. The existing County Route cross-section and drainage patterns shall remain unchanged unless alterations are included in the Permittee's supportive engineering designs (plans) as accepted by the County.
11. The site development and access will not result in the direct uncontrolled discharge of any stormwater or debris into the County rights-of-way.
12. Unless approved in the Permit Plans on file with the Division work under this permit will not alter or impede the flow and management of stormwater in or along the County Route. The Permittee is responsible to provide adequate provisions for all transverse, lateral, and longitudinal drainage facilities and flows affected by construction under this permit.
13. The Permittee accepts responsibility of the Operation and Maintenance of new drainage facilities installed by the Permittee or their agent per the approved plans unless otherwise accepted by the County.
14. All regulatory, warning, and guide signs which may need to be relocated because of the construction of new access points or appurtenances thereto shall be done by the Permittee under the Access Permit. All traffic sign work will shall be completed in substantial conformance with MUTCD and NJDOT standards and require the direct supervision of the Sussex County Division of Engineering.
15. Beam Guide Rail or other type of roadside barrier which must be altered by the work under this permit shall be completed in substantial conformance with current standards by the Permittee through the service of a qualified installer. All guide rail work will require the direct supervision of the Sussex County Division of Engineering.
16. Unless otherwise permitted by the County Engineer access points shall be gated.
17. Utility Infrastructure System Accesses standards shall not apply to access points which are used on a daily basis.



“Attachment E”

“Guidelines for Evaluating Requests to install an Agricultural Access Point to a County Route”

Introduction: There exists a number of agricultural based operations within Sussex County. The County and public support the continued agricultural endeavors found within and around the County. The County further recognizes that many of the agricultural operations require occasional access to large tracts of land, each potentially segregated to particular agricultural purposes. It is further recognized that the agricultural operations deviate from traditional operational activities considered in the design of other commercial access points. Given the deviation and limited use experienced by some agricultural access points it is reasonable to conclude that alternate design standards should be used to govern the approval and construction of occasional agricultural access points.

Accordingly, in order to address such considerations and use parameters the County has established the following design and development parameters which will be used to guide the permitting and construction of agricultural access points:

Occasional Use Agricultural Access Design Guide:

1. Unless otherwise modified herein the Road Open and Access Permit Policy and Land Development Standards will govern.
2. For the purpose of this section “Occasional or Limited Use” agricultural access points shall be defined as those agricultural access points which do not service prolonged daily reoccurring vehicle needs. These guidelines only apply to “Occasional” Use Agricultural Access points.
3. Occasional use agricultural access points will be permitted as needed to provide access to isolated or independently operated agricultural land parcels. This may include tracts of land segregated by environmentally sensitive areas through which construction or use of an agricultural access would degrade the environmentally sensitive features.
4. Access width should be the minimum required to safely accommodate the design vehicle.
5. Unless otherwise approved by the County Engineer access points shall provide for a stable entrance apron onto the County Route. Stabilization shall be developed in consideration of Soil Erosion and Sediment Control standards and extend for a minimum of 25-ft from the edge of road. Paving and curbing will not be required for traditional limited use agricultural access.
6. Access locations shall be minimized whenever possible by off-road interconnections within the agricultural operations.
7. Access locations shall be determined in consideration of AASHTO sight distance requirements. If the AASHTO standards cannot be met the access shall be located at the optimal location along the frontage. Substandard sight distances may be mitigated by advanced warning signs.

8. Access points will require an acceptable on-site turn around.
9. The existing County Route cross-section and drainage patterns shall remain unchanged unless alterations are included in the Permittee's supportive engineering designs (plans) as accepted by the County.
10. The site development and access will not result in the direct uncontrolled discharge of any stormwater or debris into the County rights-of-way.
11. Unless approved in the Permit Plans on file with the Division work under this permit will not alter or impede the flow and management of stormwater in or along the County Route. The Permittee is responsible to provide adequate provisions for all transverse, lateral, and longitudinal drainage facilities and flows affected by construction under this permit.
12. The Permittee accepts responsibility of the Operation and Maintenance of new drainage facilities installed by the Permittee or their agent per the approved plans unless otherwise accepted by the County.
13. All regulatory, warning, and guide signs which may need to be relocated because of the construction of new access points or appurtenances thereto shall be done by the Permittee under the Access Permit. All traffic sign work will shall be completed in substantial conformance with MUTCD and NJDOT standards and require the direct supervision of the Sussex County Division of Engineering.
14. Beam Guide Rail or other type of roadside barrier which must be altered by the work under this permit shall be completed in substantial conformance with current standards by the Permittee through the service of a qualified installer. All guide rail work will require the direct supervision of the Sussex County Division of Engineering.
15. Unless otherwise permitted by the County Engineer access points shall be gated.
16. Agricultural access points shall not include farm market or other agricultural based operations which invite the general public to a retail operation. These type of access points will be governed by the Sussex County Land Development Standards.



NOTICE OF PENDING ORDINANCE

The Ordinance published herewith was introduced and passed upon first reading at a meeting of the Board of Chosen Freeholders of the County of Sussex held on May 23, 2018. It will be further considered for final passage, after public hearing thereon, at a meeting of the said Board of Chosen Freeholders to be held at the County Administrative Center, One Spring Street, New Jersey on June 13, 2018 at 7:00 p.m. During the week prior to and including the date of such meeting, copies of the said Bond Ordinance shall be made available at the Office of the Clerk of the Board of Chosen Freeholders in the Sussex County Administrative Center, One Spring Street, Newton, New Jersey to the members of the general public who shall request same.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

ORDINANCE AMENDING THE PREVIOUSLY ESTABLISHED REGULATIONS GOVERNING ROAD OPENING AND ACCESS PERMITS ISSUED BY THE DIVISION OF ENGINEERING FOR WORK WITHIN THE SUSSEX COUNTY RIGHTS OF WAY AND WORK IMPACTING TRANSPORTATION INFRASTRUCTURE OWNED OR MAINTAINED BY THE COUNTY AND AUGMENTING THE SUSSEX COUNTY LAND DEVELOPMENT STANDARDS

STATEMENT

The Ordinance published herewith has been finally adopted on June 13, 2018 and the 20-day period of limitation within which a suit, action or proceeding questioning the validity of such Ordinance can be commenced has begun to run from the date of the first publication of this statement.

Teresa Lyons, Clerk
Board of Chosen Freeholders

NOTE: The above statement must be completed and published along with the Ordinance after final adoption.

ORDINANCE RE: ORDINANCE AMENDING THE PREVIOUSLY ESTABLISHED REGULATIONS GOVERNING ROAD OPENING AND ACCESS PERMITS ISSUED BY THE DIVISION OF ENGINEERING FOR WORK WITHIN THE SUSSEX COUNTY RIGHTS OF WAY AND WORK IMPACTING TRANSPORTATION INFRASTRUCTURE OWNED OR MAINTAINED BY THE COUNTY AND AUGMENTING THE SUSSEX COUNTY LAND DEVELOPMENT STANDARDS

Summary: This Ordinance will authorize:

- Modifications to the Permit Fee Schedule. The fee schedule has been expanded to include select operational requests commonly received by the Division of Engineering as well as a general reduction in fees.
- Modification to the standard conditions for Road Opening and Access Permits. The updated conditions clarify and define a number of issues related to permit administration, work quality, and public safety.
- Establish guidelines for the review and permitting of small wireless antennas in the County right-of-way under the Road Opening Permit procedures.
- Establish guidelines for evaluating and permitting access points which will service utility infrastructure systems. These include facilities such as cellular towers, utility substations, and solar farms. These access points are currently managed as a typical commercial access under the Land Development Standards. The proposed guidelines recognize these access points operate significantly different from a typical commercial access, specifically typical commercial access points service large volumes of daily traffic, utility infrastructure access points normally operate one to two trips per month. These standard guidelines will be applicable to Planning Board reviews and issuance of permits.
- Establish guidelines for the evaluation and permitting of agricultural access points.
- Provide authorization for the County Engineer or their duly authorized representative to develop formal documentation including applications, checklists, letters, and other documents as may be needed to provide for the efficient and streamlined administration of these policies.

RESOLUTION RE: AWARD OF CONTRACT FOR MISCELLANEOUS BUILDING TRADE SERVICES (ELECTRICAL) TO TATBIT, CO. FOR WORK TO BE PERFORMED IN AND AROUND VARIOUS SUSSEX COUNTY BUILDINGS FOR THE COUNTY OF SUSSEX FROM DATE OF CONTRACT AWARD UNTIL MAY 31, 2019

WHEREAS, public bids were advertised for Miscellaneous Building Trade Services (Electrical) to be performed in and around various Sussex County Buildings for the County of Sussex on April 11, 2018 and publicly received by the Sussex County Bid Proposal Committee on May 8, 2018; and

WHEREAS, the bids received were reviewed by the Division of Facilities Management and the Purchasing Agent, and:

WHEREAS, it was recommended by the Division of Facilities that an award be made to the lowest responsible bidder for electrical work to Tatbit, Co., with all work performed under the Contract being at the hourly rates as specified in the bid proposal for the first year of the Contract; and

WHEREAS, the bid specifications allow for a Contract ending May 31, 2019 with the County reserving the right to renew and extend the Contract for a second consecutive one year period at the rates proposed in the bid proposal; and

WHEREAS, this Contract will be an open-ended contract with a minimum expenditure of \$500.00 and a maximum Contract amount of \$250,000.00; and

WHEREAS, all work performed under this Contract shall have funds above the minimum certified by the County Treasurer through an appropriately prepared and approved purchase requisition prior to the authorization of work to proceed; and

WHEREAS, all requests for individual projects in excess of the currently established bid threshold shall conform to the policy set up by this Board and have a separate authorizing Resolution prior to the issuance of a purchase order.

NOW, THEREFORE, BE IT RESOLVED that upon recommendation of the Division of Facilities Management, the Sussex County Board of Chosen Freeholders does hereby award a Contract for Miscellaneous Building Trade Services (Electrical) to be performed in and around various Sussex County Buildings for the Division of Facilities Management to the lowest responsible bidder, Tatbit, Co. at the hourly rates as proposed and specified in the bid tendered on May 8, 2018; and

BE IT FURTHER RESOLVED that the Director and Clerk of the Board are hereby authorized and directed to execute said Contract; and

BE IT FURTHER RESOLVED that this Contract will be in effect from date of Contract award until May 31, 2019, with the County reserving the right to extend the Contract for one (1) additional and consecutive one (1) year period; and

BE IT FURTHER RESOLVED that a certified copy of this Resolution be forwarded to Tatbit, Co., Attn: Paul Litvin, 237 West Parkway, Suite 102 Pompton Plains, NJ 07444.

Certified as a true copy of a
Resolution adopted by the Board
on the 23rd day of May, 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

Resolution Summary
Other

RESOLUTION RE: AWARD OF CONTRACT FOR MISCELLANEOUS BUILDING TRADE SERVICES (ELECTRICAL) TO TATBIT, CO. FOR WORK TO BE PERFORMED IN AND AROUND VARIOUS SUSSEX COUNTY BUILDINGS FOR THE COUNTY OF SUSSEX FROM DATE OF CONTRACT AWARD UNTIL MAY 31, 2019

Description of Resolution:

This resolution is for award of Contract to Tatbit, Co., for the annual Electrical trade services for various Sussex County buildings.

The contract will be in effect from date of Contract award until May 31, 2019, with the County reserving the right to extend the Contract for one (1) additional and consecutive one (1) year.

INTER-OFFICE MEMORANDUM

To: Valerie Steccato, Purchasing Agent
From: Joseph J. Biuso, Director
Facilities Management Division
Date: May 15, 2018
Re: Contract Award

PROJECT INFORMATION: Miscellaneous Building Trade Services (Electrical) to be performed
in and around various Sussex County Buildings

BID OPENING DATE: N/A

BID AMOUNT: \$26,300

RECOMMENDATION:

RENEWAL: YES _____ NO: X FOR AGENDA DATED: 05/23/2018

NOT RENEWED BECAUSE: _____

FUNDING ACCOUNT: 01-201-26-310-F41 401 Facilities Mgmt Maintenance & Repair
01-201-26-310-J41 401 Jail Maintenance & Repair

FIRM INFORMATION:
COMPANY:

1. Tatbit Co.
2. _____
3. _____
4. _____

SIGNATOR: _____ TITLE: Director
Joseph J. Biuso

TELEPHONE NUMBER: 973-579-0490

**AGENDA
BID PROPOSAL COMMITTEE
(MAY 8, 2018)**

1. Call to Order by Purchasing Agent

PURCHASING AGENT:

"It is now 11:00 A.M. and this meeting is called to order."

11:00 AM

2. Public Statement

PURCHASING AGENT:

"Pursuant to the Open Public Meetings Act, Adequate Notice, as defined by the law has been made by regular mail, advertised in the New Jersey Herald and was posted on the bulletin board maintained in this building."

3. Receipt of bids today - 11:00 AM

PURCHASING AGENT:

All Proposals have been turned into the County of Sussex for opening at this time for the following items:

- A. MISCELLANEOUS BUILDING TRADE SERVICES (ELECTRICAL) TO BE PERFORMED IN AND AROUND VARIOUS SUSSEX COUNTY BUILDINGS

PURCHASING AGENT:

The receipt of proposals is closed. Proposals will be opened and read.

PROPOSALS ARE OPENED AT THIS TIME

PURCHASING AGENT:

The proposals received will be turned over to the respective department for review. An award of contract will be made by the Board of Chosen Freeholders.

5. Adjournment

This meeting is adjourned.

11:10 AM
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Sussex County Purchasing Office

LIST OF PROPOSAL HOLDERS AND RESPONSES

Proposal Name:	Misc. Bldg. Trade Serv. (Electrical) to be performed in & around various Sussex Cty. Bldgs.
Date Advertised:	April 11, 2018
Date & Time Opened:	Tuesday, May 8, 2018, 11 AM

No.	Vendor Name	Vendor Address	Bid Bond/Check & Surety Co.	Paperwork Appears to Be In Order	Proposed Cost Announced
1.	High Point Electric	719 Route 519 Wantage, NJ 07461	N/A	Yes	\$43,350.00
2.	Keiffer Electric LLC	PO Box 570 Branchville, NJ 07826			
3.	Lulo Electric	25 Saxton Drive Hackettstown, NJ 07840			
4. (2)	Power With Prestige	40 Swartswood Road Newton, NJ 07860	N/A	Yes	\$36,625.00
5. (3)	SAL Electric Co.	83 Fleet Street Jersey City, NJ 07306	N/A	Yes	\$27,957.00
6. (4)	Tatbit	237 W. Parkway Suite 102 Pompton Plains, NJ 07444	N/A	Yes	\$26,300.00
7.					
8.					

Remarks: (Here Fully Identify Source of Public Protests, Statements, etc.)

**RESOLUTION RE: CERTIFICATION OF REVIEW OF AUDIT BY GROUP
AFFIDAVIT**

WHEREAS, N.J.S.A. 40A:5-4 requires the governing body of every local unit to have an annual audit of its books, accounts and financial transactions; and

WHEREAS, the Annual Report of Audit for the year 2017 has been filed by a Registered Municipal Accountant with the Clerk of the Board of Chosen Freeholders as per the requirements of N.J.S.A. 40A:5-6, and a copy has been received by each member of the governing body; and

WHEREAS, the Local Finance Board of the State of New Jersey is authorized to prescribe reports pertaining to the local fiscal affairs law, as per R.S. 52:27BB-34; and

WHEREAS, the Local Finance Board has promulgated N.J.A.C. 5:30-6.5, a regulation requiring that the governing body of each County shall, by Resolution, certify to the Local Finance Board of the State of New Jersey that all members of the governing body have reviewed, at a minimum, the sections of the annual audit entitled "Comments and Recommendations"; and

WHEREAS, the members of the governing body have personally reviewed, at a minimum, the Annual Report of Audit, and specifically the sections of the Annual Audit entitled "Comments and Recommendations", as evidenced by the group affidavit form of the governing body attached hereto; and

WHEREAS, such Resolution of certification shall be adopted by the Governing Body no later than forty-five days (45) after the receipt of the annual audit, pursuant to N.J.A.C. 5:30-6.5; and

WHEREAS, all members of the governing body have received and have familiarized themselves with, at least, the minimum requirements of the Local Finance Board of the State of New Jersey, as stated aforesaid and have subscribed to the affidavit, as provided by the Local Finance Board; and

WHEREAS, failure to comply with the promulgations of the Local Finance Board of the State of New Jersey may subject the members of the local governing body to the penalty provisions of R.S. 52:27BB-52, to wit:

R.S. 52:27BB-52 – "A local officer or member of a local governing body who, after a date fixed for compliance, fails or refuses to obey an order of the director (Director of Local Government Services), under the provisions of this Article, shall be guilty of a misdemeanor and, upon conviction, may be fined not more than one thousand dollars (\$1,000.00) or imprisoned for not more than one year, or both, in addition shall forfeit his office."

NOW, THEREFORE, BE IT RESOLVED that the Board of Chosen Freeholders of the County of Sussex, hereby states that it has complied with N.J.A.C. 5:30-6.5 and does hereby submit a certified copy of this Resolution and the required affidavit to said Board to show evidence of said compliance; and

BE IT FURTHER RESOLVED that a certified copy of this Resolution and its attachments be forwarded to the Bureau of Financial Regulation and Assistance, Division of Local Government Services, P.O. Box 803, Trenton, NJ 08625; and Nisivoccia LLP, Attn: Raymond G. Sarinelli, 200 Valley Road, Suite 300, Mt. Arlington, NJ 07856.

Certified as a true copy of a
Resolution adopted by the
Board of Chosen Freeholders
on the 23rd day of May, 2018.

Teresa Lyons, Clerk
Board of Chosen Freeholders
County of Sussex

GROUP AFFIDAVIT FORM

CERTIFICATION OF GOVERNING BODY

STATE OF NEW JERSEY
COUNTY OF SUSSEX

We, members of the governing body of the County of Sussex, of full age, being duly sworn according to law, upon our oath depose and say:

1. We are duly elected (or appointed) members of the Board of Chosen Freeholders of the County of Sussex;

2. In the performance of our duties, and pursuant to N.J.A.C. 5:30-6.5, we have familiarized ourselves with the contents of the Annual County Audit filed with the Clerk pursuant to N.J.S.A. 40A:5-6 for the year 2017.

3. We certify that we have personally reviewed and are familiar with, as a minimum, the sections of the Annual Report of Audit entitled "Comments and Recommendations."

(L.S.) _____ (L.S.) _____

(L.S.) _____ (L.S.) _____

(L.S.) _____ (L.S.) _____

(L.S.) _____ (L.S.) _____

(L.S.) _____ (L.S.) _____

Teresa Lyons, Clerk
Board of Chosen Freeholders

Sworn to and subscribed before
me this 23rd day of May, 2018.

Notary Public of New Jersey

The Clerk of the Board of Chosen Freeholders shall set forth the reason for the absence of signature of any members of the governing body.

IMPORTANT: This certificate must be sent to the Bureau of Financial Regulation and Assistance, Division of Local Government Services, P.O. Box 803, Trenton, NJ 08625.

NEW JERSEY DEPARTMENT OF COMMUNITY AFFAIRS
DIVISION OF LOCAL GOVERNMENT SERVICES

CORRECTIVE ACTION REPORT
2017 Audit Report

County of Sussex

May 2018

Finding #1 **Segregation of Duties – Outside Departments**

1. Description: The County does not maintain an adequate segregation of duties with respect to the recording and treasury functions of outside departments.
2. Analysis: Due to staffing limitations within some outside Departments the County recognizes that segregation of duties is not maintained up to the standards that the auditor would prefer or recommend.
3. Corrective Action: County Finance personnel have received from the auditor the details identifying the specific departments that require a greater segregation of duties. County Finance personnel will meet with the department heads involved, discuss the specifics as provided by the auditor, and to the best of all parties' abilities, implement change to the extent possible.
4. Implementation Date: Continues to be monitored.

Finding #2 **Library Account**

1. Description: Deposit slips were not available for audit inspection.
2. Analysis: Due to personnel error, deposit slips that were in the process of being moved between file cabinets were inadvertently placed with Library records that were set aside for disposal.
3. Corrective Action: An updated procedure has been put into effect where the deposit slips will be kept separate from other files at all times, in a locked file cabinet, and retained through year-end. Arrangements will be made with the County's Office of Records Management for the retention of such records following completion of the auditor field work.
4. Implementation Date: Immediately.



**RESOLUTION RE: CERTIFICATION OF REVIEW OF AUDIT BY GROUP
AFFIDAVIT**

Summary

Per N.J.S.A. 40A:5-4 requires the governing body of every local unit to have an annual audit of its books, accounts and financial transactions.

In accordance with N.J.A.C. 5:30-6.5, a regulation requiring that the governing body of each County shall, by Resolution, certify to the Local Finance Board of the State of New Jersey that all members of the governing body have reviewed, at a minimum, the sections of the annual audit entitled "Comments and Recommendations".

COUNTY OF SUSSEX
SUMMARY OR SYNOPSIS OF AUDIT REPORT FOR PUBLICATION

Attention is directed to the fact that a Summary or Synopsis of the Audit Report together with the recommendations is the minimum required to be published pursuant to N.J.S. 40A:5-7.

Summary or Synopsis 2017 Audit report of the County of Sussex as required by N.J.S. 40A:5-7.

COMBINED COMPARATIVE BALANCE SHEET

<u>ASSETS</u>	December 31,	
	2017	2016
Cash and Cash Equivalents	\$ 78,531,587.37	\$ 83,285,634.39
Investments	1,425,683.76	1,412,048.37
Taxes Receivable	164,735.91	226,562.84
Accounts and Grants Receivable	14,643,813.70	11,005,131.49
Deferred Charges to Future Taxation	94,623,400.17	97,176,847.25
Fixed Assets	126,981,310.00	124,733,084.00
 <u>TOTAL ASSETS</u>	 \$ 316,370,530.91	 \$ 317,839,308.34
 <u>LIABILITIES, RESERVES AND FUND BALANCE</u>		
Bonds, Loans and Notes Payable	\$ 89,303,000.00	\$ 95,160,000.00
Improvement Authorizations	42,467,634.58	43,670,761.94
Other Liabilities and Special Funds	39,719,629.14	37,654,985.64
Reserve for Certain Assets Receivable	752,616.34	1,097,276.42
Investment in Fixed Assets	126,981,310.00	124,733,084.00
Fund Balances	17,146,340.85	15,523,200.34
 <u>TOTAL LIABILITIES, RESERVES AND FUND BALANCE</u>	 \$ 316,370,530.91	 \$ 317,839,308.34

COUNTY OF SUSSEX
SUMMARY OR SYNOPSIS OF AUDIT REPORT FOR PUBLICATION
(Continued)

COMPARATIVE STATEMENT OF OPERATIONS AND
CHANGE IN FUND BALANCE - CURRENT FUND

	Year Ended December 31,	
	2017	2016
<u>Revenue and Other Income Realized</u>		
Fund Balance Utilized	\$ 5,340,000.00	\$ 5,100,000.00
Miscellaneous Revenue Anticipated	14,686,610.68	21,989,425.31
Receipts from Current Taxes	90,172,841.00	84,850,217.00
Nonbudget Revenue	1,696,873.75	1,517,734.33
Other Credits to Income:		
Unexpended Balance of Appropriation Reserves	3,991,691.82	3,071,820.73
Balances Cancelled:		
Accounts Payable		51,662.78
Reserve for State, Federal and Private		
Grant Fund Expenditures-Net	1,868.03	
Tax Overpayments Cancelled		111.01
Due to State of New Jersey Cancelled		18,589.03
Reserve for Payment in Lieu Cancelled		1,857.00
Collection of Added & Omitted Taxes	234,697.37	147,762.75
Collection of Other Receivables		75,059.00
Prior Years Interfunds Returned	18,266.83	11,121.17
Total Income	<u>116,142,849.48</u>	<u>116,835,360.11</u>
<u>Expenditures</u>		
Budget and Emergency Appropriations:		
Operations	84,199,532.33	87,822,497.83
Capital Improvements	700,000.00	626,220.00
County Debt Service	16,535,905.69	16,007,254.99
Deferred Charges and Statutory Expenditures	7,349,379.38	6,936,031.53
Refund of Prior Year's Revenue	225.00	645.00
Balances Cancelled:		
Morris County Shared Service- Receivable		91.00
Reserve for State, Federal and Private		
Grant Fund Expenditures-Net		14,989.40
Interfunds and Other Receivables Advanced		18,266.83
Total Expenditures	<u>108,785,042.40</u>	<u>111,425,996.58</u>

COUNTY OF SUSSEX
SUMMARY OR SYNOPSIS OF AUDIT REPORT FOR PUBLICATION
(Continued)

COMPARATIVE STATEMENT OF OPERATIONS AND
CHANGE IN FUND BALANCE - COUNTY HEALTH FUND

	Year Ended December 31,	
	2017	2016
<u>Revenue and Other Income Realized</u>		
Fund Balance Utilized		\$ 197,000.00
Receipts from Current and Prior year Taxes		2,298,736.00
Miscellaneous Revenue Anticipated		392,612.32
Nonbudget Revenue		25,870.41
Other Credits to Income:		
Collection of Added and Omitted Taxes	\$ 5,728.44	3,512.55
Unexpended Balance of Appropriation Reserves	248,596.99	309,868.37
	254,325.43	3,227,599.65
<u>Expenditures</u>		
Budget Expenditures:		
Operating:		
Salaries and Wages		1,220,688.00
Other Expenses		1,511,228.00
Transfer of Health Fund Balance to Current Fund	503,504.03	
Transfer of Accrued Sick and Vacation Time to Other Trust Fund	90,533.47	
	594,037.50	2,731,916.00
Excess/(Deficit) in Revenue	(339,712.07)	495,683.65
<u>Fund Balance</u>		
Balance January 1	565,712.07	267,028.42
	226,000.00	762,712.07
Decreased by:		
Utilization as Anticipated Revenue		197,000.00
Utilization as Anticipated Revenue in Current Fund	226,000.00	
Balance December 31	\$ -0-	\$ 565,712.07

COUNTY OF SUSSEX
SUMMARY OR SYNOPSIS OF AUDIT REPORT FOR PUBLICATION
(Continued)

COMPARATIVE STATEMENT OF OPERATIONS AND
CHANGE IN FUND BALANCE - COUNTY LIBRARY FUND

	<u>Year Ended December 31,</u>	
	<u>2017</u>	<u>2016</u>
<u>Revenue and Other Income Realized</u>		
Fund Balance Utilized	\$ 480,000.00	\$ 519,945.00
Receipts from Current Taxes	4,544,259.00	4,380,316.00
Miscellaneous Revenue Anticipated	67,532.00	56,283.00
Nonbudget Revenue	113,517.83	117,900.36
Other Credits to Income:		
Collection of Added and Omitted Taxes	13,619.15	6,768.39
Cancellation of Reserve for Donations	0.98	
Cancellation of Accounts Payable		22,994.42
Unexpended Balance of Appropriation Reserves	483,907.54	263,100.04
	<u>5,702,836.50</u>	<u>5,367,307.21</u>
Total Income		
<u>Expenditures</u>		
Budget Expenditures:		
Operating:		
Salaries and Wages	2,184,839.00	2,106,847.00
Other Expenses	2,906,952.00	2,849,697.00
	<u>5,091,791.00</u>	<u>4,956,544.00</u>
Total Expenditures		
Excess in Revenue	611,045.50	410,763.21
<u>Fund Balance</u>		
Balance January 1	581,001.45	690,183.24
	<u>1,192,046.95</u>	<u>1,100,946.45</u>
Decreased by:		
Utilization as Anticipated Revenue	480,000.00	519,945.00
	<u>480,000.00</u>	<u>519,945.00</u>
Balance December 31	<u>\$ 712,046.95</u>	<u>\$ 581,001.45</u>

COUNTY OF SUSSEX
SUMMARY OR SYNOPSIS OF AUDIT REPORT FOR PUBLICATION
(Continued)

RECOMMENDATIONS

It is recommended that:

1. The County maintain an adequate segregation of duties with respect to certain County outside departments.
2. The County Library account deposit slips be properly maintained and kept on file.

* * * * *

COUNTY OF SUSSEX
SUMMARY OR SYNOPSIS OF AUDIT REPORT FOR PUBLICATION
(Continued)

A Corrective Action Plan, which outlines actions the County of Sussex will take to correct the findings listed above, will be prepared in accordance with federal and state requirements. A copy of it will be placed on file and made available for public inspection in the Office of the Clerk of the Board of Chosen Freeholders within 45 days of this notice.

The above Summary or Synopsis was prepared from the Report of Audit of the County of Sussex for the calendar year 2017. This Report of Audit, submitted by Raymond G. Sarinelli, Registered Municipal Accountant of Nisivoccia LLP, is on file at the Clerk of the Board of Chosen Freeholders' Office and may be inspected by any interested person.

Clerk of the Board of Chosen Freeholders